ODIBO

IMPACT REPORT

Training people of African descent for the global workforce

MOTTO: THE WORLD IS A MARKETPLACE · 2021–2026

100% PLACEMENT RATE

for every Basic Training graduate, most within weeks of finishing the program

REAL PARTICIPANTS. REAL PLACEMENTS.



Ebuka — Lagos, Nigeria



Ebele — California, USA



Chike — Kaduna, Nigeria



Daberechi — Abuja, Nigeria

Prepared September 2026

See the full program online at odibotech.org

EXECUTIVE SUMMARY

A small program, in a very large gap.

Odibo Training Institute was founded in 2021 to prepare people of African descent for the global workforce, beginning with a single pilot Basic Training cohort which produced 4 graduates, all based in various states in Nigeria. Since then, every graduate of Basic Training has gone on to paid work, most within weeks of finishing the program, and the model has grown into an ongoing pipeline of hands-on training, one-on-one mentoring, an E-Commerce Incubator for participant entrepreneurs, and grant-writing and data-focused service learning with community partners in both Nigeria and the United States.

This report sets Odibo's own numbers and participant voices against the labor-market reality its participants are training into: a Nigerian economy where youth joblessness and underemployment run far higher than headline figures suggest, and a Black diaspora in the United States — including African immigrants specifically — that faces persistently higher unemployment and underemployment than their white and native-born peers, even at equal or higher levels of education.

The full breakdown of how each program runs — Basic Training's curriculum session by session, 1-on-1 Mentoring, and the E-Commerce Incubator — plus real downloadable curriculum samples, is available at odibotech.org.

THE LANDSCAPE

The Need

Nigeria: a shifting headline number, and a much rougher reality underneath

In 2024, Nigeria's National Bureau of Statistics adopted a new, ILO-aligned methodology that counts anyone aged 15+ working for pay or profit — even one hour a week — as "employed." Under the old standard (at least 20 hours a week), Nigeria's unemployment rate stood near 33%; under the new one, it is reported at 4.3% as of 2025. The shift is definitional, not a story of job creation, and labor unions and employer groups have publicly rejected it as failing to capture real conditions on the ground.

- Time-related underemployment (working fewer hours than desired): 9.2% under the new methodology — 52% under the old one.
- Youth unemployment (ILO, October 2025): 6.5% overall — 5.4% for young men, 7.8% for young women.
- 93% of Nigeria's workforce is informally employed — jobs with little security, benefits, or path to advancement.
- 12.5% of Nigerian youth are not in education, employment, or training (NEET).
- A separate 2025 assessment — the "State of the Nigerian Youth Report," from Plan International Nigeria and ActionAid Nigeria — put youth unemployment far higher, at 53%, with more than 80 million young Nigerians unemployed and roughly 1.7 million graduates entering an already-shrinking job market each year.

Sources: International Labour Organization (Oct. 2025); Nigeria National Bureau of Statistics Labour Force Survey (2024–2025); African Business, "Nigeria's revamp of economic indicators sparks debate" (Feb. 2025); Plan International Nigeria / ActionAid Nigeria, "State of the Nigerian Youth Report 2025" (Sept. 2025).

The African diaspora in the United States: a persistent, uneven gap

The gap doesn't close on arrival in the United States. Black workers — U.S.-born and immigrant alike — face meaningfully higher unemployment than white workers, and Black immigrants specifically are underemployed relative to their qualifications at a much higher rate than their white counterparts.

- Black workers' average unemployment rate in 2025 was 6.9% — nearly double the 3.7% average for white workers, and up from 6.0% in 2024. The gap widened further in individual months (8.2% vs. 3.9% in November 2025).
- Unemployment among young Black workers (ages 16–24) averaged 15% in 2025 (up from 13.2% in 2024), peaking at 20.8% in November — far above the 11.4% peak for all young workers that month.
- Black immigrants have a slightly lower employment rate (93%) than immigrants overall (95%), and BLS data from 2023 puts unemployment at 3.8% for Black foreign-born workers versus 2.9% for white native-born workers — with native-born Black workers facing a higher rate still, at 5.9%.

- The odds of underemployment — working below one's skill or education level — are 54% higher for Black immigrants than for their white counterparts, per the Migration Policy Institute.
- This isn't a credentials gap: 16% of African immigrants hold a master's, professional, or doctoral degree, compared with 12% of the U.S.-born population overall.

Sources: Joint Center for Political and Economic Studies, 2025 Jobs Day Analysis; U.S. Bureau of Labor Statistics (LNS14000006; 2023 nativity data); Migration Policy Institute; Pew Research Center; Institute for Immigration Research; Boundless (2018 Census data).

Taken together, these figures describe the exact terrain Odibo's participants are navigating on both sides of the Atlantic: a Nigerian labor market where formal, secure work is scarce regardless of how the headline rate is calculated, and a U.S. labor market where being Black — and especially being a Black immigrant — means a persistently harder path to work that matches one's skills, even years after “catching up” was supposed to happen. Odibo's placement outcomes below should be read against that baseline, not in isolation.

THE PROGRAM

Odibo by the Numbers

A snapshot of what the program has built since its first pilot cohort in 2021.

100%
PLACEMENT RATE FOR ALL BASIC TRAINING GRADUATES

100+
RECORDED HOURS OF TRAINING

100%
OF CURRENT E-COMMERCE PARTICIPANTS ARE WOMEN

50%
OF BOARD MEMBERS ARE WOMEN

2021
FIRST COHORT PILOTED IN NIGERIA

2
COUNTRIES: NIGERIA & USA

1,000+
Hours of donated digital course content compiled through the Odibo Digital Course Library. See the project

$5,000+
Raised in grants for our Service Learning Partners (NIDOA Ohio and Columbus African Festival) through the Grant Writing focus group. Meet our partners

What the program runs today

- Basic Training — cohort-based technical and professional-skills training (2022–2023 cohorts hosted in Arochukwu, Abia State, Nigeria); the full program, session by session, is detailed at odibotech.org/basic-training.
- 1-on-1 Mentoring — individually paired mentorship for participants building specific technical careers, such as software development.
- E-Commerce Incubator — support for participant entrepreneurs building online businesses; current cohort is 100% women.
- Grant Writing & Data Focus Groups — service-learning groups that place participants' new skills to work for real partner organizations (see below).
- Odibo Digital Course Library — over 1,000 hours of donated online courses compiled and distributed to participants who face high data costs and slow internet, starting with

physical flash drives and growing into a Megavox-hosted library; see odibotech.org/projects.

Who it works with

- Current partners: Megavox Foundation (Training Partner — also hosts part of the Odibo Digital Course Library), NIDOA Ohio and Columbus African Festival (Service Learning Partners); full profiles at odibotech.org/our-partners.
- Past partners: Psalmist Print Computer Center and Maduco Computer Center, which hosted early Basic Training cohorts in Arochukwu.
- The Grant Writing focus group's work with NIDOA Ohio directly helped that organization win a grant from the Hepatitis B Foundation, part of the $5,000+ raised for Service Learning Partners above.

VOICES

In Their Words

Six participants, three cohorts, one program. Their own words on what Basic Training, 1-on-1 Mentoring, and being part of Odibo's first classes actually changed.



1-ON-1 MENTORING

“Working with my mentor was entirely transformative for my career. Before connecting with him, software development felt completely overwhelming — he gave me the exact tools, practical advice, and structural guidance I needed to actually succeed. Thanks to his support, I built a strong foundation and now work successfully as a freelance developer.”

— Ebele Chizea, Freelance Developer, Santa Monica, California, USA



BASIC TRAINING

“I didn't just go through theory, I got to practice real skills that I now use every day. I improved my ability to work with spreadsheets and manage data, built a foundation in coding, and learned how to use AI tools to get tasks done more efficiently.”

— Ebuka Ubabuko, Data Analyst, Lagos, Nigeria · Basic Training, Class of 2023

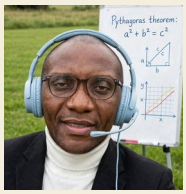


BASIC TRAINING

“Odibo gave me the opportunity to evaluate cutting-edge AI tools. I am no longer just an administrative assistant — I am a tech-savvy Virtual Assistant who understands how to use AI to boost productivity, create content, and streamline operations.”

— Regina Emeana, Virtual Assistant & Curriculum Developer, Kaduna, Nigeria · Basic Training, Class of 2023

BASIC TRAINING



“Before AI had a crowd, before everyone had an opinion about it, ODIBO gave me a compass. They didn't just teach me tools; they taught me how to learn, how to build skills — today, I have a career, a mindset, and a future.”

— Chike Oguoma, Video Editor & Visual Storyteller, Kaduna, Nigeria · Basic Training, Class of 2022

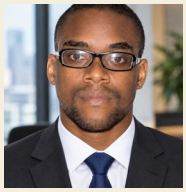
BASIC TRAINING



“One of the biggest lessons I gained from Odibo was learning to look beyond my immediate environment and take advantage of opportunities in the global economy. I eventually secured a remote job, and my professional journey has continued to move upward since then.”

— Daberechi Umozurike, Financial Services Professional, Abuja, Nigeria · Basic Training, Class of 2022

BASIC TRAINING



“As a student participant in the Odibo Training Camp, I was exposed to so many online tools especially in the arena of Artificial Intelligence (AI), social networking for personal growth and income opportunities, as well as online jobs accessibility. Despite my initial hesitation to commit to the program due to the challenges of not having access to a working computer at the time, I found I was able to meet up using my smartphone, with the support of my teammates and coach. I personally recommend young Nigerians key into this opportunity as a way to empower themselves.”

— Chidi Nobi, Basic Training Participant, Class of 2022

WHAT'S NEXT

Looking Ahead

Odibo's own numbers are strong, but they sit inside labor markets — in Nigeria and in the United States — that are structurally stacked against the people this program serves. The data above isn't a footnote to Odibo's story; it's the reason the story matters. A 100% placement rate means something different in a country where nine in ten jobs are informal, and for a population facing 54% higher odds of underemployment than their white counterparts, regardless of degree.

As Odibo grows past its first cohorts, the aim is the same one it started with: close that gap one participant at a time, and prove — with real placements, real income, and real testimony — that it can be closed.

GOVERNANCE

Board of Directors

The volunteer board that guides Odibo’s strategy, governance, and long-term stewardship.



Onyemobi Anyiwo
Board of Directors



Jackie Vincent
Board of Directors



Chizoma Osuagwu
Board of Directors

HE

Halim Epps
Board of Directors

SUPPORT OUR WORK

Every gift — one-time or monthly — funds the mentorship, training materials, and grant-writing support behind the stories above. Organizations and individual donors giving at a larger level can sponsor Odibo's work directly, with tiered recognition options.

Give online or explore sponsorship tiers at odibotech.org/donate.html.

Odibo is a registered 501(c)(3) nonprofit organization (EIN 33-2548740). Contributions are tax-deductible to the extent permitted by law.

Full Source List

- International Labour Organization, Nigeria labour market update (October 2025).
- Nigeria National Bureau of Statistics, Labour Force Survey / Nigeria Labour Force Statistics (2024–2025 methodology revision).
- African Business, “Nigeria's revamp of economic indicators sparks debate” (February 2025).
- Plan International Nigeria & ActionAid Nigeria, “State of the Nigerian Youth Report 2025” (September 2025), as reported by Daily Trust and AllAfrica.
- Joint Center for Political and Economic Studies, 2025 Jobs Day Analysis.
- U.S. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey (series LNS14000006), and 2023 nativity-based unemployment data.
- Migration Policy Institute, research on immigrant underemployment in the United States.
- Pew Research Center, growth of the Black African immigrant population (2000–2019).
- Institute for Immigration Research, employment-rate comparisons for Black immigrants.
- Boundless, educational-attainment data on African immigrants (2018 Census data).

ODIBO TRAINING INSTITUTE

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Explore the full program, curriculum samples, and partner profiles at odibotech.org.