

**The Right to Learn: The Continuing Education Opportunities  
for Workers in Industries in Nigeria**

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**ABSTRACT** This paper examined the Industrial Training Fund, which was established to provide skill-oriented continuing education opportunities for industrial workers in Nigeria. Based on the critical examination of the provisions of the decree and the activities of the Fund, suggestions are given towards the improvement of the policy and implementation. These include: mandatory provision of supervised on-the-job and off-the-job training opportunities by employers in order to enable employees have right to training, and this should be reflected in the contractual agreements; a law should be enacted to make it a duty of employers to train and retrain their employees; contributions to the fund should be done by the Government, employers and employees; training opportunities should be spread to all categories of employees; and, the Fund should carry out researches into the training needs of employers.