



IMO STATE HOPE GOV, HOPE PHC & HOPE EDU 2025 WORKPLAN

State	Imo State
Period	2025
State Coordinator	Commissioner for Budget and Planning
State Focal Person	Director of Budet
List of Contributing Entities	Ministry of Finance, Ministry of Budget & Planning, Ministry of Health, Ministry of Education, Ministry of Local Government and Chieftaincy Affairs, SUBEB, PHC Board, Imo Public Procurement Agency
URL Link to Published Documents	
Does the State Steering Committee approve this Plan	Yes
Date of Publishing on website	31/3/2025



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Result Areas	Objectives	Key Activities	Description and Key Targets	Responsible MDAs	Contributing MDAs	Planned Start Date	Planned End Date	Projected Budget (₦)	Funding Sources
Eligibility Criteria	Ensure compliance with budget transparency and accounting standards	Prepare the 2025 budget under NCoA and publish the approved budget online	State budget under NCoA approved and published online by Jan 31, 2025	Ministry of Economic Planning and Budget	Imo State House of Assembly, Office of Accountant General	2024-11-01	1/7/25	N100m	HOPE GOV
	To strengthen public financial accountability and transparency by ensuring timely preparation, legislative oversight, and public disclosure of the state's	Prepare Audited Account under IPSAS Submitted to the House of Assembly Publish 2024 Audited Account online	State Audited Account passed by the House of Assembly and published online by July 31, 2025	Office of the Accountant General	Imo House of Assembly	1/7/25	31/07/25	0	



	audited financial statements in line with international standards (IPSAS).								
Results Area 1: Increased availability and effectiveness of financing for basic education and primary healthcare service delivery.									
HOPE EDU DLI 1.1 UBEC guidelines revised to: (i) enhances states' access approval and reporting process, including publication of releases. (ii) set rules, including the cut-off period for unaccessed funds	Improve efficiency, transparency, and accountability in accessing and reporting UBEC funding	1. Review and revise UBEC access and reporting guidelines 2. Conduct stakeholder engagement and sensitization on new guidelines 3. Publish revised guidelines and disbursement releases online	Revise existing UBEC guidelines to streamline processes for state access and reporting. Engage stakeholders (MoE, SUBEB, MoF) to ensure alignment and compliance. 🎯 Targets: Revised guidelines finalized and published by UBEC; dissemination to all states; released data published	SUBEB, Finance, MoE	Imo SUBEB, Ministry of Education, Ministry of Finance, SWAp Coordination Office	1/4/25	31/12/25	N25M	SUBEB Counterpart Funding


			quarterly						
DLI1-HOPE EDU Improve foundational literacy and numeracy outcomes.	Ensure adequate supply and equitable distribution of quality learning materials for early grade learners and teachers	1. Assess textbook and teacher guide needs across public primary schools 2. Procure curriculum-aligned literacy and numeracy textbooks and guides 3. Distribute materials to schools with tracking system 4. Train teachers on the effective use of learning materials	This intervention aims to improve teaching and learning at the foundational level by equipping pupils and teachers with essential instructional materials. 🎯 Key Targets: - Needs assessment completed in all LGAs - 100% of P1–P3 learners receive literacy and numeracy textbooks - 100% of early grade teachers receive teacher guides - At least 10,000 teachers trained on instructional use		Ministry of Education, UBEC, Ministry of Finance, State Universal Education Quality Assurance Department, HOPE Program Secretariat	1/4/25	30/11/25	N2bn	HOPE-EDU, UBEC Counterpart Fund
HOPE PHC DLI1 Strengthened PHC Financing and Planning	Ensure coordinated and equitable PHC financing across all LGAs	Adopt and implement unified PHC financing and service delivery plan	Plan approved by Executive Council and implemented across LGAs by June 2025	Ministry of Health, Imo State Primary Health Care Board,	Ministry of Health, Imo State Primary Health Care Board,	Jan – J2025	Jun 2025	N500,000	HOPE-PHC

				HOPE Secretariat	Hope Secretariat				
DLI 2: HOPE-GOV Strengthened state budget planning and execution for basic education and primary healthcare.	Strengthening planning and execution systems for sector budgets by improving coordination, consolidation, and performance monitoring across funding sources	1. Review and adopt consolidated workplan guidelines for basic education 2. Review and adopt consolidated workplan guidelines for primary healthcare execution	Guidelines for consolidated sector workplans adopted by SUBEB, PHCB, and MoEPB Quarterly budget performance reporting system established and used in both sectors	Ministry of Economic Planning and Budget	MoE, LSUBEB, PHC Board	2024-12-01	2025-02-28	N700M	HOPE-GOV
HOPE GOV Strengthened state and LGAs budget planning	Strengthening planning and execution systems for sector budgets at Local Government	1. Local governments adopt harmonized budget by March 31, 2025 2. Build capacity of MDAs and LGAs on the new planning and budgeting processes 3. Establish a routine performance monitoring	Local Government Prepared 2025 Budget and Audited Financial Statement based on IPSAS and NCoA	Min of Budget, Reigns Management	Auditor General Office Min of Local Government LGAs	April 2025	Dec 2025	N3bn	HOPE GOV


		<p>system for quarterly budget</p> <p>4. Provide hands on technical Support to LGAs</p> <p>5 Hold 2 joint sector review meetings involving Education, Health, Budget, and Planning sectors</p>							
HOPE PHC DLI2 State develops and adopts comprehensive PHC budget and workplan guidelines	Institutionalize comprehensive and harmonized budgeting practices in PHC	Develop and adopt PHC budget and workplan guidelines	Guidelines developed and adopted by all LGAs	MoH, PHC Board, Budget Office	MoLG, Finance, Planning Commission	Mar 2025	Jun 2025	N500,000	HOPE-PHC
DLI2 HOPE EDU Improve foundational literacy and numeracy outcomes	Strengthen teacher support and system-level monitoring to ensure effective delivery of the foundational	<p>1. Develop and implement a teacher mentoring and classroom support framework</p> <p>2. Assign and</p>	Improve early grade instruction through regular observation, feedback, and system accountability mechanisms.	Imo SUBEB	Ministry of Education, Teacher Professional Development Agency (if	Mar 1, 2025	Dec 15, 2025	N300M	HOPE-EDU, UBEC Teacher Development Fund

HOPE GOV DLI 3: Strengthen accountability and transparency of federal funding for basic education and primary health care.	Ensure timely, complete, and public disclosure of federal education and health funding to support transparency and citizen oversight	1. Prepare and publish FY2024 audited financial statements for education and health sectors 2. Publish quarterly transfer data from UBEC and BHCPF 3. Develop and launch an online portal/dashboard for public access to releases and expenditures	Guidelines adopted and quarterly budget performance reports initiated by March 2025	Min of Budg Office of the Auditor General, Ministry of Finance, Ministry of Health, Ministry of Education	Imo SUBEB, Imo PHC Board, SA ICT, SWAp Coordination Office	Jan 125-De 31, 2025 –	Dec 31, 2025	NIL	HOPE-GOV
HOPE PHC DLI4 Improved Service Delivery at PHC Facilities	Increased number of PHC facilities meeting minimum delivery standards	Upgrade PHC infrastructure to meet national service delivery standards	Upgrade PHC facilities to meet national service delivery standards	50% of PHCs upgraded to meet standards	PHC Board, Ministry of Works, HOPE Secretariat	Mar – 2025	Dec 2025	N2bn	HOPE PHC
HOPE GOV; DLI 4 Enhanced Transparency and Accountability	Improve public access to budget information	Develop and publish a citizen-friendly budget	2025 Citizen's Budget published by February 2025	Ministry of Economic Planning and Budget	Ministry of Information, Civil Society Groups, HOPE Sec	Feb. 2025	Dec 2025	N200M	HOPE-GOV
DLI 4: HOPE GOV	Improve public access to	1. Develop and publish a	Increase the visibility and	Ministry of Economic	Ministry of Health,	1/1/25	31/12/25	N50M	HOPE GOV

Strengthened accountability and transparency for basic education and primary health care funding at state level	information on state-level spending in education and health to build trust, foster oversight, and promote value-for-money in service delivery	citizen's budget for the health and education sectors by Feb 28, 2025 2. Conduct financial and performance audits for education and health sectors 3. Publish all contracts awarded in education and health in OCDS format quarterly	scrutiny of state-level resource use in basic education and primary health.  Key Targets: - 2025 citizen's budget published by February 2025 - Financial and performance audits conducted and submitted to State Assembly by May 2025 - Contract award data published quarterly in OCDS format within 30 days of each quarter	Planning and Budget, Office of the Auditor General, Imo Public Procurement Agency	Ministry of Education, Imo SUBEB, Imo PHC Board, SA ICT				
HOPE EDU DLI4 Increase access to Early Childhood Education (ECE)	Improve access to quality ECE by constructing, upgrading, and equipping classrooms to accommodate more children in foundational	1. Conduct a needs assessment of ECE classroom availability by LGA 2. Design and approve ECE infrastructure expansion plan	Expand access to early learning opportunities by scaling up ECE infrastructure.  Key Targets: - Needs assessment conducted and prioritized LGAs identified	Imo SUBEB	Ministry of Education, Ministry of Works and Infrastructure, Ministry of Economic Planning and Budget,	May 1, 2025	Dec 20, 2025	N3bn	HOPE-EDU, UBEC Infrastructure Grant, State Capital Budget


	learning environments	3. Construct and/or upgrade ECE classrooms in underserved areas 4. Procure age-appropriate furniture and learning materials 5. Monitor construction and ensure classrooms meet national ECE standards	- At least 300 new or upgraded ECE classrooms delivered by December 2025 - 100% of classrooms equipped with ECE-compliant furniture and learning materials		LGEAs, HOPE Secretariat				
HOPE PHC DLI 5: Increased availability of essential medicines and commodities at PHC level	Ensure consistent availability of essential medicines at the PHC level	Ensure essential drug availability in PHC facilities	80% of PHCs stocked with tracer drugs quarterly	PHC Board, Central Medical Stores, HOPE Secretariat	MoH, LGA Health Departments	Jan – 2025	Dec 2025	N1bn	HOPE-PHC + Drug Revolving Fund
HOPE EDU DLI5 Expand access to equitable and inclusive basic education- Creating Community-Based Classrooms	Provide access to basic education for underserved and hard-to-reach communities through low-cost, locally managed	1. Identify underserved communities through school mapping and community consultations 2. Design and approve a CBC operational	Extend educational access in areas with no nearby schools by establishing community-based learning spaces.  Key Targets: - 200 community-based classrooms	Imo SUBEB	Ministry of Education, Ministry of Local Government, Ministry of Women Affairs and Poverty Alleviation,	May 1, 25	Dec15, 2025	N1.8bn	HOPE-EDU, UBEC Special Grant, State and Local Government Co-funding


(CBCs), aligned with the HOPE-EDU Program and the Sector-Wide Approach (SWAp):	classroom structures	framework 3. Construct low-cost classrooms using community labor and local materials 4. Recruit and train facilitators or volunteer teachers 5. Provide learning materials and monitor enrollment and learning outcomes	established in rural/underserved LGAs - 100% of CBCs equipped with basic furniture and materials - Enroll at least 10,000 out-of-school children by Dec 2025		Community-Based Organizations (CBOs), LGEAs				
HOPE PHC-DLI 6: Improved supervision and quality assurance visits to PHC facilities	Improve quality assurance and supervision at the facility level	Conduct regular supervision and quality assurance visits	Quarterly visits to all PHCs completed	PHC Board, Quality Assurance Unit, HOPE Sec	MoH, LGA Monitoring Teams, HOPE Sec	Feb 2025	Nov 2025	N100M	HOPE PHC
HOPE GOV DLI 4 Enhanced Transparency and Accountability	Promote transparency in public procurement	Publish contract award information quarterly in OCDS format	Quarterly procurement reports published online within 30 days	Ministry of Budget Public Procurement Agency	Ministry of Budget MoH, MoE, SA ICT	Jan 25	Dec 25	N100M	HOPE GOV

Results Area 3: Improved recruitment, deployment, and performance management of basic education teachers and primary healthcare workers by federal, state, and local governments.									
DLI 5: Increased number of basic education teachers and primary healthcare workers deployed.	Address critical workforce shortages in education and primary healthcare by increasing equitable deployment of trained personnel across the state.	<p>DLR 5.1 Conducted baseline exercise mapping the number and duty stations of basic education teachers across the state and a multi-year costed teacher recruitment and deployment plan to address the staffing gap completed and published by March 31, 2025</p> <p>DLR5.2: Conduct Baseline exercise mapping number and duty stations of PHC workers in the state and multi-year costed PHC</p>	<p>This DLI aims to improve service delivery in classrooms and PHC facilities by recruiting and deploying staff to underserved locations.</p> <p> Key Targets:</p> <ul style="list-style-type: none"> - Costed recruitment and deployment plan finalized and published - 15% of identified staffing gap filled (Basic Target) - 20% of identified staffing gap filled (Stretch Target) by Dec 2025 	Office of the Head of Service, Imo SUBEB, Imo State Primary Health Care Board	Ministry of Education, Ministry of Health, Ministry of Finance, MoLG, Ministry of Economic Planning and Budget, SA ICT	April 1, 2025	Dec 31, 2025	N4bn	SUBEB Counterpart Funding and HOPE PHC

		<p>worker recruitment plan to address staffing gap completed & published by Mar. 31, 2025.</p> <p>2, Finalize and approve a multi-year-cost recruitment and deployment plan</p> <p>2. Conduct competitive recruitment exercises for teachers and PHC workers</p> <p>3. Deploy newly recruited personnel based on mapped staffing gaps</p> <p>4. Monitor deployment and retention through a digital dashboard</p>							
HOPE GOV DLI 6: Improved payroll and	Strengthen payroll integrity and	1. Conduct biometric registration and	This DLI improves the accountability of the public sector	Ministry Of Budget	Imo SUBEB, Imo PHC Board, SA	1/5/25	31/5/25	N200M	

performance management for basic education teachers and primary health care workers.	introduce performance management systems to ensure efficient use of human resources in education and health sectors	BVN verification of all public basic education and PHC workers 2. Link verified personnel to payroll system 3. Identify and remove ghost workers from the payroll 4. Develop and pilot performance appraisal system in education and health sectors	workforce through identity verification and basic performance tracking. 🎯 Key Targets: - Biometric and BVN verification for 80% of workers completed and linked to payroll - Ghost workers identified and removed - Performance management tools piloted in at least 5 LGAs by Dec 2025	Office of the Head of Service, Ministry of Finance	ICT, Ministry of Education, Ministry of Health, MoLG				
DLI6-HOPE EDU Improve school-level resourcing and accountability	Expand and institutionalize the timely and transparent disbursement of school grants to support operational needs and improve learning environments in basic schools	1. Review and update school grant guidelines and eligibility criteria 2. Sensitize school heads and communities on use and reporting 3. Disburse grants to eligible schools	Ensure basic schools receive operational funding to address local needs (e.g. minor repairs, teaching aids, hygiene). 🎯 Key Targets: - 100% of eligible public basic schools receive annual grants - 90% of	Imo SUBEB	Ministry of Education, Ministry of Finance, Local Government Education Authorities (LGEAs), Community-Based School Management	1/5/25	5/12/25	N2bn	HOPE-EDU, UBEC Grant, State Counterpart Contribution

		4. Monitor utilization and accountability through periodic reports	beneficiary schools submit utilization reports - Annual school grant guidelines revised and approved		Committees (SBMCs)				
DLI7HOPE EDU Improve school-level resourcing, transparency, and planning	Ensure all eligible public basic education schools are identified and published annually to support accurate funding allocation and sector planning	1. Verify and validate existing public basic schools through collaboration with LGEAs and SBMCs 2. Update and compile ASL using standard format 3. Publish Approved Schools List on SUBEB website and official state portal	Ensure an accurate, up-to-date list of all approved public basic education schools is published annually to guide planning, funding, and monitoring.  Key Targets: - FY2025 ASL published by March 31, 2025, - List updated annually with geographic, enrolment, and status data - Published online and shared with UBEC, MoE, and LGEAs	Imo SUBEB	Ministry of Education, Ministry of Economic Planning and Budget, SA ICT, Local Government Education Authorities (LGEAs), HOPE Secretariat	January 15, 2025	March 31, 2025	N150M	HOPE-EDU, UBEC Counterpart Fund
HOPE EDU DLI7 Increase the availability and	Institutionalize needs- and performance-based criteria	. Develop and adopt an equity-based formula for internal fund	Improve targeting of UBEC investments through an	Imo SUBEB	Ministry of Education, Ministry of Economic	April 1, 2025	Sept.30, 2025	₦300m	HOPE-EDU, UBEC Matching Fund

effectiveness of financing for basic education	in the allocation of UBEC funds to enhance equity and incentivize state-level improvements	allocation (including enrolment, out-of-school children, and school infrastructure needs) 2. Integrate performance indicators (e.g., grant utilization rates, school reporting compliance) 3. Align state-level budget with UBEC guidelines and formula 4. Monitor implementation and report disbursement outcomes	allocation framework that reflects the real needs of LGAs and rewards strong financial and operational performance.  Key Targets: - Allocation formula developed and approved by Imo SUBEB and MoE - 100% of UBEC funds allocated using needs and performance criteria - Annual review and adjustment of formula based on updated data		Planning and Budget, UBEC, MoLG, HOPE Secretariat				
HOPE GOV DLI7 Enhanced Transparency and Accountability	Biometric capture and BVN data of 80% of education and health workers completed and linked to	Conduct biometric capture and BVN linkage for education and health workers	80% of workers verified and linked to payroll by Oct 2025	Min of Budget Head of Service	PHC Board, Office MoH, MoE, PHCB, SUBEB	Jan25	Dec25	N500M	HOPE-GOV

	payroll.								
HOPE GOV DLI8 Ghost workers identified and removed from the payroll; staff redeployed based on staffing needs	Improve staffing efficiency	Ghost workers identified and removed from the payroll; staff redeployed based on staffing needs	All identified ghost workers removed, and staff redeployed by Dec 2025	Min of Budget Head of Service	PHC Board, Office MoH, MoE, PHCB, SUBEB	Jan2 5	Dec 25	N200M	HOPE-GOV