

# Newsletter

March 2025

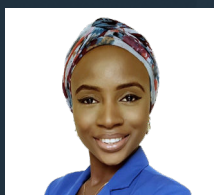


Welcome to the March Edition of the Kreston Pedabo Newsletter!

In this issue, we explore the dynamic trends and innovations transforming the Power & Natural Resources (PNR) and Information Technology & Telecommunications (ITT) sectors. We aim to equip you with actionable insights to stay ahead in an ever-evolving landscape.

This month's featured article is titled: **Workplace Learning: How to Build a Future-Ready Workforce,** a thought-provoking piece that looks into the critical role of continuous learning in preparing teams for the challenges and opportunities of tomorrow.

Let's embark on this journey together and build a workforce ready to conquer the future!



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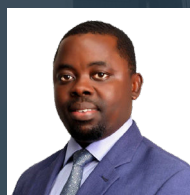
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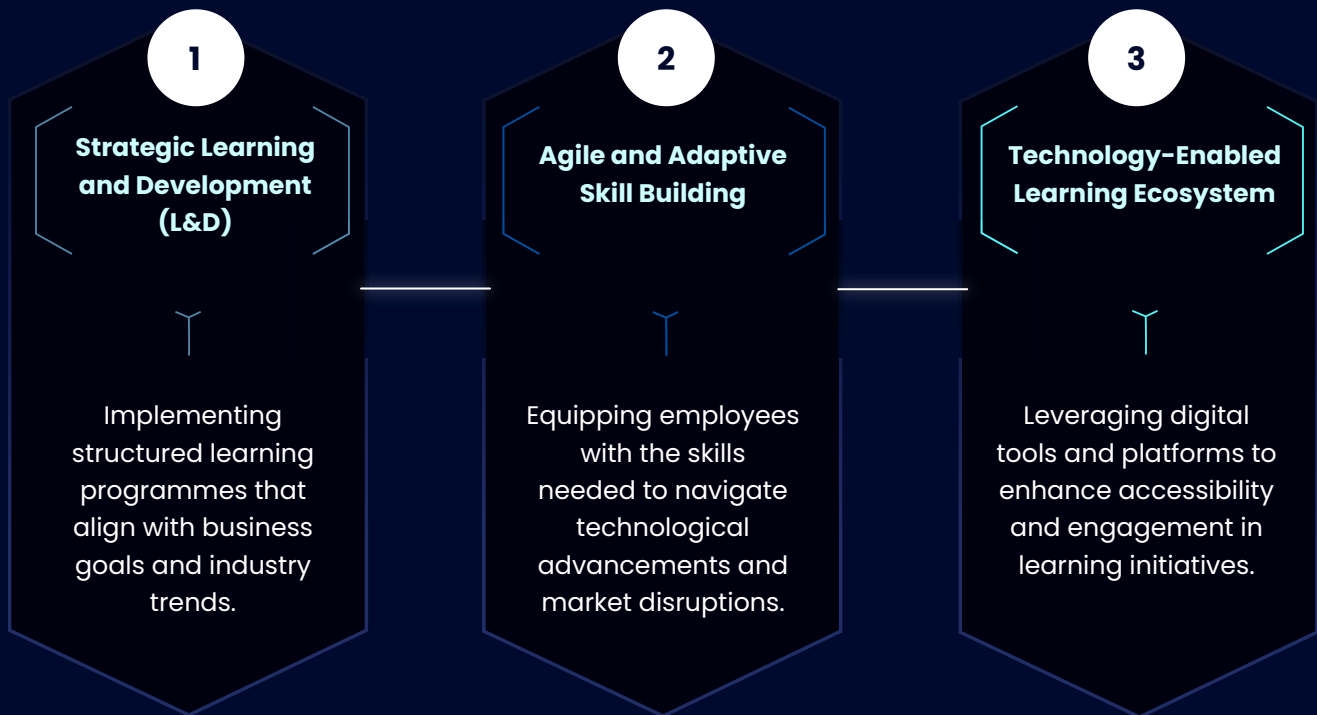


## **Workplace Learning:** How to Build a Future-Ready Workforce

In an era of global instability, economic fluctuations, and rapid technological shifts, businesses must rethink their strategic planning approaches to remain competitive. The unpredictability of market trends, supply chain disruptions, and regulatory changes demand agility, foresight, and resilience. This article explores how businesses can navigate uncertain times with strategic foresight and highlights real-world case studies demonstrating adaptive strategy execution.

## The Pillars of a Future-Ready Workforce

Building a workforce that can thrive in the future involves three critical pillars:



## Enablers of Workplace Learning

1

### Strategic Learning and Development (L&D)



A well-defined L&D strategy ensures that learning initiatives contribute to business objectives and employee growth. Organisations must design competency frameworks, implement structured training programmes, and encourage a culture of continuous learning.

#### Case Study: Kreston Pedabo's Graduate Trainee Development Programme

Whilst Kreston Pedabo offers a successful intense annual Graduate Trainee programme to graduates with 0-2yrs experience in all fields and successfully retains 60% of them for up to 2 years, the firm also partnered with a leading financial institution to upskill their graduate



trainees across banking operations and technology streams, ensuring they were equipped with the necessary skills to transition smoothly into the workforce. The programme focused on personal workplace effectiveness which looked at time management vs personal productivity, personal development planning and assessment, development of business acumen, and digital transformation. By implementing a blended learning approach combining instructor-led sessions, practical workshops, and e-learning modules, employee engagement increased by up to 30%, and knowledge retention improved significantly.

### **Case Study: MTN Nigeria**

MTN Nigeria has been proactive in workforce upskilling through its 'MTN Academy,' which offers tailored programmes for employees at all levels. With a focus on digital transformation, leadership, and customer-centric skills, the academy has equipped over 5,000 employees with future-ready competencies, positioning the company as an industry leader in telecommunications.

## **2**

## **Agile and Adaptive Skill Building**



In an era of rapid technological evolution, employees must be equipped with skills that enable adaptability. Organisations should focus on reskilling and upskilling programmes to ensure their workforce remains relevant. While upskilling enhances existing skills and knowledge to meet evolving job demands, reskilling is just as critical—yet often overlooked. Reskilling involves training employees for completely new roles as industries transform, helping organisations retain valuable talent instead of losing employees to redundancy. With automation and digital disruption reshaping job roles, companies that proactively reskill their employees will have a workforce that is more resilient and versatile.

### **Case Study: Kreston Pedabo's Graduate Trainee Development Programme**

As part of its commitment to workforce development, Kreston Pedabo worked with a leading financial institution to upskill their graduate trainees. The initiative focused on adaptability, data analytics, automation, and digital competencies to ensure that trainees were prepared for the evolving demands of the workplace. The programme led to increased efficiency and improved job readiness among participants.

### **Case Study: Access Bank's Leadership Development Programme**

Access Bank's Leadership Development Programme (LDP) has been instrumental in shaping its future leaders. Through a structured 12-month training, mentorship, and real-world projects, over 2,500 employees have been upskilled, with 85% advancing to leadership roles. This initiative has directly contributed to the bank's strategic growth.

## **3**

## **Technology-Enabled Learning Ecosystem**



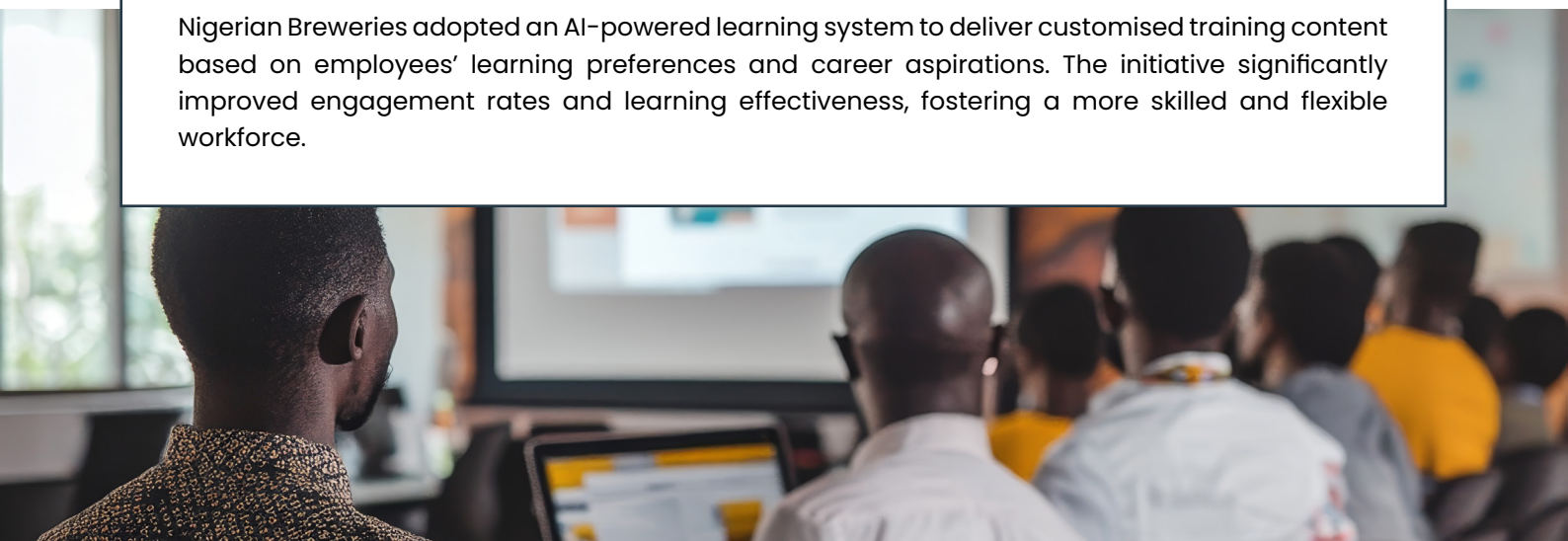
Technology plays a crucial role in modern workplace learning. Digital learning platforms, virtual reality (VR) simulations, and artificial intelligence (AI)-driven learning pathways create personalised and scalable learning experiences.

### **Case Study: Kreston Pedabo's Graduate Trainee Development Programme**

Kreston Pedabo integrated digital learning platforms into the graduate trainee development programme for a leading financial institution, ensuring that trainees had access to flexible, interactive learning experiences. This technology-driven approach enhanced engagement, reduced training costs by 25%, and improved knowledge retention by 35%.

### **Case Study: Nigerian Breweries' AI-Powered Learning System**

Nigerian Breweries adopted an AI-powered learning system to deliver customised training content based on employees' learning preferences and career aspirations. The initiative significantly improved engagement rates and learning effectiveness, fostering a more skilled and flexible workforce.



## Overcoming Challenges in Workplace Learning

While workplace learning is essential, organisations often encounter challenges, chief of which is the cost perceived to be sunk, especially when employees exit the company following the investment the organisation has made. Others include:



**Employee Resistance to Learning:** Some employees may be reluctant to engage in continuous learning due to workload or lack of motivation. Companies should create a culture that rewards learning and development.



**Skill Gaps in Emerging Technologies:** Organisations must proactively identify and address skill gaps in areas such as AI, data science, and digital transformation.



**Budget Constraints:** Investing in workplace learning requires financial commitment. Organisations can explore cost-effective strategies such as partnerships with online learning platforms and internal knowledge-sharing programmes.





## A Strategic Roadmap for Future-Ready Workforce Development

There are, however, a few walk-arounds to some of these challenges, and to successfully build a future-ready workforce, organisations could adopt the following strategic approach:

1

### **Leadership Commitment:**

Senior leadership must drive the learning agenda by investing in talent development. Rather than being perceived as a sunk cost, organisations should appreciate that an investment in employees is an investment in the quality of their deliverables and in the long term, their bottom lines. Having said that, organisations could for some training types consider training agreements for limited periods.

2

### **Continuous Skill Assessment**

Regularly evaluate workforce capabilities and identify skill gaps.

3

### **Integration of Learning into Daily Workflows**

Make learning an integral part of employees' daily routines through microlearning and just-in-time training.

4

### **Leverage Digital Learning Tools**

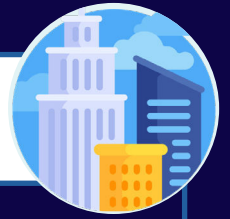
Adopt e-learning, virtual reality, and AI-driven training solutions.

5

### **Monitor and Measure Impact**

Use Key Performance Indicators (KPIs) to track the effectiveness of learning initiatives and make data-driven improvements.

## Conclusion



Workplace learning is no longer optional; it is a critical driver of business success in an ever-changing environment. Organisations like Kreston Pedabo, MTN Nigeria, Access Bank, and Nigerian Breweries have demonstrated that investing in learning and development, though a costly endeavour, enhances employee engagement, drives innovation, and strengthens competitive advantage. Businesses can cultivate a workforce that is resilient, flexible, and future-ready, when they prioritise strategic learning, skill adaptability, and technology-driven education solutions.

Kreston Pedabo is here to help you achieve your upskilling and reskilling goals to ensure you have a future-ready workforce.

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# February News Round Up

## Introduction

The month of February 2025 witnessed interesting developments in Nigeria's Power & Natural Resources (PNR) and Information Technology & Telecommunication (ITT) sectors. The Federal Government considered an electricity tariff review for other customer bands to address disparity in the Power Sector. In addition, the government prioritised mass metering, reduced legacy debts, and protect the most vulnerable Nigerians.

In the ICT Sector, Nigeria's network expansion gained momentum through the collaboration between the Nigerian Communications Commission (NCC) and SWEDFUND. The NCC also partnered with the Innovation for Poverty Action to establish a consumer lab in the country. Meanwhile, in the Oil and Gas Sector, the NNPC Limited and its partners launched five mini-LNG plants in Kogi State. Furthermore, Dangote provided reasons for the recent price slash. These stories and more are captured in the news roundup for February 2025.

## Power & Natural Resources (PNR) Sector News



### Power

## Federal Government eyes Electricity Tariff Review for Band B and C Customers

The Federal Government of Nigeria is considering a review of electricity tariffs for Band B and C customers. This is aimed at improving the power sector by adjusting pricing to encourage investment and enhance service quality. This development was announced by the Minister of Power during the presentation of the National Integrated Electricity Policy. The review specifically targets customers receiving between 12 and 16 hours

of electricity daily, with the goal of addressing pricing disparities, improving supply, ensuring cost-reflective tariffs, and attracting investment to the nation's energy sector. Notably, the government has emphasised that this review does not necessarily imply a price increase, but rather a reassessment to optimise the existing system.

## Federal Government Prioritises Metering, Debt Reduction, and Protection of the Most Vulnerable Nigerians

According to the Special Adviser to the President on Energy, the government's immediate focus is on increasing electricity delivery, reducing outages, and protecting vulnerable Nigerians. To achieve this, the government is implementing key reforms, including the Presidential Metering Initiative, which aims to roll out 7 million prepaid meters nationwide. In addition, the

government is working on targeted electricity subsidies to support low-income households, settling legacy power debts to improve service delivery, and reducing costs for alternative power generation through fiscal incentives.

## Power Generation Hits 5,543MW as Federal Government Reveals New Plans

The Transmission Company of Nigeria (TCN) announced a major milestone in the nation's power sector on February 19, 2025, with Nigeria achieving a new peak power generation of 5,543.20 megawatts. This landmark event occurred on February 14, 2025, at 11:00 PM, surpassing the previous record of 5,478.73MW set just a day earlier. Furthermore, the TCN reported a significant

achievement in energy distribution, with the maximum daily energy reaching an unprecedented 125,159.48MWH, breaking the previous record of 121,674.88MWH set on February 7, 2025. The Company successfully transmitted this new peak generation and maximum daily energy to the country's distribution Companies, thus ensuring efficient distribution to consumers across Nigeria.



## Oil and Gas

### NNPC Ltd and Partners Launch 5 Mini-LNG Plants in Kogi

NNPC Ltd has partnered with five Companies, namely Prime LNG, NGML/Gasnexus LNG, Bua LNG, Highland LNG, and LNG Arete, to construct five mini-Liquefied Natural Gas plants in Ajaokuta, Kogi State. This project is intended to facilitate rapid access to gas utilisation among Nigerians and promote economic growth and development. The

plants will be built on a 33,000-hectare land area, with a combined capacity of 97.5 million standard cubic feet of gas per day. The US\$500 million investment will provide a cost-effective, long-term, and reliable natural gas solution for industrial and commercial customers.

### Dangote Provides Explanation on Price Slash by ₦65/litre

Dangote Refinery has reduced the price of Premium Motor Spirit (PMS) from ₦890 to ₦825 at the gantry (ex-depot), marking the second price slash within the same month. As a result, Nigerians can expect to purchase petrol at the pump for ₦860-₦865 per litre in Lagos. According to the management, this strategic price

adjustment aims to provide relief to Nigerians during the Ramadan season, while also supporting the President's poverty alleviation efforts. Furthermore, the refinery has assured the public of a consistent and surplus petrol supply to meet domestic demand and support exports, thereby boosting the country's foreign earnings.

### Nigeria Imports over 50% of Daily Fuel Consumption of 50 million Litres

The Nigerian Midstream and Downstream Regulatory Authority (NMDPRA) has revealed that the country's three operational refineries are unable to meet the nation's daily consumption of 50 million litres of Premium Motor Spirit (PMS). Despite the increased refining capacity from the Dangote Refinery, Port Harcourt Refinery, and Warri Refinery, Nigeria still heavily relies on imported fuel to

meet its demands. The NMDPRA has been granting import licenses to ensure a steady supply of PMS, emphasising that without these imports, there would be a shortage of PMS. Although the refineries are operating at optimal levels, the country's refining capacity is insufficient to meet its daily consumption needs.







# Information Technology & Telecommunications (ITT) Sector News

## Nigeria's Network Expansion Gains Momentum with NCC-SWEDFUND Collaboration

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In February 2025, the Nigerian Communications Commission's CEO and the Swedish Ambassador to Nigeria signed a grant agreement with SWEDFUND to fund a Crowdsourcing Quality of Experience Project. This initiative will leverage real-time data to provide insights

into quality of experience and network performance from consumers' perspectives. The project is expected to inform regulatory decisions and guide the expansion of connectivity in underserved areas across Nigeria.

## NCC Partners with Innovation for Poverty Action to Establish a Consumer Lab

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The Nigerian Communications Commission (NCC) has partnered with Innovations for Poverty Action (IPA) to establish a "Consumer Protection Embedded Evidence Lab" that utilises data analytics to enhance consumer protection in the telecommunications sector. This lab will analyse complaint trends and inform policy decisions

based on evidence, focusing on data-driven consumer protection to identify emerging issues and address consumer concerns proactively. The partnership also aims to facilitate evidence-based policy making by analysing consumer complaint data to provide valuable insights for policy formulation and regulatory initiatives.



## Key takeaways

1. Nigeria's reliance on fuel imports has significant financial implications, with the federal government spending billions of naira monthly, thus resulting in an unfavourable balance of trade.
2. The proposed tariff review for Bands B and C customers risks pushing vulnerable populations into energy poverty, as such making it difficult for them to afford basic energy needs.
3. An upward tariff review that disproportionately affects low-income consumers may incentivise illegal electricity connections, further straining the power system.
4. To mitigate the negative impacts of the tariff review, governments and policymakers should consider implementing targeted social safety nets, such as subsidies or grants, to support vulnerable populations.
5. The Dangote refinery's price slash is a strategic move to provide economic relief to Nigerians, thus disrupting market dynamics and challenging importers to compete with the lower prices.
6. The construction of five mini-LNG plants in Kogi State will benefit regions lacking gas pipeline infrastructure. This will enable efficient gas transportation and provide cleaner, cheaper energy to households, industries, and businesses.
7. The NCC-SWEDFUND collaboration will provide valuable data, which will enable the NCC to hold telecom providers accountable and ensure better service delivery for consumers.

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