



# 2025

## NEWSLETTER

# TONIA UDUIMOH APPOINTED AS HEAD OF OANDO FOUNDATION

Following Adekanla Adegoke's exit in 2024, Tonia Uduimoh was appointed as the new Head of Oando Foundation (OF) in February 2025. With a wealth of experience in programme management, strategy design, system strengthening, and non-profit leadership, including consultancy roles at Total Nigeria, Sahara Energy, USAID, among others, Tonia brings deep expertise and a strong commitment to driving impact. Prior to her appointment, she served as Programmes Manager at the Foundation, where she led multiple high impact projects and championed strategic partnerships that delivered major results.

Since her appointment, and supported by the Board of Trustees, Tonia continues to steer the Foundation's strategic objectives, driving operational excellence and restructuring for deeper impact, while advancing education advocacy in her role as Private Sector Advisory Group (PSAG) Education Cluster Lead.

We celebrate this leadership transition and her remarkable contributions to date.





**A**t the heart of our work is a commitment to ensuring that every child acquires strong foundational skills early in life. Through the LEARNOVATE Strategy, the Foundation delivers impact across three core interventions: LEARNOVATE-FLIP (Foundational Learning Improvement Programme), LEARNOVATE-SEED (Supporting Early-Childhood Education and Development), and the School STEAM Project.

Together, these initiatives are designed to improve literacy, numeracy, early childhood development, and basic science proficiency across supported states through evidence-based programming, school-level capacity building, and learner-centered innovations. The Foundation remains firmly committed to improving learning outcomes for children across Nigeria, in collaboration with relevant stakeholders.

## Expanding Access and Strengthening Foundational Learning Skills Through LEARNOVATE-FLIP

The Foundation continued to scale its foundational learning improvement programme, LEARNOVATE-FLIP, across target states combining two distinct approaches: Early Grade Reading (EGR) and Teaching at the Right Level (TaRL) aimed at strengthening foundational literacy and numeracy outcomes by equipping teachers with effective instructional tools and supporting learner-centered classroom delivery.

The EGR pilot demonstrated the efficacy of structured, mother-tongue instruction in elevating early literacy proficiency for Primary 1–3 learners across 60 public primary schools in Ebonyi, Plateau, and Sokoto states. The intervention integrated teacher capacity development, in-class mentorship, contextually tailored instructional materials, establishment of Community Reading Hubs, and strategic enrollment of out-of-school children. Evidence from project pilot revealed substantial improvements in reading fluency and comprehension, validating the impact of localized, evidence-based early learning strategies.

The TaRL intervention provided remedial, competency-based instruction to Primary 4–6 learners in 20 schools in Adamawa, targeting children with interrupted or suboptimal learning trajectories. The project combined differentiated pedagogy with digital monitoring systems, enabling real-time assessment of learners' progress and rapid feedback loops for instructional adjustments.

Cumulatively, LEARNOVATE-FLIP delivered measurable, system-wide impact:

- 47,354 pupils reached across 80 schools.
- 5,162 out-of-school children enrolled and provided with back-to-school kits.
- Reactivated 60 School-Based Management Committees, mentoring 1,140 members.
- Trained 416 teachers in learner-centered, competency-based methodologies.
- Established 120 Community Reading Hubs, supporting 10,800+ learners.
- Achieved notable learning gains: improving literacy proficiency over 40% and numeracy (two-digit subtraction) by 35%.

To consolidate impact and encourage nation-wide adoption, a high-level dissemination workshop was held in Abuja, bringing together government officials, education managers, and key sector stakeholders to review findings, discuss lessons learned, and explore strategies for institutionalizing best practices across participating states.

For more information on methodology and impact, read the full EGR and TaRL reports.



## Advancing Early Childhood Education in Rivers State

UNICEF estimates that only one in three Nigerian children access early childhood education, even though the first five years of a child's life are critical for cognitive development. OF continues to strengthen early learning through the LEARNOVATE-SEED initiative. To date, the Foundation has transformed 41 Early Childhood Care Development (ECCD) Centres across 6 states, reaching 6,500+ young learners.

This year, an additional 10 ECCD Centers were upgraded in Rivers State, fully equipped with age-appropriate instructional materials and strengthened capacity of 30 teachers and care givers in delivery of modern early childcare pedagogy. This effort reemphasizes our commitment to creating inclusive, engaging, and developmentally appropriate early learning environments for children.



## Strengthening Basic Science Skills in Public Primary Schools

Our School STEAM Project strengthens foundational learning by integrating Science, Technology, Engineering, Arts, and Mathematics into primary education. At its core, the initiative leverages teacher capacity building, model Innovation Labs, and mentorship through 'Humans of Oando' to create experiential and interdisciplinary learning opportunities that foster creativity, critical thinking, and problem-solving skills among students in target schools.

In collaboration with the Rivers State Universal Basic Education Board (RSUBEB) and technical partner, STEM-METS, this pilot phase is being implemented in 30 public primary schools across Rivers State. Over 300 teachers and education officers have participated in intensive capacity building sessions that focus on applying practical, low-cost materials to effectively teach STEAM concepts. This collaboration ensures that learning remains inclusive, aligned with national curriculum standards, and responsive to the evolving educational needs of students. Other project activities are scheduled to continue once school resumes in January 2026.



## Transforming Lives Through Scholarships: 1,164 Scholars and Counting

In Nigeria, primary education is free and compulsory. However, an estimated 18.5 million children aged 5–14 are still not in school, and only 61% of those aged 6–11 attend regularly (UNICEF), often due to a myriad of reasons, including poverty. Through OF's scholarship programme, we help close this gap by guiding indigent learners' academic growth and nurturing the skills and values that prepare them for life.

Since inception, 1,164 qualified scholars have received funding to transition from our adopted schools into secondary, and in some cases, tertiary institutions. This year, 9 new scholars received tertiary-level scholarships. We especially appreciate all who have donated to our Sponsor-A-Child campaign, enabling us reach more beneficiaries.



## Supporting Local Edtech Solutions for Learning Improvement

We renewed our multi-year partnership with Teach for Nigeria (TFN) to support the Incubation Hub programme, providing seed fund, mentorship and enterprise development support for alumni-led education innovations. Our engagement this year focused on helping innovators refine their products, strengthen business models, and prepare for scale.

Following a rigorous incubation period and bootcamp, 15 social innovators presented solutions addressing gaps in EdTech, teacher development and climate-smart education at the 2025 Incubation Hub Pitch Competition held in September 2025. Our Operations Manager, Tracy Akpoture, served on the judging panel, evaluating finalists based on impact, potential, scalability and sustainability. The top three innovators were awarded seed grants to accelerate their work.

We congratulate Adetomiwa Awofeso, winner of the 2025 Pitch Competition, for Scholaride—an EdTech platform that connects children in low-income and remote communities to digital learning resources. Scholaride received a ₦3.5 million seed grant to expand access and strengthen its delivery model.





Our environmental sustainability initiatives are designed to shape environmentally conscious individuals by equipping children and youth with the knowledge and tools required to drive climate action and environmental stewardship. Through age-appropriate learning, skills development, and youth-led projects, the PLANET component empowers young people to become active agents of change embedding sustainability not only within classrooms, but also across communities and youth networks. The Clean Our World (COW) project and Green Youth Upskilling Project (GYUP) are our flagship initiatives

## Raising the Next Generation of Eco-Conscious Leaders

The Clean Our World (COW) project is strengthening environmental education and sustainable practices in target schools and communities. Fifth phase of the project expanded to 50 schools across Abuja and Delta, with continued teacher support for legacy schools in Lagos and Plateau States. Through COW, learners are developing practical skills, fostering eco-conscious behaviors, and contributing to systemic climate resilience across Nigeria.

As part of project sustainability efforts, in partnership with Lagos State Universal Basic Education Board (LASUBEB), 86 master trainers were equipped to support state-wide delivery of approved climate action syllabus in public primary schools.

### • Key results:



**119,350** students reached through the Climate Action Superheroes' outreach deployed



**521.6kg** of plastic waste recycled



**255+** teachers and education managers trained



**50** school environmental clubs established and empowered



Tree planting and gardening activities in target schools

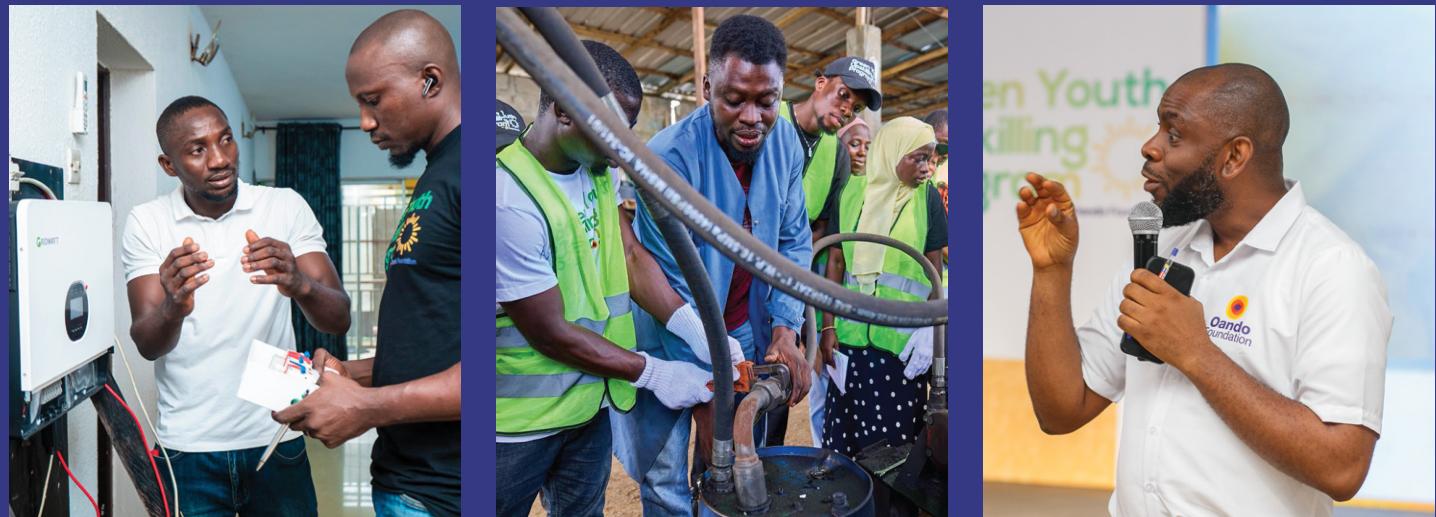


## Launch of the Green Youth Upskilling Project (GYUP)

GYUP is a targeted initiative addressing critical gaps in technical and operational expertise across key green sectors. From 8,000+ applications received, 25 young 'Green Champions' were selected in Lagos State as first cohort of the project, to be equipped with competencies in renewable energy and sustainable waste management.

Implemented in partnership with the Nigeria Climate Innovation Center (NCIC), the project is structured as a nine-month intensive pilot that integrates hybrid training modules, hands-on industry apprenticeship, and mentorship from sector specialists to develop technical proficiency, operational acumen, and entrepreneurial capacity. Participants acquire practical, industry-relevant skills designed to accelerate innovation and market-ready solutions in the green economy.

Top-performing trainees will receive seed grants to establish or scale green enterprises, translating technical and entrepreneurial capacity into measurable environmental and economic impact. By fostering green entrepreneurship and youth-led climate innovation, GYUP strengthens workforce readiness, supports national sustainability objectives, and contributes to long-term environmental and economic resilience.



# SPECIAL PROJECTS



These are complimentary projects executed to further enhance the Foundation's mandate, and in some cases, support Oando Group's entity-specific corporate social responsibility priorities.

## Donation of A Library to Mark Children's Day at the Benue IDP Camp

To commemorate Children's Day, OF partnered with K2U Puzzles and the UN International Organization on Migration to deliver much-needed learning resources to over 1,200 children in the Abagana Internally Displaced Persons Camp in Benue state. The Foundation erected a library tent, fully furnished and expected to accommodate 52 learners per time. Over 10,000 textbooks and 3,000 notebooks were also provided to aid learning.

This initiative underscores our belief that no child should be left behind. By creating a safe, welcoming space for study and play, we're not only bridging gaps in educational access but also bringing hope and opportunity to displaced families.



## School Improvement Projects in Katsina and Daura, Katsina State

Earlier in the year, the Foundation completed two school renovation projects at the FSP Nursery and Primary Schools in Katsina and Daura, Katsina State. Working together with the State Ministry of Education, we delivered a full suite of upgrades including structural repairs and finishes, outdoor play and health facilities provided, 18 classrooms and 6 ECCD Centres renovated and equipped with age-appropriate learning materials, a library and a staff room, and gender-sensitive sanitation facilities; transforming these sites into safe, fit-for-purpose learning environments.

Complementing these physical improvements, 42 teachers and education managers received structured training on inclusive, play-based pedagogy in line with the Foundation's holistic intervention model, ensuring the revitalized classrooms translate into richer learning experiences. As a result, over 1,200 young learners now have access to better learning conditions. Highlighting the Foundation's efforts during the project launch, Governor Dikko Umar Radda, PhD, stated that "the Foundation has consistently demonstrated it is not just focused on numbers, but on equipping children with the right tools to succeed in a rapidly changing world."



## Community and Volunteerism

Building a community of volunteers who contribute to the Foundation's work remains a core practice as it strengthens our collective goodwill, fostering a sense of purpose and fulfillment. Oando 'Employee Volunteer Program' is a platform that enables #HumansofOando contribute meaningfully to, and participate in the Foundation's activities.

To commemorate International Women's Month, we hosted 30 girls from four schools within the Dele Ajomale School Complex (home to one of the Foundation's adopted schools in Lagos) at the Oando Headquarters in Lagos. The visit exposed the pupils to the breadth of career opportunities available to women in the energy sector through a guided office tour and mentorship session led by five female employees, who shared their career journeys, and encouraged the girls to pursue STEM pathways.

The Foundation also marked this year's International Volunteer Day under the theme "Every Contribution Matters". Volunteers engaged pupils of our adopted school, Archbishop Taylor Memorial Nursery and Primary School, in interactive learning and fun activities that stimulated creativity, confidence, and holistic development. The celebration was complemented with the distribution of Merry Boxes to pupils and teachers in the spirit of the yuletide season, reinforcing the value of collective service and community support in advancing children's learning experiences.



## Tap to Reach All

The Aggregator Platform (TAP), driven by the #HumansOfOando, is a strategic social impact initiative established in April 2020 to address food insecurity in Nigeria, in alignment with SDG 2: Zero Hunger. Initially focused on targeted food relief interventions for vulnerable households, TAP has since evolved into a sustainable, systems-oriented approach designed to generate long-term community-level impact.

In addition to several economic empowerment initiatives executed, TAP partnered with Siddiqah Foundation to feed 314 families in Kosofe Community this year, with OF providing technical support. TAP continues to expand its reach and foster resilience among vulnerable households. We are proud to support TAP's mission and encourage continued efforts to create a hunger-free Nigeria.



# ADVOCACY



**A**t Oando Foundation, collaboration fuels impact. We recognize the role of strategic partnerships, multi-sectoral engagements, and innovative financing as critical levers in driving sustainable improvements in Nigeria's education sector. From policy roundtables to grassroots engagements, our advocacy efforts this year prioritized initiatives with the capacity to address systemic challenges and create long-term impact for learners. Moreover, as the global development and philanthropy space continues to experience deep cuts that necessitate increased local action.

## Unlocking Education Outcomes through Strategic Collaborations...

The Private Sector Advisory Group (PSAG) Nigeria serves as a connector between the private sector and the government to drive policies and scale collaborative efforts and impact on the Sustainable Development Goals in Nigeria. Comprising over 20 members, the PSAG Education Cluster, with the Oando Foundation as its lead, accelerates private sector participation in education delivery, fostering partnerships to address educational challenges. We applaud members' collective contributions through various education-focused corporate social responsibility projects executed in 2025.



This year, OF represented the private sector at the National Education Group (NEG) quarterly engagement hosted by the Honourable Minister for Education. As newly appointed Co-chair of the Resource Mobilization Committee, we are galvanizing domestic efforts aimed at leveraging innovative financing solutions, with the Global Partnership for Education (GPE) Multiplier and Regenerating Basic Education in Nigeria (RBEN) initiative standing out as scalable models for sustainable education investment through public-private partnership.

We are also proud to lead private sector engagement with the Education Outcomes Fund (EOF) in designing outcomes-driven education financing that can accelerate enrolment, improve learning performance, and strengthen the education ecosystem. The EOF program, set to launch in 2026, targets enrolment and learning improvement for 200,000 children in Lagos State.



Looking ahead, we will continue working closely with the Federal Ministry of Education to convene broader private sector engagements and co-design a national framework aimed at strengthening coordination and transforming education outcomes at scale.

## Leading Advocacy Efforts and Policy Action at Sub-National Level

Deploying OF's programmes across 23 states in Nigeria require effective collaboration with state governments and local education agencies for co-creation, implementation success, system strengthening, and post-project sustainability.

This year we held several advocacy engagements with various sub-national stakeholders in Katsina, Plateau, Ebonyi, Rivers, Lagos, Delta, and Sokoto states, resulting in successful execution of planned projects, and in some cases, legislative action for state-wide deployment of interventions such as the LEARNOVATE-FLIP that has shown positive results in foundational learning improvement.



## Other Advocacy highlights from the year include:

- **The International Conference on Smart Education and Digital Literacy (ISCE 2025):** Convened by the Universal Basic Education Commission (UBEC) in partnership with the Korea International Cooperation Agency (KOICA), the conference spotlighted scalable digital learning models for basic education. In the session on public-private synergy, our Head of Foundation presented the Regenerating Basic Education in Nigeria (RBEN) model, an innovative financing mechanism that leverages private capital with tax-incentivized recovery to close systemic funding and sustainability gaps in education delivery.



- **Nigeria Education Forum (NEF):** Hosted by the Nigeria Governors' Forum, the summit brought together sector leaders to explore strategies for improving foundational literacy and numeracy in Nigeria's public primary schools, especially underserved and conflict-affected areas. Discussions highlighted evidence-based approaches that prioritize the early years, integrating low-cost curriculum-aligned tools, and embedding ongoing coaching to strengthen classroom outcomes.



- **2025 World Environment Day Event:** Hosted in partnership with the Federal Ministry of Environment, OXFAM Nigeria, and other partners to raise awareness, share knowledge, and inspire action towards a more environmentally sustainable and resilient future, under the theme "Beat Plastic Pollution". The event featured high-level dialogue, an innovation showcase, and the annual Minister's Cup eco-club competition.



- **80th United Nations General Assembly:** Our Head of Foundation actively participated in high-level engagements, contributing to global dialogues on advancing basic education and collaborative solutions for sustainable development.



- **Africa Social Impact Summit:** Hosted to promote dialogue and action on the Sustainable Development Goals, among other multi-sectoral discourse. Oando Foundation served as a technical partner and co-sponsor of the summit, contributing to the education panel discussion.



- **Circular Economy Youth Empowerment Initiative for Climate Action:** Our Head of Foundation delivered a presentation at the launch of the 'Circular Economy Youth Empowerment Initiative for Climate Action' hosted by the Federal Ministry of Youth Development in Abuja. The event united youth organizations, policymakers, and private sector actors to advance green innovation and youth-led climate solutions.



- **World Innovation Summit on Education (WISE 2025):** We joined global education stakeholders at WISE 2025 under the theme "Humanity.io: Human Values at the Heart of Education" to examine education models that integrate academic, social-emotional, and life skills for holistic learner development. Conversations underscored innovation, collaboration, and adaptive systems as essential for scalable, inclusive, future-ready education.



- **National Education Innovation Summit (NEDIS 2025):** We joined our long-term partner, The Education Partnership (TEP) Centre to celebrate a decade of impact in Nigeria's education sector, and co-sponsored NEDIS 2025 under the theme, "Skills Development for Workplace Readiness and Inclusion". Our Programmes Officer, Monitoring and Evaluation, Izunna Anegbu, delivered insights on collaborative funding models, the role of ed-tech, and data-driven strategies in improving educational access and addressing persistent learning gaps, particularly for marginalized communities.



## Strategic Media Engagements to Amplify Education Reform

We strengthened media engagements all through the year, sharing insights into our strategic objectives and providing access to project locations and events, for direct engagement with beneficiaries and other stakeholders. Through various thought leadership materials published and digital campaigns, we amplified evidence from the Foundation's initiatives, reinforcing the media's role in education reform.

Further amplifying this message, the Head of Foundation, Tonia Uduimoh, featured on CNBC Africa on International Children's Day, highlighting the critical role of innovation and cross-sector collaboration in building resilient and inclusive education systems in Nigeria.

You can watch Tonia's interview on CNBC [here](#).



# OUTLOOK FOR 2026

As we reflect on progress made in 2025, achievements under the LEARNOVATE strategy demonstrate a maturing portfolio anchored in evidence, scale, and cross-sectoral collaboration. In 2026, we aim to deepen programme impact, expand reach, and strengthen the enabling systems that support foundational learning, climate education, and policy influence.

The year ahead will emphasize translating proven models into deeper, more consistent results, embedding climate responsive teaching and green skills within learning environments, and enhancing institutional and educator capacity through data-driven approaches. We will also intensify our research and advocacy, leveraging evidence to shape policy dialogue, strengthen partnerships, and catalyze system-wide improvements. With collaboration and innovation guiding our efforts, we remain committed to building an education ecosystem where every child is equipped to learn, thrive, and contribute to a more resilient future.

We extend our deepest appreciation to partners, donors, and other stakeholders for their steadfast support. Together, we will continue shaping a brighter future for Nigeria's next generation.

Here's to a productive and impactful new year!

The Oando Foundation Team

For more information on how the Foundation is impacting basic education in Nigeria, please visit [www.oandofoundation.org](http://www.oandofoundation.org)

Connect with us:



@oandofoundation



**Oando Foundation**  
...Transforming lives through education