





THEME

THE FUTURE OF WORK: HARNESSING AI AND DNS FOR SUTAINABLE EMPLOYMENT

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Welcome Address by NiRA President

Distinguished guests, esteemed panelists, colleagues and participants,

It is with great honor and enthusiasm that I welcome you to this timely and critical webinar, The Future of Work in Nigeria: Harnessing Al and DNS for Sustainable Employment. It is noteworthy to inform you all that the Nigeria Internet Registration Association (NiRA), is deeply committed to advancing the digital transformation of our nation, and we are excited to see such a diverse and knowledgeable audience gathered here today to explore this pivotal topic.

The future of work is no longer a distant concept; it is here and it is evolving at an unprecedented pace. In Nigeria, where over 60% of our population is under the age of 25, the opportunities and challenges presented by technological advancements are immense. According to the World Economic Forum, 85 million jobs globally may be displaced by automation and AI by 2025, but at the same time, 97 million new roles may emerge that are better adapted to the new division of labour between humans, machines and algorithms. For Nigeria, this presents both a challenge and an opportunity to harness these technologies to create sustainable employment for our growing youth population.

Artificial Intelligence (AI) and the Domain Name System (DNS) are two critical pillars of this digital future. All is revolutionizing industries by enabling automation, predictive analytics, and personalized services, while the DNS serves as the backbone of the internet, facilitating connectivity, innovation and economic growth. Together, these technologies have the potential to transform Nigeria's workforce and economy.

Consider these insights:

- Few Nigerian businesses are already leveraging AI to improve efficiency and decision-making. However, there is still significant untapped potential, particularly in sectors like agriculture, healthcare and education, where AI can drive productivity and create new job opportunities.
- The DNS industry contributes significantly to Nigeria's digital economy. With over 230,000 registered .ng domain names, the DNS ecosystem supports thousands of jobs in web development, digital marketing

and e-commerce. By expanding our DNS infrastructure and promoting local content, we can create even more opportunities for Nigerians in the digital space.

According to the National Bureau of Statistics, Nigeria's unemployment rate stands at 33.3%, with youth unemployment even higher. However, studies have shown that digital skills training can increase employability by up to 50%. By equipping our youth with skills in AI, DNS management, and other emerging technologies, we can bridge the skills gap and prepare them for the jobs of the future.

As we delve into today's discussions, I encourage us to focus on three key areas:

- How can we create an enabling environment for AI and DNS to thrive, including robust policies, investment in digital infrastructure, and public-private partnerships?
- What strategies can we implement to ensure that Nigerians, especially our youth, are equipped with the skills needed to compete in a digital economy?
- How can we foster innovation and support startups that leverage AI and DNS to solve local challenges and create employment opportunities?

This webinar is not just a platform for dialogue but a call to action. The future of work in Nigeria depends on our collective ability to embrace technology, invest in our people, and create an inclusive digital economy. Let us use this opportunity to share ideas, forge partnerships, and chart a path forward that ensures no Nigerian is left behind in the digital revolution.

Once again, I welcome you all and extend my gratitude to our panelists, partners, and participants for joining this important conversation. Together, we can harness the power of AI and DNS to build a future of sustainable employment and economic prosperity for Nigeria.

Thank you, and I wish us all a productive and insightful session.

Warm regards,



Adesola Akinsanya

President, Nigeria Internet Registration Association (NiRA)



OF WORK IN NICERIA

Harnessing AI and DNS for Sustainable Employment

Presented by

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What is AI?

Al stands for **Artificial Intelligence**, a field of computer science focused on creating machines that can perform tasks requiring human intelligence - Understand, Analyse and Predict

Examples include:

Voice assistants like Siri

Recommendation systems

Autonomous vehicles

- Al is key to industries like
- Healthcare
- Agriculture,
- E-commerce
- Finance... the list goes on!

Al is not replacing humans, it's helping us to work smarter

What is DNS?

DNS stands for Domain Name System—it translates human-readable domain names (*like www.google.com*) into machine-readable IP addresses.

DNS ensures fast, secure, and reliable access to websites and services.

DNS is essential for businesses that want to maintain a strong digital presence and for AI systems to operate smoothly



Have you ever asked Siri for the weather or shopped online? That's Al at work.



Have you ever typed a web address and instantly reached a site? That's DNS making it happen.

Why AI & DNS Matter for Your Future

Jobs are changing-are you ready?

Al and automation will displace some roles, but they will also create entirely new career paths. The key is knowing where the opportunities are and positioning yourself for them

Nigeria's economy is shifting-digital skills are in demand

From fintech to agriculture, companies are looking for professionals who understand Al-powered decision-making and how to build a strong digital presence using DNS

Your career growth depends on adaptability

It doesn't matter if you're in tech, business, finance, or healthcare—learning Al and DNS will open doors for you, whether it's a better job, a freelance career, or even launching your own company



REAL CAREERS IN AI & DNS





Entertainment Tech - Al in Content & Recommendation

that personalize what you see on Netflix.

> Machine Learning Specialists - Train Al models to improve content suggestions.

> Data Scientists - Analyze user behavior to help Netflix understand what content works best

How to get in

Start with data science & machine learning 01 courses on platforms like Coursera, Udemy



Work on Al-driven content recommendation projects (even simple YouTube recommendation models)

Apply for remote intern-03 ships or contract roles in AI analytics

flutterwave

(Fintech - Al in Secure Digital Payments)

Al Careers at Flutterwave

Fraud Analysts - Use Al to detect and prevent fraud in real-time.

Al Risk Managers - Develop machine learning models to predict and reduce financial risks.

Al-Powered Customer Support - Work on Al chatbots and automation for handling customer issues

How to get in

01

Learn about AI in financial risk management (fintech-related AI courses).



Build simple fraud detection models using open datasets (e.g., Kaggle competitions).

Apply for fintech Al roles at Flutterwave. global Paystack, or fintech firms hiring remotely.

ANDELA

(Tech Talent Development - AI & Remote Work Careers)

AI & Remote Tech Careers at ANDELA

Al Trainers - Teach Al-powered coding assistants and chatbots.

Remote Developers - Work with global companies on Al-powered applications.

Digital Learning Specialists - Use AI tools to improve online education platforms.

How to get in

01

Join coding bootcamps focused on Al-assisted software development.

Build an online portfolio of Al-powered apps to showcase your skills.

03

Apply for remote tech jobs at Andela or similar companies.



AI & Remote Tech Careers at FARMCROWDY

Al in Smart Farming – Use Al-powered tools for crop monitoring & yield prediction.

Data-Driven Agricultural Consultants - Use AI models to advise farmers.

Remote Sensing Specialists - Analyze drone and satellite images for precision farming.

How to get in

Learn Al in agriculture (focus on computer vision, IoT, Satellite data analysis).

Work on small Al projects related to crop health detection, yield forecasting.

Join agritech startups or NGOs using AI for food security.

HEALTHPLUS

Healthcare AI - AI in Medicine & Pharmaceuticals)

AI & Healthcare Careers at HealthPlus

Al-Powered Health Analysts - Use Al models to detect diseases earlier.

Al-Enhanced Supply Chain Experts - Manage medicine distribution using predictive analytics.

Al-Driven Telemedicine Assistants - Improve virtual healthcare with Al chatbots.

How to get in

Learn AI in healthcare applications (medical image analysis,

O2 Get certified in Al for healthcare via IBM, Stanford Al in Medicine courses.

Apply for roles in healthtech startups, pharmaceutical companies, or Al-powered hospitals.



GLOBAL OPPORTUNITIES IN AI AND DNS



Your AI & DNS Career Path

STEP 01

Learn & Get Certified - Platforms like Coursera, Udemy, LinkedIn Learning, NIRA for DNS.

STEP 02

Build a Portfolio - Open-source projects, AI hackathons, DNS practice.

STEP 03

Personal Branding - LinkedIn engagement, blogging, GitHub contributions.



Apply for Roles - Remote jobs in AI/DNS, consulting opportunities.

Al & Your Career - What's Next?

- If you're already working: Al can help you work smarter, automate tasks, and boost productivity.
- If you're starting a new career: Focus on Al-powered jobs and skills that will remain relevant in the future.

The key isn't fearing AI—
it's learning how to use it to your advantage

The Rise of Soft Skills in the Al Era

While AI is powerful, it cannot replace uniquely human qualities. The future of work isn't just about knowing AI—it's about developing the skills that make you indispensable alongside AI.

Key Soft Skills that will be in high demand



Emotional Intelligence (EQ)



Creativity & Innovation



Critical Thinking & Problem-Solving



Communication & Storytelling



Ethical Judgment & Al Governance

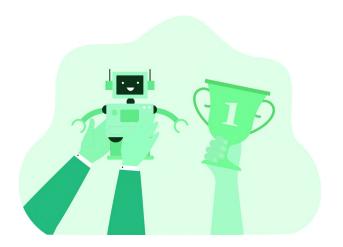


How to Strengthen These Skills & Stay Competitive



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The best professionals of the future won't just be technical—they will have the ability to think critically, adapt, and connect with people in ways that AI never can.



Conclusion

AI & DNS: The Pillars of the Future

- Al and DNS are revolutionising industries and creating new career opportunities globally. Whether you're looking to enter the field of Al or DNS, now is the time to take action.
- Start by upskilling in both AI and DNS, build a strong personal brand, and connect with industry professionals through networking.
- These technologies are key to Nigeria's future workforce. Embrace the opportunities and position yourself to succeed in this digital economy

11

Al and DNS are shaping the future of work. The question is—how will you position yourself to be part of it?

"





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Workforce Shift in Nigeria -

Adapting to Ageing, Automation, and Al



Ageing Workforce

By 2025, Nigeria's population is projected to reach 223 million, with a median age of 18.4 years, indicating a predominantly young workforce. However, the ageing population (those 60+) is expected to grow to 5.7% of the total population, up from 5% in 2020. Globally, countries like Japan and Germany are already grappling with ageing workforces, leading to labor shortages. Nigeria can learn from their strategies, such as promoting flexible work arrangements and lifelong learning programs, to retain older workers and transfer their knowledge to younger generations.

Automation and AI Adoption:

Globally, 85 million jobs are expected to be displaced by automation by 2025, while 97 million new roles may emerge, according to the World Economic Forum. In Nigeria, sectors like agriculture (contributing 22% to GDP) and manufacturing are ripe for automation, which could improve productivity but risk displacing low-skilled workers. For instance, Al-driven tools in agriculture could boost yields by 30%, but without reskilling, rural workers may face unemployment. Nigeria must prioritize digital literacy and STEM education to prepare its workforce for this shift.

Job Creation and Emerging Roles

The global AI market is projected to grow to 190 billion by 2025, creating demand for roles like data scientists, AI specialists, and robotics engineers In Nigeria, the tech sector is already booming, with startups raising 1.37 billion in 2021 alone. By 2025, Nigeria could become a hub for AI and tech innovation, but this requires investment in education. Currently, only 13% of Nigerian tertiary students enroll in STEM fields, compared to 25% in developed economies.

Closing this gap will be critical to harnessing emerging opportunities.

Policy and Collaboration

By 2025, Nigeria will need robust policies to address workforce challenges, including social safety nets for displaced workers, incentives for businesses adopting AI responsibly, and partnerships between government, academia, and industry to drive innovation. A focus on gender inclusion and rural-urban balance will be critical to ensure equitable growth.

Youth Unemployment and Cig Economy

Nigeria's youth unemployment rate stands at 42.5%, one of the highest globally. By 2025, the gig economy, which already employs 1.5 million Nigerians, could expand further, offering flexible work in areas like ride-hailing, freelance tech services, and e-commerce. Platforms like Uber, Bolt, and Fiverr are already popular, but policies are needed to protect gig workers' rights and ensure fair wages.

Global Perspective and Policy Recommendations

Globally, countries like Singapore and South Korea are investing heavily in AI and automation while ensuring workforce inclusivity. Nigeria can adopt similar strategies by:

- Establishing a National AI Strategy to guide ethical AI adoption and job creation.
- Partnering with global organizations like the World Bank and UNDP to fund reskilling initiatives.

- Encouraging public-private partnerships to build tech hubs and innovation centers.
- Implementing social safety nets, such as unemployment benefits and healthcare, to support displaced workers.



Women make up 49% of Nigeria's population but are underrepresented in the workforce, especially in tech. By 2025, targeted programs to train women in digital skills could bridge this gap. Additionally, rural areas, where 52% of Nigerians live, must not be left behind. Expanding internet access (currently 36% penetration) and vocational training centers in rural communities will ensure inclusive growth.



Nigeria's population is projected to reach 223 million by 2025, with a median age of 18.4 years, making it one of the youngest populations globally. However, youth unemployment stands at 42.5%, and underemployment remains a significant challenge. The informal sector accounts for 65% of employment, highlighting the need for formal, sustainable job creation.

Al and DNS: Drivers of Transformation

Globally, AI is expected to contribute \$15.7 trillion to the global economy by 2030, with Africa poised to capture a significant share. In Nigeria, AI and DNS (Digital Network Systems) can revolutionize key sectors:

- Agriculture (22% of GDP): Al-powered tools like precision farming and drone technology could increase yields by 30%, creating jobs in agri-tech and data analysis
- **Healthcare:** Al can improve access to healthcare for Nigeria's 200 million people, with telemedicine and diagnostic tools reducing the doctor-to-patient ratio (currently 1:5,000).
- Financial Services: Fintech, driven by DNS, already contributes 3.5% to GDP, with platforms like Flutterwave and Paystack enabling financial inclusion for 45 million unbanked Nigerians.

Global Perspective and Lessons for Nigeria

Countries like India and China have successfully leveraged AI and DNS to drive economic growth and job creation. For example, India's AI industry is projected to reach \$7.8 billion by 2025, creating 20 million jobs. Nigeria can adopt similar strategies by:

- Establishing a National Al Strategy to guide ethical Al adoption and job creation.
- Partnering with global tech giants like Google and Microsoft to fund training programs and build tech hubs.
- Encouraging public-private partnerships to expand internet access (currently 36% penetration) and digital infrastructure



Challenges and Solutions



Digital Divide

Rural areas, where 52% of Nigerians live, lack access to digital tools. Expanding broadband infrastructure and affordable devices will be key.



Gender Inequality

Women make up 49% of Nigeria's population but are underrepresented in tech. Targeted programs to train women in digital skills can bridge this gap.



Job Displacement

Automation may displace 20% of low-skilled jobs by 2025. Reskilling initiatives and social safety nets, such as unemployment benefits, will be essential to support affected workers.

Policy Recommendations



Invest in STEM education and vocational training to equip the workforce with AI and DNS-related skills.

02

Create incentives for startups and SMEs to adopt AI and DNS, fostering innovation and job creation.

03

Develop a National Digital Economy Policy to ensure inclusive growth and protect workers' rights in the gig economy.

Recommendations for Existing Employees and Young Job Seekers



Embrace Lifelong Learning and Upskilling

Al and DNS technologies are rapidly evolving, and staying current is key to remaining relevant in the workforce. Enroll in courses, attend webinars, and pursue certifications related to Al, DNS, and other emerging technologies. Platforms like the .ng Academy offer tailored training programs that align with the future of work in Nigeria.



Develop Digital Literacy and Technical Skills

Understanding how AI and DNS function is crucial. Existing employees should familiarize themselves with AI-driven tools that enhance productivity, while young job seekers should explore foundational knowledge in networking, data management, and AI integration



Cultivate Soft Skills

While technical skills are essential, soft skills like critical thinking, problem-solving, and adaptability are equally important. Al can handle repetitive tasks, but human creativity and emotional intelligence remain irreplaceable.



Explore Cross-Disciplinary Opportunities

Al and DNS applications are not limited to tech industries. Professionals in healthcare, finance, agriculture, and other sectors can leverage these technologies to improve outcomes. Identify how these tools can enhance your specific field and position yourself as a tech-savvy leader.



Build a Strong Professional Network

Networking remains a powerful tool. Attend industry events, join professional groups, and engage in online communities related to AI and DNS. These connections can open doors to mentorship, job opportunities, and collaborative projects.





Gain Practical Experience

Seek internships, volunteer opportunities, or freelance projects that allow you to apply Al and DNS concepts in real-world scenarios. Practical experience often outweighs theoretical knowledge when entering or advancing in the job market.



Stay Informed on Industry Trends:

Regularly read industry publications, follow thought leaders, and participate in discussions about the evolving role of AI and DNS in Nigeria's economy. Staying informed will help you anticipate changes and adapt accordingly.



Advocate for Ethical Tech Use

As Al becomes more integrated into the workplace, ethical considerations around data privacy, security, and transparency are critical. Be proactive in understanding and promoting responsible tech practices within your organization.



Leverage .ng Domain Opportunities

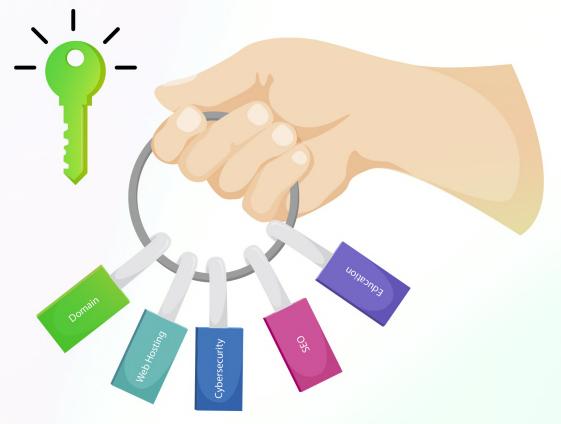
For entrepreneurs and digital marketers, the .ng domain offers a competitive advantage in the Nigerian market. Consider building your online presence or business using .ng domains to tap into local and global opportunities.



Prepare for Remote and Hybrid Work Environments

The future of work increasingly includes remote and hybrid models. Develop skills in remote collaboration tools, time management, and virtual communication to thrive in diverse work settings.





UNLOCKING THE FUTURE

Exploring Business Opportunities in the DNS Industry with a Focus on .ng Domains

Presented by

Emmanuel Olu-Festus

Legal & Data Protection Officer Nigeria Internet Registration Association The digital economy is rapidly transforming the global business landscape and Africa is no exception. With increasing internet penetration, a youthful population and a growing appetite for digital services, the continent is poised to become a hub for innovation and entrepreneurship. For graduates and startups looking to carve out a niche in this dynamic environment, the Domain Name System (DNS) industry presents a goldmine of opportunities. Among these, the .ng domain, Nigeria's country code top-level domain (ccTLD) stands out as a particularly promising avenue.

The .ng Domain: A Gateway to Africa's Digital Economy

The .ng domain is the second-largest ccTLD in Africa, trailing only South Africa's .co.za. Managed by the Nigeria Internet Registration Association (NiRA), the .ng domain has seen significant growth in recent years, driven by Nigeria's status as Africa's largest economy and its rapidly expanding digital ecosystem. With over 200 million people, Nigeria accounts for nearly 20% of Africa's population, making it a critical market for businesses targeting the continent. The .ng domain is not just a web address; it's a symbol of national pride and a tool for businesses to establish trust and credibility in the Nigerian market. From startups to established corporations, adopting a .ng domain signals a commitment to local relevance and an understanding of the unique needs of Nigerian consumers.

Market Analysis: Why the DNS Industry is Ripe for Disruption

The DNS industry is the backbone of the internet, enabling users to access websites through human-readable domain names. As more businesses and individuals go online, the demand for domain names continues to grow. According to Statista, the global domain name market was valued at 374 million in 2022 and is projected to reach 1.1 billion by 2030, driven by increasing internet adoption and the rise of e-commerce.

In Africa, the story is even more compelling. Internet penetration on the continent has surged from just 24% in 2018 to over 43% in 2023, with Nigeria leading the charge. This growth has created a fertile ground for domain registrars, web hosting providers, and other DNS-related services. However, the market remains underserved, with many small and medium-sized enterprises (SMEs) yet to establish an online presence.

For graduates and startups, this presents a unique opportunity to fill the gap by offering affordable, user-friendly domain registration and web hosting services tailored to the needs of African businesses. By focusing on the .ng domain, entrepreneurs can tap into Nigeria's vast market while positioning themselves as key players in the continent's digital transformation.



Economic Indicators: The Case for Investing in .ng

Nigeria's economic indicators further underscore the potential of the .ng domain. With a GDP of over 500 billion, Nigeria is not only Africa's largest economy but also one of its fastest-growing. The country's tech sector, in particular, has emerged as a major driver of economic growth attracting over 2 billion in venture capital funding in 2022 alone.

Moreover, the Nigerian government has made significant investments in digital infrastructure, including the National Broadband Plan, which aims to achieve 70% internet penetration by 2025. These initiatives are creating an enabling environment for digital businesses to thrive, further boosting the demand for .ng domains.

Opportunities for Graduates and Startups

For graduates and startups, the DNS industry offers a wide range of opportunities, from domain registration and web hosting to value-added services such as website design, digital marketing and cybersecurity. Here are some key areas to explore:



Domain Registration Services

Become a registrar for .ng domains and help businesses secure their online identities. With the right marketing strategy, you can target SMEs, startups, and even individuals looking to establish a personal brand.



Web Hosting Solutions

Offer affordable and reliable web hosting services tailored to the needs of Nigerian businesses. Consider bundling hosting with domain registration to create a one-stop shop for online presence.



Digital Marketing and SEO

Help businesses maximize the value of their .ng domains by offering digital marketing and search engine optimization (SEO) services. With more companies going online, the demand for these services is set to skyrocket.



Cybersecurity Solutions

As businesses move online, the need for cybersecurity becomes paramount. Offer services such as SSL certificates, domain privacy protection and website security audits to help clients safeguard their online assets.



Education and Awareness

Many Nigerian businesses are still unaware of the benefits of having a .ng domain. Launch educational campaigns to raise awareness and position yourself as a thought leader in the industry.

Success Stories: Inspiration for Aspiring Entrepreneurs

Several Nigerian startups have already capitalized on the opportunities in the DNS industry. For example, Go54 (Formerly Whogohost), a leading web hosting company, has grown from a small startup to a major player in Africa's digital economy by offering affordable and reliable hosting services.

Similarly, NiRA has partnered with various stakeholders to promote the adoption of .ng domains, resulting in a significant increase in registrations over the past decade.

These success stories demonstrate that with the right strategy and execution, the DNS industry can be a lucrative and rewarding space for entrepreneurs.



The Time to Act is Now

The .ng domain is more than just a web address; it's a gateway to Africa's digital future. For graduates and startups, the DNS industry offers a unique opportunity to build a sustainable business while contributing to the continent's economic growth. With Nigeria's large and growing market, supportive government policies and increasing internet penetration, the time to act is now.

By leveraging the power of the .ng domain, you can position yourself at the forefront of Africa's digital revolution and unlock a world of possibilities. The future is digital, and the future is .ng.



Are you ready to seize the opportunity?

For more information on how to become an accredited registrar of NiRA, send an email to accreditation@nira.org.ng





The pace of technological change accelerates every year, thereby increasing the need for highly skilled individuals. As technology advances, new jobs will be created in fields related to new energy sources, cyber-security, government regulations, mobile computing applications or service customisation.

.ng Academy was established by stakeholders of the Nigeria Internet Registration Association (NiRA) in November 2014 to operate as a special purpose vehicle of NiRA to contribute to the emerging market for technology in Africa with the development of capacity-building within the DNS Industry in mind.

Our goal is to provide the learner with practical, timely and relevant knowledge to present a competitive response to the industry's requirements. We offer a variety of programmes focused on strategic and trending technology and delivered by highly experienced faculty.

Our learning methodology provides learners with the option to pursue certifications appropriate to their needs.

To continuously drive and promote a sustainable digital economy, .ng Academy strives to provide Africa with the right set of skills in technology.





TRAINING CALENDER

2025 Tech Outlook

Reseller Entrepreneurship Program



Digital Innovation and Productivity at the Workplace







FEBRUARY 5

FEBRUARY 28 - 29

MARCH 12-14

MARCH 26-27









APRIL 8-12

APRIL 25-27

MAY 13-14



APRIL 18-20



Corporate Intelligence Manageme



JUNE 26-30

JULY 8-10

MAY 28-30 UI/UX Design



JULY 15-17

Project Management

JUNE 18-19



JULY 22-24

Data Analytics



Reseller Entrepreneurship Program



JULY 26-30

AUGUST 20 - 21 SEPTEMBER 10 - 11

NOTE

- Specific dates for some programs will be announced closer to the training period.
- Each training session includes expert facilitators, interactive workshops, and real-world case studies to maximize learning.
- Don't forget to follow us on our social media handles for updates and additional resources as some of these dates are subject to change

For further inquiries, please contact us at learn@academy.ng or call 08170000815, 07030685514 www.academy.ng



