

Nigeria Training Needs Analysis
Badagry (Lagos State) Demo Project
(COAST program)



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Executive Summary

A Training Needs Analysis was undertaken under the Collaborative Action for Sustainable Tourism (COAST) program (see <http://coast.iwlearn.org/>). Although some of the research results may be applicable to other geographical contexts, this report focuses specifically on the needs for training in 'Environmental Management Systems' and 'Ecotourism' identified in the Demo Project Site of Badagry in the Lagos State of Nigeria.

Amongst the most obvious limitations was the fact that the COAST project is in its infancy, with some level of uncertainty about the practical implications for the Demo project area, once it progresses to the implementation phase. In several instances, the broad aspects of the COAST project objectives were used to clarify the purpose of the study, with the meetings providing a first 'stop-shop' platform to know about the project. The level of knowledge and involvement of stakeholders was varied and most of the inputs based on what was perceived to be the training requirements for the locality. During the workshop, interesting findings emerged from the use of a SWOT analysis whereby, in order to get to a list of training needs priorities, an understanding of basic but key issues related to sustainable tourism and the environment in more general terms had to be facilitated.

The goals and recommendations listed here (and detailed later) aim at creating a tourism workforce, without which the development of sustainable tourism in general and of ecotourism in particular would be compromised. The necessary actions are set out as clear goals with an indication of how the goals will be achieved. Put simply, THIS IS WHAT HAS TO HAPPEN:

1. **Environmental Awareness and Vocational/Technical Training on EMS and sustainable tourism development and management are essential if ecotourism is to be established in the long-term.** *This will be achieved through a programme of institutional strengthening, training and reorganisation; new vocational and technical training; curricula development; and State and Local Government commitment to the required training in the field;*
2. **A more professional public and private sector providing the standards of quality and customer care expected by both national and international tourists.** *'Professionalising the informal' will be achieved through the introduction of an outreach programme aimed at business practices improvement, attitude modification and employment training;*
3. **Access to training and qualifications for all suitable candidates wishing to enter the industry regardless of social background or previous school achievements.** *This will be achieved by developing access courses (possibly at the Lagos State Government Vocational Straining Centre/Skill Acquisition Centre in Badagry) to include those who have not had the benefit of formal education. This will enable them to develop sufficient core competencies (literacy, numeracy, social skills) to benefit from newly created courses;*
4. **An increased number of fully qualified and highly competent industry-based trainers, managers and supervisors, who will be able to train colleagues in the work place so as to inculcate 'work-based learning.'** *This will be achieved by instituting the award of 'national trainer' (possibly through ToT at the MTIR), which will act as an incentive and source of pride through recognition of skill.*

Abbreviations:

ASCON	Administrative Staff College of Nigeria
BAP	Best Available Practice
BAT	Best Available Technology
COAST	Collaborative Action for Sustainable Tourism
DAO	District Administrative Officer
EIA	Environmental Impact Assessment
EMS	Environmental Management Systems
GPA	Global Programme Action
LASEPA	Lagos State Environmental Protection Agency
MT&IGR	Ministry of Tourism and Intergovernmental Relations
NIHOTOUR	National Institute For Hospitality and Tourism
ToT	Train of Trainers
UNEP	United Nation Environment Programme

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1. Introduction

1.1 Background and status

Tourism is becoming one of Nigeria's fastest growing sectors. Many areas along the coast are exceptionally favorable to coastal tourism, with 700 km of coastline that is rich in natural resources dotted with small coastal settlements, which engage primarily in farming, fishing, and trading.

One of the major threats to coastal tourism in the country is pollution from exploration and exploitation of petroleum resources. Most of these activities take place in the coastal areas. Inadequate treatment and disposal of wastes from the petroleum industry inflict severe damage on the eco-system. The effect on the soil and on economic crops is even more devastating as extensive agricultural lands have become unproductive due to environmental hazards arising from spillage and other oil exploration activities.

This tourism training analysis aims to assess training needs across two main thematic subject areas of the project, namely:

- Environmental Management Systems (EMS)
- Ecotourism initiatives to alleviate poverty through supporting diversification or alternative livelihoods for conservation of biodiversity (and heritage) and for the benefit of local communities.

1.2 Key tourism issues for the project

This study focuses on the coastal area of Badagry in the southwest of the country towards the border with Benin. The Demo Project includes the Badagry Peninsula and Township, an area covering some 12km along the coast and 4Km inland, including the lagoon. Lagos waterfront is blessed with an attractive lagoon linking Lagos to Badagry, which has only recently attracted the attention of potential foreign investors in tourism. However, while on one hand this provides a promising opportunity, this can contribute to major environmental and social dispute if not planned appropriately. Furthermore, a comprehensive clean up programme to address solid and liquid waste remains one of the most important issues to be addressed. Lack of awareness by the communities and weak enforcement by the authorities, together with a poor physical planning strategy have led to ineffective sanitation programmes and evident environmental issues (i.e. sand mining), which, if not addressed, will hinder the commitment and potential of Lagos State government to promote and develop sustainable coastal tourism in the area.

Badagry is one of five divisions created in Lagos State in 1968. It relies on its slave trade relics and 'wild' peninsular environment, with its extensive coconut plantations. The area is undoubtedly endowed with abundant tourism resources ranging from historical heritage to natural resources. In the early 1500's, slaves were transported from West Africa to America through Badagry. It is reported that Badagry exported no fewer than 550,000 African slaves to America during the period of the American Independence in 1787. In addition, slaves were transported to Europe, South America and the Caribbean. The slaves came mainly from West Africa and the neighboring countries of Benin and Togo as well as others parts of Nigeria. The slave trade

became the major source of income for the Europeans in Badagry.

Today, Badagry is an historic site because of the significant role it played as a major slave port in Nigeria and local authorities are working towards actions aimed at sharing these heritage sites with the outside world.



Photo 1: Slaves' Boat Relict



Photo 2: Badagry Peninsula

The ancient city played host to the explorers and early Christian missionaries and European slave merchants in the 16th, 17th and 18th century, which now make Badagry one of the coastal slave routes of Africa with forts, relics, museums and monuments. In addition, the city is blessed with beautiful marine and coastal environment with spatial settlements along the coast and marine Islands. With these resources, an integrated tourism planning with an eco-tourism focus would be desirable for the area. However, it is felt that given the preliminary stage of the tourism sector before getting to the high specialized niche focus required by ecotourism, a sustainable tourism development approach would be far more appropriate and achievable.

The Technical and Scientific meeting held in Gambia in October 2005 agreed an Eco-Tourism Management System would be the way to develop Badagry and its Tourism Plan. An 'Ecotourism Master Plan for the Lagos-Badagry Axiz' was drafted in November 2008, which produced the first step to develop Eco-tourism Management System in Badagry. Although the Master plan offers a holistic approach aiming at integrating all segments of the communities, the environment, the tourism business and the enabling environment, it must be noted that a great difference exists between the ambition and the practicalities of implementing 'ecotourism' in its strictest of meanings.

The brief situation analysis conducted during the sites' visit, determined that although, there is evidence of a considerable coastal regeneration process, such as the 'Reclamation of the Marina Shoreline', several constraints limit the **sustainable development** of tourism in the area (see Problem Tree Analysis - Annex 1).

Prominent amongst which are the limited supply and poor quality of tourism infrastructures, facilities and amenities. With exception of a couple of cases, the accommodation facilities are overall dated and in need of major makeover to reflect the international standards that the sector aims to emulate. Most of the waste management practices in the sector remain questionable with an urgent need in the adoption of far more sustainable environmental practices.



Photo 3: Reclamation of the Marina Shoreline



Photo 4: Sand Mining

Additionally, while on one hand there are a number of heritage sites, which are being refurbished and preserved (photo 5 and 6), there are a number of potentially attractive buildings, which are in need of urgent restructuring and preservation (photos 7 and 8, 11 and 12). This would be the first step towards the achievement of the aspiration of Badagry being recognized as a World Heritage Site.



Photo 5: Badagry Heritage Museum (former District Officer's Office)



Photo 6: Refurbished Slave Port gate



Photo 7: Decaying former District Officer's residence



Photo 8: Example of decaying Brazilian architecture

Currently, while the limited transport linkages within Lagos State affects accessibility to Badagry, the fragmented and uncoordinated nature of the heritage sites deters the Demo Project area from benefitting from its full tourism potential, determining low (or no) income earning for the residents.



Photos 9 and 10: Slave Market – restructured ground used for some of the local events



Photos 11 and 12: Brazilian Baracoon 1840

Badagry is described by a local tour operator as “The citadel of civilization and gateway to Christianity in Nigeria, the first city to easily boast of the first ever storey in Nigeria, first to be Urbanized and corridor for Human Livestock was founded by a farmer who had his farm on its Peninsular named Agbede. Agbede’s farm was referred to as Agbedegreme, which was later coined into Agbadarigi by the Yoruba alien of the south-western part of Nigeria and later into Badagry by the European slave merchants when the coast of badagry was discovered. With all the above qualities possessed by the town, Badagry is Heaven of Historical and Cultural tourism in Nigeria. It is visited from tourist all over the world all year round. You shall visit some of the following monuments left by the obnoxious slave trade: Mobe Family Slave Relics Museum, Slave market, Slave Baracoon, Slave route Port, Point of No Return/ Slave route, Badagry Heritage Museum”.

Furthermore, Badagry is known for its festivals such as the Black Heritage Festival, the Agunke Fest (Coconut Carnival), the International Day for Remembrance of Slave Trade and its Abolition, Badagry Folk Festival and Olukun Festival amongst many other organized events.

Table 1: Badagry Key Attractions

Site:	Description
Badagry Hritage Museum	The one storey building previously used as the District Officer's Office was built in 1863 during the British colonial era. It was converted into a slave trade ethnographic museum in 2001, with 9 themed galleries: 'Introduction', 'Capture', 'Facilitator', 'Equipment', 'Resistance' and 'Punishment', 'Industry', 'Integration', 'Aabolition' and 'Badagry'. There are displays with pictures, text labels and objects illustrating the trans-Atlantic slave trade and it is perhaps the most comprehensive collection on slave trade in Nigeria.
Mobee Family Slave Relics Museum	This houses the original Relics left by the obnoxious trade, the chains are more 600 years old preserved right from when the trade was stopped. The Mobee Family is the custodian of the Relics and still found within their domain. Their ancestors were big time slave merchants, in days of the trade.
Slave Market	Established 1502, an open space where slaves were auctioned and served as a meeting point for the Europeans and African middlemen. Not less than 46,800 people were sold from this market annually when the trade got to its peak.
Slave Baracoon	Used in the 1840's by the Brazilian merchants, a form of a cell where slaves were kept before being transported to the 'New world'.
Slave Route Port	Used in the 17th and 18th centuries where slaves were moved down to the slave route and finally to the <i>Point of No Return</i> , the port also housed the canons of war donated by the Queen of England to aid abolition of the trade
Slave Route/ Point Of No Return	The last place where the memories of African brothers and sisters were lost. They were made to trek through this peninsula for 25 minutes to the point of No return. Before they got to the Atlantic Ocean at the extreme of this peninsula they would have been given a drink from the slave spirit attenuation well which made them loose their homeland memories, led them to be less aggressive and finally become submissive to the instructions of the foreign slave dealers.

1.3 Brief Methodology Note

A field visit was made to Nigeria between 4 and 11 May 2010. This report is based on data collected through: stakeholders' meetings; semi-structured interviews with officials and key stakeholders in Lagos and in the Badagry Demo project area; one workshop with stakeholder groups hosted by Badagry Local Government; daily review meetings with the Focal Point and/or the Demo Project Coordinator and informal conversations with local community members.

A Meeting Report Sheet (Annex 2) was used to guide the discussion.

Two meetings at the Ministry of Tourism and Intergovernmental Relations (MT&IGR) were facilitated and chaired by the Focal Point. While the first meeting took place at the beginning of the mission to set the scene and clarify project aims, objectives and expectations; the second meeting was held on the last day of the mission to discuss the preliminary results. A review of literature provided by stakeholders was also undertaken, to provide context to the study.

A draft of this report was circulated to stakeholders for comment, and revised accordingly with comments received.

1.4 Report structure

This report is structured into two main sections: Environmental Management Systems (EMS) and Ecotourism.

2 Environmental Management Systems (EMS)

2.1 Training Needs

2.1.1 Current status of training in EMS? Who is currently already trained in the country? Who already provides this type of training? (people, institutions providing training)

- The Lagos State Government has a training school and refresher courses for administrative and technical officers where basic knowledge of job tasks and responsibilities are being taught. However, LASEPA finds it necessary to seek professional training within and outside the Country so as to be able to cater for the environmental challenges of the present time and find solutions for them. In the light of this, the LASEPA was able to partner with the United Nations Environmental Programme – Global Program Action in the ‘train the trainers’ Improving Municipal Wastewater Management in Coastal Cities in November, 2009. Participants were drawn from the LASEPA, Ministry of Tourism, Ministry of Environment and Ministry of Agriculture among others. Being the first Training of its kind but localized in LASEPA, only the privileged nominees benefited from the training. Research remains a priority of LASEPA in fulfilling its mandate as stipulated by the Edict No. 9 of 1997 establishing the Agency.
- The following organization provide training:
 - United Nations Environmental Programme – Global Program Action (UNEP-GPA) – Improving Wastewater Management in Coastal Cities.
 - United Nations UNESCO –IHE
 - Nigerian Institute of Oceanography and Marine Research (NIOMR)
 - Convention of International Treaty on Endangered Species (CITES)
- There is no training available in Badagry or in Lagos State specifically on coastal zone management, visitor management or sustainable tourism.

2.1.2 What training needs have been identified?

The training needs are clustered in 3 main groups:

- a. *Broader Environmental Management Issues:*
 - Environmental Monitoring and Modeling
 - Environmental Policy, Planning, Management and Implementation
 - Sustainable Sanitation

- Water and Environmental Laws and Institutions
 - Hydraulic Engineering and River Basin Development
 - Environmental Impact Assessment (EIA) Studies
 - GIS and Remote Sensing
 - Pollution Prevention and Regulation
 - Data Simulation
 - Project Management
 - Resource Regeneration
 - Information and Communication Systems
 - Environmental Management Systems
 - Monitoring
 - Advocacy
 - Risk Assessment and Risk Based corrective Action for Contaminated Lands
- b. *Land, Water and Waste Management:*
- Remediation and Handling of Contaminated Sediments
 - Conventional Surface Water Treatment
 - Water Quality Assessment
 - Sustainable Wastewater Treatment and Re-Use
 - Water Resources Planning Municipal
 - Water Management and Infrastructure
 - Water Science and Engineering
 - Water Management and Governance
 - Water Security Hydro informatics: Modeling and Information Systems for Water Management
 - Waste management systems (solid and liquid)
 - Constructed Wetlands for Wastewater Treatment
 - Industrial Wastewater Treatment and Residuals
- c. *Broadly Tourism Related:*
- Aquatic Ecosystem: Processes and Application
 - Limnology and Wetland Ecosystems
 - Alternative/sustainable source of power (i.e. solar, wind)
 - Climate change impacts and adaptation (specific to coastal areas)
 - Policy writing and implementation
 - Environmental Design and Development (i.e. eco-lodges)
 - Heritage Conservation and Preservation Techniques
 - Flora and Fauna Awareness and Interpretation
 - Zoning

2.1.3 Who needs training on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- State/Local Government Employees as per their job roles related to the above areas.
- Scientific Officers
- Mid-Level Managers
- Inspection Officers
- Project Supervisors
- Local authorities employees dealing with environmental issues

2.1.4 What extra training is needed? What are the priorities?

- Coastal Zone Planning and Management – due to the early phase of the development of tourism, there is still the possibility to preserve both cultural and heritage resources from unsustainable development and exploitation. Implementation of coastal planning is not effective and officials lack the expertise needed. Zoning may be an effective way forward to effective land planning.
- A broader environmental awareness campaign amongst community members is required to facilitate a shift of ill conceived behaviours which are perpetuated.
- Government officials involved in Environmental and Land Planning and Tourism in departments at State (Lagos) and at Local (Badagry) level require refresher courses in environmental education, principles of coastal zone management in general and specifically linked to tourism, land planning, regulation implementation, zoning and waste management.
- Hoteliers - Many older and new hotels are located on the shoreline and are affected by erosion problems. Currently reclamation of land by pumping sand from the middle of the lagoon is the used method, which is very costly and questionable in terms of long term sustainability. Alternative methods may be investigated.
- On waste disposal, training is needed on how to recycle waste and identify reuse and composting strategies; how to produce goods/products from waste; how to reduce the amount of waste and produce less refuse.
- Private sector need to understand how their actions impact upon resources and the community; how they can act to reduce risk to their own interests, and how to gain access to best technologies and practices.

2.2 Training Capacity

2.2.1 Current capacity to provide this training – or similar (e.g. institutions, local trainers)

- No training capacity is evident in Nigeria for the more sophisticated level of training listed in point 1.2.
- At community level, awareness and training could be provided by a local organization called CAEI (Campaign against Environmental Indiscipline) founded by Mr Padonu Ismail Sewedo (www.caei.com, email: info@caeinigeria.org, caeinigeria@yahoo.com) after he attended the Leap Africa's Youth Leadership Programme in 2006. CAEI have produced a 'Strategy for engagement of stakeholders in management and implementation of environmental sanitation in Badagry'. Its focus is primarily on:
 - Resolution, prevention, protection, conservation and preservation of natural environment
 - Combating Il activities leading to degradation, exploitation, pollution, and deterioration of the environment
 - Create awareness on health and environmental hazards or improper waste management and other activities capable of deforming the natural environment through early warning and legal advocacy
 - Engage in physical environmental sanitation works and ensure compliance with implementation of environmental restoration and nature conservation law.
- Could be developed via Train of Trainers (ToT) program.

2.2.2 Who could provide the training with material/ ToT?

- UNEP – GPA
- UNESCO – IHE

2.2.3 What materials are already available?

- Human Resources
- Capacity and Capability
- Laboratory Officers

2.2.4 What Gaps/Challenges are there?

- Availability of local trainers

- Monitoring Vehicles (Sport Utility Vehicles/Four Wheelers)
- Modern Equipment and Materials for Monitoring
- Inadequate Funding
- Public Awareness and Education
- Institutional Strengthening
- Mobile Laboratories
- BAP and BAT in environmentally friendly practices (i.e. eco-construction for tourism)

2.3 Specifics for Priority Training Areas

2.3.1 How much time would the training take?

- Specialist/technical training (some of the topic may be clustered according to needs) - 1 to 4 Weeks.
- Awareness for local community members (i.e. including White Cap Chiefs and their advisors) - 1 day, which could be divided into short session of max 2 hours each per week over a period of 3-4 weeks.
- University Lagos is prepared to custom design modules (Geography Department) – ToT based on 1 to 4 weeks according to the number of subjects and depth of advise required to advise on content of possible modular context according to Undergraduate/Postgraduate mode of delivery.

2.3.2 What budget and resources are needed? What co-financing do you have? What do you want to ‘spend’ your co-financing on (i.e. priorities)?

- LASEPA and MT&IGR may have match funding budget, but no clear idea of how much the courses would cost and how much could be allocated. It is envisaged that according to the specific subject, relevance and selected participants each of the two institutions may be more or less inclined to co-finance the training.
- There was an indication given that at Government level for a 2-3 days residential course the cost is in the region of 120,000 Naira per candidate, which covers for course material, fees, accommodation, subsistence, incidentals and travelling.

2.4 Actions and Recommendations

2.4.1 Proposed actions and strategy

- Establishment of Lagos State Environmental Protection Agency (LASEPA) Zonal Office in Badagry and relevant areas.

- The Geography Department at the University of Lagos is interested in developing GIS and may be also have the capacity to engage in the development of Coastal Zone Management and integrated coastal planning curriculum and modules, and is seeking to receive support to develop materials and on training etc. They may require some level of collaboration from other Universities or NGOs with specific expertise in the field. Existing material (i.e. from overseas institutions) could be adapted to the local reality through the collaboration of international/local experts in the specific field.
- Natural and cultural heritage assets – preservation and restoration of natural and heritage sites is in urgent need of action as especially older buildings and some heritage structures are rapidly decaying.
- Interpretations and trail development skills are a urgent requirement.
- BAP/BAT General Awareness workshops needed for local authorities and private business owners/investors (i.e. hoteliers).
- It is felt that at this stage it would be essential to provide the locality (public/private sector) with basic understanding of environmental management practices and the risks associated with unplanned tourism development.
- Approach LASEPA and MT&IGR to firm up estimate for Coastal Zone Management course and to discuss partners and likely mix of funding sources (perhaps covering several West African countries).
- Develop a short, high impact course focused on risk management and benefits of EMS for hotel owners and managers.
- General awareness workshop for the local community (including private and public sector representatives) – this will be mainly focusing on environmental practices and clarifications on the potential of/for tourism in the locality.
- University of Lagos - Approach to curriculum development needs to be collaborative – starting with a workshop of key stakeholders and potential providers – ensuring that the modules truly meet the needs.
- BAPs and BATs - Having seen the level of specialization practiced by Earthworks Construction in The Gambia specifically associated with BAT in eco-construction development, this company may be able to provide some capacity building training in this field in the West African region.

2.4.2 Key challenges

- Co-Financing events may pose a challenge. In merit to this, it is important that the collaboration between Ministries and /or departments is facilitated ant State level (ie. MT&IGR and LASEPA).
- Training material need to be tailored to the need of the destination. Where local capacity may not be available, a way forward could be to have a ‘shadowing’ system whereby a local and an external expert will work together to develop the material and deliver the training. This would in essence provide a ToT opportunity. There is a need to develop material which is not too academic and is accessible to participants, which may have little or no academic background.
- All training materials for government officials and private sector players can be in English, but the collaboration with a local expert will facilitate translation in local language where and when needed.
- The community awareness workshop should be delivered in the local language where possible.
- Since the private sector is not very interested in environmental issues in general it is not certain whether a environmental awareness program would receive interest, particularly from smaller properties. Larger ones, and those marketing internationally are generally aware of the existence of EMS for tourism, but whether they engage in any of the recommended practices is yet to be defined. In fact, some of them engage in ill conceived practices (i.e. dumping waste at their own doorsteps) and claiming green credentials, which are far from reality. Mobilization of the Hotel Association as an all, and of some of the industry leaders as advocates will be strategic.

2.4.3 Logistics and Governance issues (level of support for priority areas, assumptions regarding host country inputs).

- Badagry should be the locus for training for the demonstration site. This can be done either at the Government Training College for the more formal courses or at the Lagos State Government Vocational Training Centre/Skills Acquisition Centre for the smaller cohort. Badagry Local Government premises could be used as it has a large conference room, which may be used for larger workshops and meetings.
- The tourism business community needs further incentives to become actively involved in environmental issues. There are a few potential local leaders (i.e. the King of Badagry and the White Caps Chiefs and their advisors) who may be able to help involve the others.
- Where there are environmental regulations, it appears that there is some level of ineffective implementation and monitoring and there is a clear need for leadership and governance skills development (i.e EIAs are required but not effectively enforced).

2.4.5 Who are the potential partners, and what are their roles and responsibilities?

- LASEPA and MT&IGR together with Badagry Local Government are the key institutions to facilitate the implementation of the COAST project’s capacity building training.
- Lagos State Government Vocational Training Centre/Skills Acquisition Centre is located in Badagry not far from the Badagry Heritage Museum and most of the local attractions. This institution has expressed willingness to be involved in the forthcoming training by providing premises for the delivery of the required training. They would like to be part of any ToT programme especially in the field of sustainable tourism development and management. This institution has proved to be very successful in the training of over 1000 local people in various vocational fields including computer/secretarial studies and catering/hotel management.
- The Administrative Staff College of Nigeria (ASCON), also based in Badagry, provides training in public administration subject for National Civil Servants. They also have accommodation facilities and seminar rooms which could be used during the training. They do not have specific training capacity in the specific fields required, but they may be interested in collaborating in the broader management and governance subjects.

2.4.6 Table of Needs:

Stakeholder	Roles	Responsibilities
State Level		
Lagos State Government – Vocational Training Centre/Skill Acquisition Centre, Badagry	Training institution	Can provide premises for training Offer contribution to the creation of the training module
Administrative Staff College of Nigeria (ASCON)	Training institution	Can provide premises for accommodation and training Offer contribution to the creation of the training module
MT&IGR	Focal point for COAST project	Provide match-funding for training Identification and selection of list of trainees in collaboration with LASEPA. Establish partnerships with LASEPA
LASEPA	Proposed new partner in the COAST project	Work collaboratively with MT&IGR Provide match-funding for training
Badagry Local Government	Identifying key personnel involved in dealing with regulation of the environment (particularly the peninsula and the beach, the lagoon and the township) and of land permits	Can provide premises for training Provide match-funding for training

	for hotels and other development in the demo area.	
Private sector		
Local Service Providers (i.e. Hospitality, Entertainment, Touring, Events)	Participate in the training	
Lagos Hotelier Association	Could have staff that receive training and then provide training to others.	Can identify key hoteliers, owners, managers, investors and help with sharing BAPs.
Communities		
HM the King and White Cap Chiefs	Promote and encourage participation in workshop	Collaborate in the identification and promotion of an 'environmentally friendly code of conduct'
Wider Community Representatives	Participate in the workshop	Only if fully committed...THIS IS NOT A FREE LUNCH OPPORTUNITY.
NGOs and media		
Campaign Against Environmental Indiscipline (CAEI)	Could take part in the Train the Trainer Programme	Help develop training material in collaboration with LASEPA and with LASEPA facilitate the wider community workshop.
Donor agencies		
UNIDO/UNESCO/UNDP/EU	Capacity Building Funding and Activities Coordination	Help with the development of the required curricula of activities (EMS, Heritage Preservation and Management, Tourism)

3. Ecotourism

The 'Ecotourism Master Plan for the Lagos-Badagry Axis' (2008), provides a very general overview of tourism in the destination. Although it defines some of the general parameters to stimulate the start-up process for a coordinated tourism sector in the area, it fails to address some of the key strategic issues, such as the lack of specific knowledge and skills to develop and plan sustainable tourism in general and ecotourism in particular.

In the context of the Demo Project area, the term 'ECO-tourism' should be considered in term or its broader meaning and interpretations – 'E' for the Environment and 'CO' for the Community'. This is to include broad efforts to ensure that tourism is developed and planned sustainably, benefits host communities, is sensitive to the environment and particularly the beach, the peninsula, the natural and built heritage and other fragile environments, and is done within specific attention to the community development outcomes. This would include small business development not necessarily focusing on small scale accommodation and the hospitality sector, but also on the wider tourism experiences (i.e. eco-trails, heritage trails), environmentally friendly construction (i.e. eco-block making), and fostering businesses which are compatible with sustainable tourism practices on the coast.

While for the Badagry Township, the tourism focus should remain on the integrated development and management of heritage trails to include the slavery and Christianity sites, the Brazilian architecture and the beach, there may be a range of potential ecotourism (in its strictest of meanings) products on the Peninsula, which provides a relatively unspoiled natural environment. This needs to be preserved from overdevelopment associated with the potential growth of coastal tourism.

There is also a great need to help state and local officials, residents and those involved in tourism to understand how to best sustain the destination and its assets. There are several initiatives (i.e. Ocean Beach Golf and Leisure Resort currently under construction on the mainland and the Motherland project proposition for the Peninsula) that anticipates growth of hotel and tourism. If on one hand this may be a catalyst for other forms of tourism in the community, the lack of a clear policy guidelines on tourism and the environment may lead to land-grabbing by foreign investors leading to little or no benefit to the local community, unsustainable pressure on local natural resources producing deterioration and loss of attractiveness and unjust displacement of local communities.

Overall tourism training is limited to sporadic attempts to adapt other curricula and offer some level of basic awareness on tourism to students attending geography and business courses. As far as this provides a willing attitude towards the development of tourism as a teaching context in its own right, it is evident that there is a lack of capacity to deliver such programmes at undergraduate and postgraduate level in the Lagos State area. It might be useful to investigate whether there are other educational institutions in the country (i.e. private colleges) who may be able to provide assistance in the development of the curricula and in the provision of capacity building.

3.1 Training Needs

3.1.1 Current status of training in Ecotourism? Who is currently already trained in the country? Who already provides this type of training? (people, institutions providing training)

- There is no specific program or policy aimed at either sustainable tourism or ecotourism development and management – but many small efforts to implement heritage tourism locally are evident.
- In Badagry, most tourism is semi-urban and heritage and events related and involves little that is strictly definable as ecotourism. That said, there are opportunities to better involve the community in the conservation and amelioration of key resources, developing some small businesses, which may benefit from the growing coastal tourism, by becoming part of the tourism value chain and by providing products and services such as food products,

handicrafts, fashion items and specific tourism experiences (e.g. canoe trips and fishing trips, guided trekking tours, heritage, eco- and adventure trails, etc.).

- Although as mentioned no specific training on ecotourism exist, the Lagos State Vocational Training Centre/Skill Acquisition Centre in Badagry offers a variety of courses on Computer/Secretarial Studies, Fashion Design, Textile Weaving, Pottery Making, Tie and Dye Making, Hat Making, Photography, Mat Making, Fish Smoking, Candle Making, Adult Literacy, Rubber Shop (Macrame), Hairdressing/Barbing, Catering/Hotel Management and Knitting. The gained skills can easily be employed in the broader tourism value chain.
- There are Colleges/Universities located in the Lagos State which have programmes on hospitality management, but do not have a formalized tourism curricula yet. Some of the local Universities are starting developing and delivering modules on tourism, but these attempts are not coordinated under any curricula development guidelines (i.e. the Nigerian Board of Technical Education - NBTE). The majority of staff are expert in other disciplinary context and they are doubling up into tourism.
- The Nigerian Board of Technical Education (NBTE) was the Federal partner of a UNESCO programme for the development a tourism and hospitality curricula and teaching material. This programme produced a set of guidelines, which have not been shared at State level. Although in need of refinement, the material could provide the basis for the development of a national curricula in the field of sustainable tourism and hospitality management.
- The local hotels provide in house ‘on the job’ training based merely on the specific needs of the day-to-day business rather than a sector-led coordinated strategy
- There is a fair understanding among State and Local Authorities on why the demonstrations sites are important for tourism and conservation, but there are some confused and ambitious notions of what tourism can offer.
- The MT&IGR has taken the lead in the focus on sustainable tourism development and expressed willingness and interest in being involved in specific ToT programmes, with a possible co-financing commitment which may be drawn from their Training and Development Budget.
- Currently, the MT&IGR staff is forced to go and study overseas if they require higher education training in the field of tourism.

3.1.2 What training needs have been identified?

The training needs are clustered in 3 main groups:

a. General Training:

- Leadership and Governance
 - Policy Writing and Implementation
 - Customer Services
 - Service Operations and Quality
 - Marketing and Communication for Tourism and Hospitality
 - Heritage (natural/built) Conservation and Preservation
 - Environmental Management for Tourism and Hospitality
 - Business Planning and Development (including project proposals and budgeting)
 - Health and Safety
 - First Aid
 - Transport Development and Management
 - Festival and Events Management (including fundraising)
 - Sustainable Waste Management
 - Natural Areas Preservation (i.e. lagoon, beach)
 - Visitors' Management
- b. Hospitality
- Food Preparation and Hygiene
 - Menu Development
 - Product and Small Business Development and Management (including product pricing)
 - Recycling and other environmental practices
 - Eco- construction and environmentally friendly accommodation development
- c. Tourism
- Awareness of tourism and environment for leaders
 - Awareness of tourism and environment for the community, public, schools – then roll out more broadly as a short course
 - Awareness for tourists themselves – notably re garbage, general environmental sensitivity
 - Destination planning for coastal areas (zoning, carrying capacity, enforcement of EIA, setbacks, design and waste systems etc – overall coastal ecological planning - see similar in EMS section)

- Introduction to various forms of Sustainable Tourism (including Niche and Ecotourism - how to create, run manage sustainable enterprises)
- Tourism Impacts
- Product Development (i.e. tourism trails)
- Heritage Interpretation
- Tour Operation and Guiding
- Heritage Development and Management (including Museum and Monuments)
- Craft Making for Tourism

3.1.3 Who needs training on this issues? (specifics, numbers where possible, officials, industry, managers, workers etc)

- State/Local Government Officials/Employees - on the concept and value of sustainable tourism, how to plan, develop and manage Heritage and Coastal Tourism, environmental issues associated with tourism product development in coastal areas.
- Existing and Potential Small Business Entrepreneurs – sustainable tourism/ecotourism management, hospitality and/or any relevant field as listed above.
- Hotels – All the specific required training to upgrade services to international standards as well as waste management and environmental practices.
- Food Producers and Sellers – in how to produce foods to standard for sale to hotels and restaurants (supply management, quality control, business management) – the *Gambia is Good Farm* could be as a replicable BAP in this filed (see: <http://webarchive.nationalarchives.gov.uk/+http://www.dfid.gov.uk/casestudies/files/africa/gambia-trade.asp> and <http://www.thetravelfoundation.org.uk/index.php?id=126>).
- White Cap Chiefs and/or their advisors – basic understanding of the pros and cons of tourism and basic needs of tourist. Awareness about the implication of tourism and hospitality development to encourage community members to comply with possible code of conducts.
- School Teachers - General awareness of tourism and the environment (i.e. pros and cons and code of conduct) to prevent possible negative impacts of tourism at community level – sustainable tourism, visitor management and how tourism can benefit the community.
- Community members - general awareness of tourism for those who use the coast, serve tourists and interact with visitors.

3.1.4 What extra Training is needed?

- Heritage (built and natural) preservation and conservation from a regulatory perspective (architecture and engineering)
- Coastal Zone Management for Tourism (planning, development and implementation)
- Hospitality (Quality) Services and Operations (to reflect international standards and be competitive on the market)
- Basic awareness of what sustainable tourism is (in its multifaceted forms) for leaders.
- Basic awareness of the pros and cons of tourism for local residents – how can they benefit from it (training for a selection of community members).
- Small business management, value chain development: people need to know that there are other opportunities in tourism outside having a hotel – best practice in small ecotourism enterprises, tour operating, visitor management, obtaining and retaining benefits.
- Local food and craft production suitable for the tourism sector (e.g. local fishing and agriculture and quality fashion items).

3.2 Training Capacity

3.2.1 Current capacity to provide this training – or similar (e.g. institutions, local trainers)

- The training capacity at Local and National Level is limited mainly to basic Catering, House Keeping, and Hotel Operations.
- There is an evident misinterpretation of the meaning of sustainable tourism in general (usually perceived as economically sustainable) and ecotourism in particular, which needs addressing. This is pretty much a general issue from State, to Local, Public and Private Sectors and community level.
- There is no evident suitable higher level training institution available for any of the management aspect of the sector (i.e. leadership and policy development) and the general quality of training at undergraduate and postgraduate level is extremely limited.
- At community level, awareness and training could be provided by trained staff from the MITR once they take part in a Train the trainers programme. Collaboration in merit could be developed with suitable institutions from other parts of Africa (i.e. other countries participating in the COAST programme).

3.2.2 Who could provide the training with material/ ToT?

- For the more advanced and managerial level training - External Advisor to provide a ToT. This could be recruited either in other COAST participating countries (i.e. ICRT West Africa, ASSET of The Gambia) or from overseas. This will depend on available funding.
- For the introductory and community level training - Trained MT&IGR staff once they complete their ToT programme.
- The Nigerian Commission for Museums and Monuments may be able to provide training staff, but this needs to be assessed.
- Specific Vocational Skills - Lagos State Vocational Training/Skill Acquisition Centre once they complete their ToT programme.
- BATs – training in eco- construction could be provided by the Gambian company Earthworks enabling south-south capacity building based on technology imported from India.

3.2.3 What materials are already available?

- No specific material is available on Coastal Zones Management, Heritage Preservation and Conservation, sustainable tourism and ecotourism.
- NBTE (Federal Level) may provide some general guidelines for the curricula development and available teaching material, but this would need to be updated and revised according to needs and required level of training.
- Basic Hospitality Training and Craft Making at Lagos State Vocational Training/Skill Acquisition Centre, needs some updating, equipment and focus to reflect growing tourism market.
- The Nigerian Commission for Museums and Monuments might have some guidelines.

3.2.4 What Gaps/Challenges are there?

- Availability of local trainers and tailored training materials.
- Lack of understanding of the importance of BAP and BAT in environmentally friendly constructions to establish ecotourism.
- Lack of focus – willingness to engage in too many types of tourism, without thoroughly assessing the market demand and potential.
- Lack of funding to implement capacity building.
- Loss of valuable heritage resources due to lack of maintenance capacity (financial and technical).

3.3 Specifics for Priority Training Areas

3.3.1 How much time would the training take?

- Specialist/technical training (some of the topic may be clustered according to needs) - 1 to 4 Weeks ToT (involving selected staff from e.g. MT&IGR, Lagos Colleges and Universities and the Lagos State Vocational Training Centre/Skill acquisition Centre, etc).
- Government Official Awareness – 1 to 3 days.
- Awareness for local community members (i.e. including White Cap Chiefs and their advisors) - 1 day, which could be divided into short session of max 2 hours each per week over a period of 3-4 weeks. To be delivered in the local language.
- University Lagos is prepared to custom design modules (Geography Department) – ToT based on 1 to 4 weeks according to the number of subjects and depth of advise required to advise on content of possible modular context according to Undergraduate/Postgraduate mode of delivery.

3.3.2 What budget and resources are needed? What co-financing do you have? What do you want to ‘spend’ your co-financing on (i.e. priorities)?

- LASEPA and MT&IGR may have match funding budget, but no clear idea of how much the courses would cost and how much could be allocated. It is envisaged that according to the specific subject, relevance and selected participants each of the two institutions may be more or less inclined to co-finance the training. MT&IGR seemed prepared to indicate a figure in their 2010 budget for training as soon as this is identified.
- There was an indication given that at Government level for a 2-3 days residential course the cost is in the region of 120,000 Naira per candidate, which covers for course material, fees, accommodation, subsistence, incidentals and travelling.
- Awareness training can be done on site – in local facilities such as schools or at Local Government premises
- For specific modules to be delivered by external institution, prices may vary from \$500 to \$1000 per day for an overseas trainer, plus expenses.

3.4 Actions and Recommendations

3.4.1 Proposed actions and strategy – which approaches, events, modules, where and when?

- A ToT programme needs to be identified on the basis of the immediate needs and focuses previously identified.

- Any training should be jointly developed with inputs from local players (private or public sector) to provide local contextualization, practical application and where required translation in the local language.
- Contact should be made by the MT&IGR with the Nigerian Commission for Museums and Monuments to assess whether they could assist in any of the identified training.

3.4.2 Key challenges (Learning and sharing issues Information capture and processing issues, others)

- Timing – need to be accessible to officials and tourism entrepreneurs, which may have a different level and type of commitment.
- Availability of local technical expertise.
- Financial constraints to fund capacity building.

3.4.3 Logistics and Governance issues (level of support for priority areas, assumptions regarding host country inputs.

- The Focal Point and PS for Tourism for the Lagos State MT&IGR is determined to support any initiative, which would enable Badagry to become a sustainable tourism destination. The ambition of developing Badagry into a World Heritage Site is matched by the potential and commitment of State and Local Authorities.
- Levels of support are not yet clear as project is very new and partners have not yet been contacted.

3.4.4 Who are the potential partners, and what are their roles and responsibilities?

- LASEPA and MT&IGR together with Badagry Local Government are the key institutions to collaborate and facilitate the implementation phase of the capacity building emerging from this preliminary assessment.
- Lagos State Government Vocational Training Centre/Skills Acquisition Centre is located in Badagry not far from the Badagry Heritage Museum and most of the local attractions. This institution has expressed willingness to be involved in the forthcoming training by providing premises for the delivery of the required training. They would like to be part of any ToT programme, especially in the field of sustainable tourism development and management. This institution has proved to be very successful in the training of over 1000 local people in various vocational fields including computer/secretarial studies and catering/hotel management.

- The Administrative Staff College of Nigeria (ASCON) also based in Badagry provides training in public administration subject for National Civil Servants. They also have accommodation facilities and seminar rooms which could be used during the training. They do not have specific training capacity in the specific fields required, but they may be interested in collaborating in the broader management and governance subjects.
- Possibly, but yet to be confirmed, the Nigerian Commission for Museums and Monuments.

3.4.5 Table of Needs:

Stakeholder	Roles	Responsibilities
State Level		
Lagos State Government – Vocational Training Centre/Skill Acquisition Centre, Badagry	Training institution	Can provide premises for training Offer contribution to the creation of the training module
Administrative Staff College of Nigeria (ASCON)	Training institution	Can provide premises for accommodation and training Offer contribution to the creation of the training module
Selected Colleges/Universities in Lagos State	Training institution	Would be interested in taking part in the ToT process
MT&IGR	Focal point for COAST project	Provide match-funding for training Identification and selection of list of trainees in collaboration with LASEPA. Establish partnerships with LASEPA
LASEPA	Proposed new partner in the COAST project	Work collaboratively with MT&IGR Provide match-funding for training in environment focused training Representatives to be involved in the ToT
Nigerian Commission for Museums and Monuments		Provide guidelines on Heritage conservation and management Representatives to be involved in the ToT
Badagry Local Government		Can provide premises for training Provide match-funding for training Representatives to be involved in the ToT
Private sector		
Local Service Providers (i.e. Hospitality, Entertainment, Touring, Events)	Participate in the training	Provide BAPs and BATs if available (none identified any at this stage)
Lagos Hotelier Association	Could have staff that receive training and then provide training to others.	Can identify key hoteliers, owners, managers, investors and help with sharing

Earthworks	BAT in environmental and Sustainable Architecture Development	BAPs. Based in the Gambia, could provide (south-south) capacity building to other COAST destinations
Communities		
HM the King and White Cap Chiefs	Promote and encourage participation in workshop	Collaborate in the identification and promotion of an 'environmentally friendly code of conduct'
Wider Community Representatives	Participate in the workshop	Only if fully committed... THIS IS NOT A FREE LUNCH OPPORTUNITY.
NGOs and media		
BANESTO	Spain	Deliver basic hospitality training on similar model used in the Gambia
Donor agencies		
UNIDO/UNESCO/UNDP/EU/World Bank (?)	Capacity Building Funding Activities Coordination	Help with the development of the required curricula of activities (EMS, Heritage Preservation and Management, Tourism)

4. Country Summary/Final Considerations

Given the infancy of the tourism industry in the Demo Project Area of Badagry, the key priorities in the capacity building of local workforce would have to:

- Address the lack of trained staff across the two areas of EMS and Sustainable Tourism (and Ecotourism as part of a broader understanding of ST);
- Clarify the misinterpreted notion of the ecotourism niche as the way forward and refocus its meaning around the importance of a sustainable approach to tourism development in general and heritage and nature based tourism in particular;
- Identify solutions to the identified environmental problems (especially waste management);
- Tackle the decaying state of some of the buildings in the locality, through the identification of appropriate BATs and related actions and funding;
- Assess the possibility of providing the capacity building training in a TOT format to provide the destination with sustainable local human resources able to address the evolving state of the tourism sector;
- Facilitate south-south collaborative opportunities, whereby local BAPs and BATs may be shared between the COAST project participating destinations.
- Focus actions to a more sustainable and integrated destination planning process to be facilitated via the collaboration of different State Ministries and Agencies, the Local Government, the private sector and the residents of Badagry.

5. Actions and recommendations

Institutional home for materials: The course materials, and trainers, need to have an institutional home so that their use is sustained after the end of the COAST program. One suitable homes could be Lagos State Government Vocational Training Centre/Skills Acquisition Centre in Badagry. This needs to be agreed with the Ministry of Women Affairs and Poverty Alleviation.

Training of the trainers: A TOT approach is the most suitable one. Timing and length of training will have to be identified in accordance with local calendar of events and public/private commitments.

Development of materials: Generic materials on themes relevant to the demonstration project can be created, and written in English and in simple format. The outline of course materials should be reviewed by beneficiaries before they are developed, to ensure they are appropriate. A translation of material into local language/s will be provided for the community workshop.

Format for training: a mixture of practical sessions combined with seminars, workshops and site visits (i.e. Lekki and Victoria Island hotels' standards) may work best in this destination. Some vocational training (e.g. catering, food production) is best on-the-job.

Raising awareness: Generic introductory training on both EMS and Sustainable Tourism (including Ecotourism) can be combined and trainers-trained to disseminate this information between stakeholders and where appropriate amongst destinations (i.e. in West Africa).

Roles and responsibilities: should be clearly assigned and then monitored to ensure progress.

6. Challenges

Motivating the private sector in maintaining standards: Some are oblivious, not interested or they believe to be acting in the right way both in relation to environmental issues and sustainability of their operation. Follow up and consistency is required, which will have to be monitored by the MT&IGR, LASEPA and Badagry Local Government.

Enforcement: environmental codes of conduct and creation of regulation and enforcement of existing environmental legislation. Particularly with regard to waste management, alternative energy uses and logistical problems around transport and accessibility to the destination.

Simple and achievable objectives: The demonstration project was designed before the budget was finalised, and is highly ambitious given the resources that are available. Therefore, the intervention needs to be focused on the imminent priorities to make it easy and achievable within the COAST timeframe, and with the resources available. One option may be scaling down the size of the demo project area to the Badagry area where the main heritage sites are located, extending to the 'slice' of land, waterfront, lagoon, peninsula and beach directly in front of the

main cluster of heritage sites. The Lagos State and Local Government may decide then to fund any remaining action left out of the COAST demo project area.

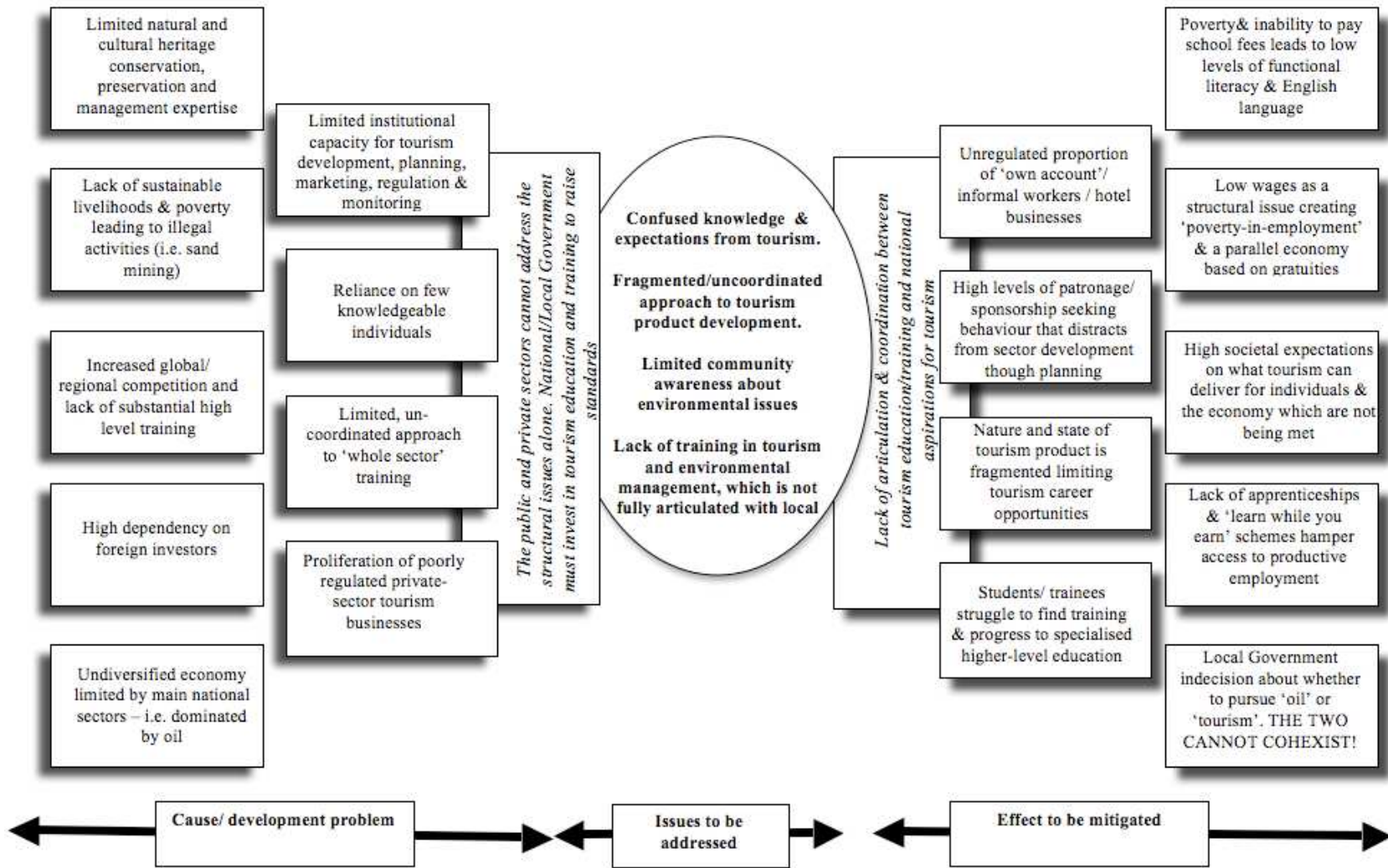
Use of Terminology: For example, the demo project mentions ecotourism, but the key focus is to be sustainable heritage and nature tourism, with ecotourism playing only a specific role (see introduction). Due to the infancy of the development of the destination, it is required a far more basic approaches aimed at the planning of Badagry as a sustainable tourism destination in its holistic sense.

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- Sewedo, P. I. Strategy (2006) Strategy for the engagement of stakeholders in the management of environmental sanitation in Bagagry, CAEI.

Annex 1

Tourism problem tree analysis for Badagry – Lagos State, Nigeria (hierarchy of problems)



Annex 2

Meeting Report Sheet: COAST Training Needs Assessment

Date:

Location:

Attendees:

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

4. What extra training is needed? What are the priorities?

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local

7. What training modules are already available? (local, in region)

8. What specific training modules are still needed? (i.e. gaps)

9. BAP/BAT – examples or potential for on-site training and mentoring?

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

13. What are the key challenges? (learning and sharing issues, information capture and processing)

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

16. Stakeholder roles and responsibilities

Stakeholder	Roles	Responsibilities	1. EMS	2. Ecotourism initiatives to alleviate poverty, diversification or alterative livelihoods, biodiversity conservation
Government:				
• Local				
• State/ Province				
• National				
Private sector:				
Communities				
NGOs and media				
Donor agencies				
Focal point				

17. Other comments:

Annex 3

List of Participants/Respondents

Date/Format	Person	Institution	Contact details
4th May 2010 Meeting at the MT&IGR	Fadipe Asamu Sewanu	PS Tourism MT&IGR Focal Point	08037274523
	P. Olaide-Mesewaku	MT&IGR – Tourism Officer Demo Project Coordinator	08056272966
	A.M Johnson	MT&IGR – D (TP) COAST Team	08023191595
	A.E.Adekanye	MT&IGR - DFA	08023178710
	B.O.Ademulegun	MT&IGR – D (IGR)	00803804458
	Ajbola R.B. Alayande	MT&IGR – CEO (T)	0803322890
	Elegbede O.	MT&IGR – CEO (ACCOUNT)	08033060124
	Omole L.D.	MT&IGR – PEO (AUDIT)	08023310731
	Sokumbi O.	MT&IGR - ACED	0802952086
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	Wey Barbara	MT&IGR – PTO	55468235
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	Akinsanya A.	MT&IGR – ACEO	08023655100
	Tunde Annan	MT&IGR – CTO	08034910019
	Akinola C.O.	MT&IGR – D (ACCOU)	08023417986
	Kemi Ogunmodede	MT&IGR - AD	08033006750
	Dawodu Temitope	MT&IGR - SSC	07040427651
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	Kukoyi L.I.	MT&IGR - AD	08023110019
	Ayo-Vaughan E. O.	MT&IGR - CEO	
5 th May 2010 (am)	Site Visits - See Annex 4		
5 th May 2010 (11.30 am)	His Hon High Chief Owheton Ahunbe II	Member of BLG Chieftaincy Committee	shundogan@yahoo.com
5 th May 2010 (12.30 am)	His Hon High Chief Menu- Toyon II	Member of BLG Chieftaincy Committee	chiefmenutoyonll@yahoo.com
“	Fasinu Miyise Richard	Architect and Project Manager for Chief Menu- Toyon II Museum Dev.	08037222224
“	Yemi Olomosua	Chief Council	08033761112
	Mike Sewanu Mobee	Architectural Technician for Chief Menu-Toyon II Museum Dev.	
	Whenayon Wusu	General Secretary Mobee Cabinet	
5 th May 2010 (14.00 am)	His Hon King of Badagry		
5 th May 2010 (3pm) Meeting with Badagry Local Government	Hon Huside Moses Dosu	BLG - Executive Chairman	oshocol@yahoo.com 08037225206
	Hon O. Rabi	BLG – Supervisor	
	D.K. Oyetayo	BLG – Council Manager	
	Hon S.S.B. Balogoun	BLG - SLG	
	Hon Semedeton Yomi Ajose	BLG – SSA Tourism	
	Hon Moses Kuyimo	BLG – Supervisor	

		Environment	
	*Fadipe Ashamu Sewanu	MT&IGR – PS Tourism Focal Point	
	*P. Olaide-Mesewaku	MT&IGR – Tourism Officer Demo Project Coordinator	
6 th May 2010 Workshop with Badagry key stakeholders and community representatives	Hunkalin-Ijinla Afolabi	Ijinla Art Studio (CEO)	
	Abolaji Sewhude Akande	Sewhunde Concepts (MD/CEO)	
	Avoseh Adara	Adara oncepts (Principal Artist)	
	Akande Abiola	September Studios& Gallery + Society of Badagry Artists (President)	septemberstudios.gallery@gmail.com
	Ibiloye Moses	Sewhunde Concept (Project Manager)	
	Semako Olugbenga Sedoten	Olumokoncept Intl (MD CEO)	
	Michael Olayinka Hunsu	Discover Badagry Tours (CEO)	
	Babatunde Mesewaku	African Renaissance Foundation (President)	
	Olagbeni J.O	Principal of Lagos State Government – Vocational Training Centre/Skill Acquisition Centre, Badagry	
	Toyi Julianah	Hospitality Student at Lagos State Government – Vocational Training Centre/Skill Acquisition Centre, Badagry	
	Gauct Janet	“	
	Gbenu Deborah	“	
	Fayemi Basirat	“	
	Ojemen Patience	“	
	Toyi Esther Mausi	“	
	Olaleke Jumoke	“	
	Ojedele Christopher	“	
	Shomiregun Emiola	“	
	Dalmaida U. Senami	“	
	Osani Esther	“	
	Akintayo Akinsola	“	
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	Amarvi Stephen Tunde	Graduate in Biochemistry Interested in	

		Tourism/Environmental Management	
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	Ovi Manuel Kuponu	De Voice Newspaper (Editor in Chief)	
	Chief Awghanvoyetho Z. O.	Agasapohepo	
	Gandonu Sewanu Peter	Society of Badagry Artists	
	Adeyemi Olusola Smith	African Renaissance Foundation	
	Whenayon Wusu	Boekoh (Secretary)	
	Ajose Tomi S.	Badagry Local Government (BLG)	
	Setonji Balogun	Secretary BLG	
	Oyetayo Dehinde Kunle	Council Manager BLG	
	Hon Busari O.R.	BLG Supervisor for Heath	
	Hon Kuyiomu M.S.	BLG Supervisor for Environment	
	Prince Doheto Mesi	Gunuvi Heritage Entertainment Organiser Badagry Coconut Festival	
	Buari M. Adeyemi	Badagry Hotel Association	
7 th May 2010 (9.00 am)	Olagbeni J.O	Principal of Lagos State Government – Vocational Training Centre/Skill Acquisition Centre, Badagry	
7 th May 2010 (12.00 pm)	Manager	Suntan Beach Resort Manager	
10 th May 2010 (10 am) Meeting at LASEPA	C.K. Akinsanya	LASEPA Director	
	Adebodun T.D.S.	LASEPA Chief Scientific Officer	
	*Fadipe Ashamu Sewanu	MT&IGR – PS Tourism Focal Point	
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	Hassan O.	MT&IGR Research & Data	
	Simpson Y.T.	MT&IGR Assistant Tourism Officer	
	Tunde Annan	MT&IGR	
	Adewunmi Adetona	LASEPA PSO	
	Kola Falase	LASEPA Ass Director	
	Adebola R.S	LASEPA GM	
10 th May 2010 (12 am)	Anyasinti Kizito O.	National Institute For	08033073342

Meeting at with Training Institutions		Hospitality and Tourism (NIHOTOUR)	kizitosinti@yahoo.com
	Ajulo Richard Ajuho Richard S.	NIHOTOUR Lecturer	08060406351
	Oyedele O.F.	NIHOTOUR Admin Officer	08056068782
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	Ogundana Frank	Lagos State Polytechnic	08028603473
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	Dr Soneye Alabi	Department of Geography University of Lagos	08023126221 asoneye@yahoo.com
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* Coast Team Members

Annex 4

Visited Sites *

4 th May 2010	Badagry Heritage Museum
5 th May	First Christian Cemetery in Nigeria
	Agea Tree Monument – where Christianity was preached for the first time in Nigeria
	Slave Market
	Coconut Market
	Slave Port – lagoon waterfront
	District Officer Residence
	First Multi-storey Building in Nigeria
	Slave Trade Boats by Coconut Market
	His Hon High Chief Menu-Toyon II Museum
6 th May 2010	Lagoon Visit by Boat (Demo Project Area)
7 th May 2010	September Studios Art Gallery
	Suntan Beach Resort
	Whispering Palms
8 th May 2010	VIP Chalet
	Obinja Guest House and Restaurant

* Several other potential local heritage sites, restaurant premises and natural sites were also visited. These are not listed above as they are either in need of substantial work to reach acceptable standards or are not yet developed or promoted as tourism potential locations.

