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Career opportunities in urban and regional planning practice in Nigeria

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Abstract

Urban and regional planning is a dynamic profession that offers a variety of rewarding and demanding career opportunities for those dedicated to fostering sustainable, equitable, and livable communities. As global urbanization accelerates, the need for proficient planners is increasing. Nevertheless, the paradox of low enrollment in planning programs at higher education institutions, coupled with a significant number of unemployed graduate planners, highlights a disconnect between available employment opportunities and the underutilization of skilled individuals, rendering town planning one of the less attractive academic pursuits in Nigeria. This study examines the current landscape using a desk research approach and uncovers numerous career prospects within the realm of town planning. It notes that the profession is still in its formative stages and has yet to achieve its rightful role in contributing to national development. The study advocates for the Town Planners Registration Council of Nigeria and the Nigerian Institute of Town Planners to enhance their efforts in promoting the profession. Additionally, it calls upon government entities at all levels to demonstrate the necessary leadership and political commitment to advance planning practice. Furthermore, stakeholders, especially civil society and the media, should engage in ongoing public awareness campaigns to elevate the profile of town planning and its associated activities in Nigeria.

Keywords: Urban and regional planning; Town planners; Career opportunities; Planning practice; Professionalism

1. Introduction

Urban and Regional Planning, popularly known as Town Planning or Physical Planning in Nigeria is a composite activity that involves layers of decision-making that aims to realize economic, social, cultural, and environmental goals in human settlements through the creation of spatial visions, strategies, and plans as well as the application of problem-solving tools, institutional and participatory mechanisms, regulatory procedures, and policy principles (Ayinde, 2021). Duruzoechi and Duru (2014) note that the physical planner is endowed with many skills set or disciplines rolled into one. He is a designer, a policy analyst, a location-allocation specialist, an environmental assessor and a manager. The town and regional planner is a "jack of all trades and a master of all" when it has to do with forecasting and decision making in the settlement continuum.

Planning practice is a complex and comprehensive activity, and that requires a variety of skills application on the part of its practitioners. That is the reason the course content of the program for training of students in the university and polytechnics focuses on creating order that contributes to the organization, management and use of the natural and built environment. However, the number of unemployed graduate planners presents a paradox and a waste of human resources and under-utilization of human capacity (Owei, 2017), which has made Town Planning one of the less desirable courses of study in Nigeria. This calls for concern and concerted effort by the regulatory body, the Town Planners Registration Council of Nigeria (TOPREC) and its affiliate the Nigerian Institute of Town Planners (NITP) to

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expand the frontiers of the profession and promote the relevance of urban and regional planning to national development in Nigeria.

Nevertheless, the role of urban and regional planning in nation building cannot be over-emphasized, as rightly put by the then Honorable Minister of Works and Housing; Babatunde Raji Fashola in his keynote address at the 52nd National Conference and Annual General Meeting of the NITP held in Port Harcourt, Rivers State, wherein he posited that "the future of our civilization and the quality of our life will depend on the role assigned to Town Planners and the responsibility they are willing to take because almost everything connected with our lives and everything connected with our public good that government provides such as education, transportation, health care, water supply, power, business and economy, security and justice are dependent on the role of town planning" (NITP, 2021). Furthermore, he noted that it is an undeniable fact that everything man relies on for his existence is connected to the land and it is the role of the Town Planner to establish land use guidance through plans and regulations, thus the two most important officers in government are the Town planner and the Economic Planner in that order (NITP, 2021). This affirmation by no less a Senior Advocate of Nigeria (SAN) who was a former Governor of Lagos State and Federal Minister remains one of the best advocacies for Town Planning at that level.

Although the role of town planning is indispensable, however, many individuals remain largely oblivious to its innovative potential, which extends far beyond preparation of master plans and development control. Planning encompasses the ability to enhance the functionality, livability, and sustainability of our communities. This widespread lack of awareness about the profession is particularly pronounced even among the elite, making it unsurprising that in Nigeria, political leaders often misconstrue physical planning as a mere tool for revenue generation. The crux of the matter is that many citizens do not understand what urban and regional planning entails and are ignorant of the elements of physical planning in all forms, compared to fiscal planning, which appears to have better attention by the government. Inadvertently, they ignore planning at their peril, and the potentials it offers. Planning possesses an essential and intrinsic economic role, serving as a veritable tool for reshaping the structures and functions of urban and regional areas. This transformation aims to foster internal economic development, enhance prosperity, and create job opportunities, while meeting the needs of the marginalized, vulnerable or underserved populations. Planning fosters utilitarianism.

There are myriad opportunities for urban and regional planners yet to be harnessed in Nigeria. Thus, the career path for students studying urban and regional planning may seem to be gloomy, but the future is indeed brighter as there exist untapped prospects both in the public and private sector. This study examines the current landscape using a desk research approach that uncovers numerous career prospects within the realm of urban and regional planning practice in Nigeria.

2. Related literature

2.1. What is Urban and Regional Planning?

Understanding the general concept of planning is fundamental to understanding the concept of urban and regional planning. Planning is an overused buzzword, with diverse connotative meanings to the businessman, housewife or policy maker. This makes it an ambiguous concept and difficult to define. However, the consensus on the meaning of the word indicates that planning is concerned with the deliberate pursuit of defined goals and objectives and the prior determination of the suitable actions required to attain these objectives (Ogunkan, Olaniyan & Adediran, 2017).

Applying this foregoing description of planning to urban and regional planning, therefore, refers to planning with a spatial or geographical context in which land use activities and development are pre-determined within a framework plan, laws or regulations to create order in the environment, particularly human settlements. One of the most popular definitions of urban and regional planning is by Lewis Keeble "the spatial ordering of the use of land and the character of sitting of building and communication routes so as to secure the maximum practicable degree of safety, convenience, economy and beauty" (Keeble, 1969). McGill University (2015) describes urban and regional planning as a multi-dimensional technical and political process concerned with promoting the welfare of the populace, regulating land use, designing urban spaces including transportation and communication systems and safeguarding as well as improving the natural and built environment.

Urban and Regional Planning plays a crucial role in managing demographic changes, whether they involve growth, stagnation, or decline and enhancing the quality of life in established and emerging urban areas. Planning entails conceptualizing the spatial arrangement and organization of human settlements while strategically utilizing processes and resources to realize that vision. It is an innovative endeavour rooted in creative thinking, exploring a wide array of

possibilities where the seemingly unattainable becomes achievable. The ultimate goal is to create livable and sustainable environments for all segments of society, thereby fostering inclusivity (Ayinde, 2021).

Another instructive definition is that put forward by Patton and Reed (1988) wherein it posited that urban and regional planning is both a discipline and a profession focused on the various factors that affect the quality of life at levels ranging from neighborhoods to regions, states and nations. It employs a systematic and innovative methodology to tackle and resolve social, physical, and economic challenges faced by neighborhoods, cities, suburbs, metropolitan areas, and broader regions. These two pillars of urban and regional planning as a discipline and as a profession are incontrovertible facts that require some explanation.

- As a Discipline: The Oxford Advanced Learner's Dictionary (2015) defines discipline as "an area of knowledge, a subject that people study or are taught especially in a university". Urban and Regional Planning is an accredited program by the National University Commission (NUC) and the National Board for Technical Education (NBTE) in several universities and polytechnics in Nigeria where students are trained in the craft of plan making and management. The Urban and Regional Planning Students Association of Nigeria (URPSAN) exist as an umbrella body of students studying in these higher institutions.
- As a Profession: Urban and Regional Planning is recognized by law in Nigeria via the Town Planners'
 Registration Council of Nigeria (TOPREC) Decree No. 3 of 1988 (now Town Planners Registration, ETC. CAP T7,
 LFN 2004) to register persons qualified to practice the profession as well as regulating and controlling the
 practice of the profession in all its aspects and ramifications in Nigeria. Its activities are governed by the code
 of conduct and practice regulations, which promotes professionalism and ethics. It is also a member of the
 Association of Professional Bodies of Nigeria (APBN).

2.2. Formation of NITP/TOPREC

The establishment of the Nigerian Institute of Town Planners was driven by the necessity of those trained in town planning to unite under a single organization to promote the advancement of their course of study (Ogunka, Olaniyan & Adeniran, 2017). The nucleus of the NITP was formed by nine Town Planners in Ibadan in April 1966 (NITP, 2021). These pioneers have all passed on. The last among them (TPL. Chief Goke Olanlokun Adediran, FNITP) passed on to the great beyond on 2nd September 2022 at the age of 85 and was laid to rest on 28th October 2022. Until his demise, he was nicknamed "the last man standing". By September of 1966, the number of members grew to thirty (30). These thirty (30) pioneers town planners met on the 5th of September 1966 in Lagos, which became the formal inauguration of the Institute at the conference room of the then Lagos Executive Development Board (LEDB), Reclamation Road, Lagos.

Membership has since then grown from the humble beginning through dedicated and committed leadership and followership gradually to over 6,000. The first National Conference of the Institute was held at the Conference Centre of the University of Lagos in September 1968 where thirty-nine town planners from various parts of the Federation congregated to chart the course of the Institute and to discuss contemporary issues of national importance to urban and regional planning in Nigeria. Since then, the national conference has been an annual event. The Institute has a three-floor office complex situated at Engineering Close, off Idowu Taylor Street, Victoria Island, Lagos. The headquarters of the Institute is at Plot 2047, Michael Okpara Street Wuse Zone 5, Abuja.

There are State Chapters and Study Groups in all the States of the Federation. Activities of the Institute are coordinated by the Management Committee, National Executive Committee and National Council which is headed by the National President in line with the NITP Constitution of 2010 as amended in 2020. At the State level, there are also State Executive Committees led by Chapter Chairmen in line with the chapter byelaw. There are other organs of the Institute which contribute to the achievement of the vision such as:

- College of Fellows
- Nigeria Association of Town Planning Educators (NATPED)
- Young Planners Forum (YPF)
- Association of Women Town Planners of Nigeria (AWTPN)
- Urban and Regional Planning Students Association of Nigeria (URPSAN)

In 1988, through concerted efforts of the Institute, the Town Planners Registration Council (TOPREC) was established under Decree No. 3 of 1988 (now Town Planners Registration, etc Cap T7, LFN 2004) to register persons qualified to practice urban and regional planning as well as regulating and controlling the practice of the profession in all its aspects and ramifications in Nigeria. Another milestone was achieved in 1992 when the first indigenous urban and regional planning law was promulgated (now Cap N138 LFN 2004). This law is being domesticated by the States of the

Federation. The number of registered Town Planners in Nigeria according to the Town Planners Registration Council of Nigeria (TOPREC) as of November 2024 is about 6,309. This number, in comparison with the over 200 million population size of Nigeria indicates a grossly low ratio.

2.3. Who is a Town Planner and what do Town Planners do?

An Urban and Regional Planner also known as a "Town Planner" has undergone statutory training in the act and science of making, implementing and controlling plans relating to spatial physical development as prescribed by the regulating body. In Nigeria, the standard of knowledge and skills required to be a professional town planner are determined by TOPREC. It requires that a person first obtains any of the following academic or professional qualifications: (1) a university degree in urban and regional planning from an accredited school, (2) a professional diploma in urban and regional planning, (3) a pass in the final stage (level 900) of the NITP/TOPREC Examination. Thereafter, attainment of 2 years post qualification examination experience and being successful at the professional planning practice examination (PPPE) organized by TOPREC.

Apart from the qualifications and skills set that makes an urban and regional planner, a planner can be described by the functions and roles they perform as a policy advisor, administrator, negotiator, manager, facilitator, advocate, entrepreneur, bureaucrat and public servant, thus a good understanding of the planning environment, the political dynamics and the skills necessary to navigate murky waters.

The planner operates in a unique environment characterized by a broad distribution of power and competing interests, encompassing diverse individuals and locations. This complexity adds to the challenges faced by planners. Nevertheless, it is rare for any planner to conform precisely to a singular role. This makes the work of the planner complex. However, very few planners rarely will fit exactly into any one type of role, but will display different professional roles. Elizabeth Howe identified three key roles, the technical role, the political role and the hybrid role, while Levy (2009) argues that the roles of planners are expanding and changing;

- The planner as a neutral public servant.
- The planner as a builder of community consensus.
- The planner as entrepreneur.
- The planner as advocate.
- The planner as agent of radical change.

2.4. What can a Town Planner do in the Society?

2.4.1. Plan Making

Formulation and review of packages of plans in the regional, urban and rural context. This includes development plans such as:

- National physical development plan
- Regional master plans
- Sub-regional master plans
- Metropolitan, municipal and city plans.
- District plans
- Local/ community plans
- Development schemes
- Layout plans (residential, commercial, educational, institutional, agricultural, industrial area plans).
- Urban renewal and redevelopment plans.

2.4.2. Preparation of Planning Documents

- Preparation of development guide and technical reports.
- Preparation of standards and regulations to guide developments (setbacks, height, FAR, coverage etc)
- Carrying out of development planning studies
- Preparation of implementation guidelines
- Zoning, sub-division and land use budgeting
- Industrial area site selection, location and development.
- Preparation of transportation network systems and functionality plan.
- Environmental management plan

- Waste management and resource conservation.
- Tourism infrastructure development.
- Housing and Shelter programmes.
- Institutional, legal and fiscal aspects of urban, regional and urban development.

2.4.3. Preparation and processing of statutory land use, layout and building plan and other development plan approvals documents.

- Site evaluation report
- Site analysis report and plan (LUPAR Land use planning and analysis report)
- Environmental impact analysis report / Environmental impact statement (EIS)
- Development brief preparation
- Land use compatibility and compliance report /plan

2.4.4. Advocacy, Mediation and Arbitration

- Mediation and dispute resolution: between statutory approval agencies and client, developer to developer, for plan approval application and appeals.
- Representative advocacy for special cases on development and litigation matters.
- Setting up of community/private spatial development agenda.
- iv. Advice and representation in drafting and implementation of Global Memorandum of Understanding (GMoU).
- Advice on prioritization of community development projects
- Spatial development project management (Scenario building for development project)
- Interpretation of master plans/ development plans

2.4.5. Development Control Compliance Monitoring

Town Planners work in partnership with Government agencies and other relevant authorities in monitoring approved development compliance and controlling unapproved physical development.

2.4.6. Policy Making

The Town Planner helps in the formulation of national, state and local government level policies and programs for balanced regional and urban development as basic input to the national, regional, State and local level economic planning as it relates to;

- Urbanization
- Regional development
- Industrial development
- Human settlement
- Housing
- Development financing

2.4.7. Coordination and Monitoring

Coordination of development projects/ programmes of all stakeholders (counterpart funds, SURE-P, MDG's, SDG's etc)

2.4.8. Development Management

Custodian and Provision of leadership in the built environment by overseeing, guiding, promoting and ensuring orderly development at all levels.

2.4.9. Special areas of planning services

- Disaster management preparation of emergency rehabilitation/ resettlement plans, development of flood risk assessment and control plans.
- Education and Institutional development
- Needs analysis and advice on land requirement for institution at different levels
- Preparation and design of site plan/ Layout plans for Primary, Secondary and Tertiary institutions.
- Supplies of energy demand, focus and need analysis.

Planners have historically collaborated with energy utilities establishment to forecast future energy requirements and to identify suitable locations for new energy infrastructure, including power plants, natural gas pipelines, and petroleum storage facilities. In contemporary practice, planners are increasingly taking the lead in discovering methods for communities to minimize their energy consumption and to strategize for the future integration of renewable energy resources.

- Agriculture/ aquaculture- farm/fish settlement plans
- Industrial area development plans
- Waste management/ planning
- Coastal zone planning and management
- Oil and gas planning/assessment of oil and gas infrastructures
- Health infrastructure assessment and planning
- Production of Tourist Guide maps, design and development of tourist attraction sites and management
- Preparation of tourism and recreation sites handbook
- Act as a tourist guide
- Population/ urbanization studies and growth pole reporting
- Community resource appraisal and need assessment
- Street mapping and property numbering
- Telecommunication infrastructure mapping and location analysis
- Safety and security- surveillance mapping
- Landscape design and installations in residential/commercial/industrial/institutional development

3. Opportunities in Town Planning Practice

There are several opportunities in Town Planning practice grouped into 5 categories

- Public service (about 90% of Town Planners in Nigeria work in the public sector)
- Private practice (642 registered firms/ 3 foreign firms)
- Academia and research (Lecturers, Technologists, Teachers, Facilitators, Research assistants)
- Non-Governmental Organizations (NGOs, CSOs, FBOs)
- Multi-national organizations / Business organizations

In the book, New Avenues for Planning Practice in Nigeria by TOPREC, about 22 areas of the relevance of urban and regional planning expertise were identified namely;

3.1. Facilities and services

- Electric power industry
- Telecommunication
- Primary health development
- Oil and gas industry
- Civil aviation
- Maritime administration
- Water resources

3.2. Security and safety

- State Security Service
- Police service
- Civil Defense Corp
- Fire services
- Road safety
- Customs services
- Immigration service
- Correctional centres (Prison services)

3.3. Population

• Population commission

3.4. Environment

- Environmental protection
- Emergency management
- Media (Print, TV, Radio, Social)
- Public complaint
- Justice sector
- Leadership management

4. Changing Concept of Urban and Regional Planning

Tubobereni (2004) observed that urban and regional planning has experienced significant transformations over time. In its early formative stage, it emerged as a supplementary field associated with other disciplines, including architecture, engineering, and surveying. The architects, engineers, and surveyors of the time were considered town planners and were often commissioned by influential rulers, nobles, or religious authorities to design urban layouts. During the Baroque period, numerous cities featured structured ground plans characterized by pronounced geometric regularity. This period marked a significant focus on urban beautification. The City Beautiful Movement primarily emphasized the visual appeal of the environment, with its advocates showcasing environmental aesthetics through various elements, including axial perspectives, open spaces, and greenery.

Things however, changed during the industrial revolution. The socio-economic conditions of cities, together with the problem of the physical city, made the reformers emerge in the scene of planning. Reformers are grouped into ideological and technical schools of thought. The ideological school of thought also known as utopians, held the view that planning for any settlement should start from scratch. They, therefore, planned new and purely theoretical types of community. Robert Owen was a notable reformer in this category (Agbola 2019).

The technical school of thought consisted of specialists and officials who believed that each problem in a city must be dealt with separately on its merit. Such men include Haussmann and Bazalgelte. This group neither conceived of the city in terms of interaction nor the process of development. They introduced regulations, such as health regulations and services to the towns. This group required the technical and legalistic means to implement the improvements they introduced. They unconsciously laid the real foundation for modern town planning legislation. Planning legislation gradually took away physical planning from the private sector to the public sector (Tubobereni, 2004).

Another era in physical planning evolution was when the second generation of modern planners started to show concern for both urban form and urban functions by developing comprehensive plans or master plans. The master plan portrays a future ideal city that is divided into zones for each major land use. Through the prism of master plans, planners perceive a city as a system of building and structures that could be arranged and re-arranged through planning to produce the ideal city (Nwokaeze & Uchendu, 2025). Many things were found to be wrong with the master plan concept.

This paved the way for planners to perceive planning as both a method and a process of decision making that employs many tools to achieve its objectives. Master plan was then regarded as one of such tools and not an end in itself. This laid the foundation for the rational planning process, which was a departure from that of the master planning. Thereon, planning has continued to be fluid with the application of different models and a combination of approaches to solving problems in a given locality. Thus, urban and regional planning can be viewed as a process with the essence of achieving a deliberate choice of ends affected by political and market forces, which can be resolved through a multi-disciplinary approach in its practice (Nwokaeze & Nwokaeze, 2024; Tubobereni, 2004). Today Urban and Regional Planners must adjust to the current realities of Information and Communication Technology (ICT), Big Data Analytics, Artificial Intelligence (AI) and Space Technology (Planning) that are still emerging and be in touch with the 21st century innovations.

5. Conclusion

The renowned philosopher, Socrates (470 B.C. - 399 B.C.) had said, "By far the greatest and most admirable form of wisdom is that needed to plan and beautify cities and human communities". The job of the Town Planner is needed to create order in the environment thus in other climes town planners are respected. Unfortunately, the story is different in Nigeria because the culture of town planning is not yet entrenched in our system. The assertion that "if you fail to plan, you have planned to fail" transcends mere rhetoric; it reflects a profound truth, as the repercussions of inadequate planning are often severe, resulting in a low quality of life. Thus, it is arguably unnecessary to emphasize the importance

of planning because neglecting physical planning poses significant risks. The state of physical planning is evident in our daily experiences. We are familiar with the adverse effects arising from its absence, which are evident in environmental disorder, traffic congestion, inadequate infrastructure, building collapses, disconnected communities, preventable flooding, and other calamities, all contributing to a low quality of life and a decrease in life expectancy.

So long as these human settlement problems persist, urban and regional planning will be relevant as a problem-solving mechanism. Although the dearth of career opportunities in Nigeria is not peculiar to urban and regional planning with the "japa syndrome", opportunities in town planning are still emerging. However, the Nigerian Institute of Town Planners and the Town Planners Registration Council of Nigeria and its affiliate associations must do more to re-position town planning practice and open up new frontiers for the profession in Nigeria. The need to make town planning more visible and a household name with viability for national development in Nigeria is a task that both the old and young planners can begin to tinker with. The young people may be holding the aces for a brighter future using technology and the new media while the older generation provides the needed mentorship to close the intergenerational gap.

Recommendations

The scope of physical planning is broad and encompasses a dynamic continuum that utilizes both top-down and bottom-up strategies to attain the intended outcomes. For physical planning to exert a significant impact, it is essential to acknowledge the interconnections between the profession and its prospects in terms of career opportunities, which is a motivating factor for student enrollment and professional recruitment. This study recommends;

- The government should take responsibility and muster the political will to provide leadership that will enhance physical planning activities and practice.
- The Town Planners Registration Council of Nigeria (TOPREC) and the Nigerian Institute of Town Planners (NITP) should collaborate to advance town planning practice and make career opportunities in the profession attractive.
- The role of stakeholders such as civil society organizations and the media in creating and shaping public opinion and strengthening society should be canvassed and sustained. The media is needed in propagating the benefits of town planning, so that citizens can be aware of their responsibilities and demand good governance from their elected representatives.
- It is imperative for professional town planners to recognize that their actions shape the perception of their profession within the community. Upholding professionalism and integrity are crucial for effective gatekeeping.

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