

**CONTRIBUTION OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE)
TO UNEMPLOYMENT REDUCTION IN EKITI STATE, NIGERIA (2011-2015)**

BY

Sijibomi Yomi AJAYI

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DEPARTMENT OF PUBLIC ADMINISTRATION

FACULTY OF ADMINISTRATION

AHMADU BELLO UNIVERSITY,

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES,
AHMADU BELLO UNIVERSITY, ZARIA IN PARTIAL FULFILLMENT OF THE
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PUBLIC ADMINISTRATION**

DEPARTMENT OF PUBLIC ADMINISTRATION

FACULTY OF ADMINISTRATION

AHMADU BELLO UNIVERSITY,

ZARIA

MAY, 2018

DECLARATION

I declare that this dissertation titled, “Contribution of the National Directorate of Employment (NDE) to Unemployment Reduction in Ekiti State” has been carried out by me in the Department of Public Administration. The information derived from the literature has been duly acknowledged in the text and a list of references has been provided. No part of this dissertation was previously presented for another degree or diploma at this or any other institution.

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Name of Student

Signature

Date

CERTIFICATION

This dissertation titled, “Contribution of the National Directorate of Employment (NDE) to Unemployment Reduction in Ekiti State” by Sijibomi Yomi AJAYI meets the regulations governing the award of the degree of Master of Science in Public Administration of the Ahmadu Bello University, and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

This work is dedicated to the unemployed.

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ABSTRACT

The issue of unemployment is at the front burner of policy discussions in both developed and developing countries today. This is because, when left unchecked, the scourge of unemployment has the capacity to destabilize the most peaceful of societies and crash the most buoyant of economies. The study assessed the contribution of the National Directorate of Employment (NDE) to unemployment reduction in Ekiti State between 2011 and 2015. The NDE was created in 1986 to combat mass unemployment in Nigeria and has been operating a state office in Ekiti State since 1998. In pursuant of its mandate, the NDE designed schemes such as the National Open Apprenticeship Scheme (NOAS), the Enterprise Start-up Development Training Scheme (ESDTS) and the Micro Business Skills Training Scheme (MBSTS), among others, which are aimed at imparting job-specific skills to beneficiaries. However, despite the continued implementation of these schemes in Ekiti State, the rank of the unemployed in the state keeps swelling by the day. In the course of the study, three hypotheses were formulated: HO₁:the National Open Apprenticeship Scheme (NOAS) has not significantly contributed to unemployment reduction in Ekiti State; HO₂: the Enterprise Start-up and Development Training (ESDT) Scheme has not significantly contributed to unemployment reduction in Ekiti State; HO₃: the Micro Business Skills Training (MBST) Scheme has not significantly contributed to unemployment reduction in Ekiti State. Data were sourced from both primary and secondary sources. The primary data were obtained through administered questionnaires and interviews; analysed using tables, frequency counts, simple percentages and content analysis. The hypotheses were tested using the Statistical Package for the Social Sciences (SPSS) and Spearman's Correlation at 0.05 level of significance. The secondary data were obtained from NDE Annual Reports. The results of the tested hypotheses study showed that while the NOAS has significantly contributed to unemployment reduction in Ekiti State, the same cannot be said

of the ESDTS and the MBSTS. Interview responses however contradict the result of the tested hypothesis that the NOAS has significantly contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State as all of the respondents disagreed with the notion. The findings of the study also revealed that NDE activities in the state are mainly concentrated in the state capital and, as such, little impact of the NDE is felt in the rural areas – a situation that largely limits the NDE’s capacity to reduce mass unemployment in the state through its skill acquisition schemes. The study concluded that the sole concentration of NDE activities in Ado-Ekiti Local Government Area limits the Directorate’s capacity to significantly reduce mass unemployment in Ikole Local Government Area through its skill acquisition schemes. To this end, the study recommended that the NDE should extend its physical presence to Ikole Local Government Area and other rural areas of Ekiti State.

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LIST OF ABBREVIATIONS

BBT	-	Basic Business Training
EDP	-	Entrepreneurship Development Programme
ESDTS	-	Enterprise Start-up Development Training Scheme
GDP	-	Gross Domestic Product
MBSTS	-	Micro Business Skills Training Scheme
NDE	-	National Directorate of Employment
NOAS	-	National Open Apprenticeship Scheme
PIST	-	Partnership in Skills Training
REP	-	Rural Employment Promotion
SSE	-	Small Scale Enterprises
SPW	-	Special Public Works
SYOB	-	Start Your Own Business
VSD	-	Vocational Skill Development
SATC	-	Skills Acquisition Training Centres
CBTS	-	Community Based Training Scheme
RLS	-	Resettlement Loan Scheme
WEP	-	Women Employment Programme
SOW	-	School-On-Wheels

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Nigeria is blessed with abundant human and natural resources. Her wealth in resources is, however, yet to translate to development, due largely to the inability of her people and government to meaningfully mobilise her many endowments for transformational development. This leads to wanton waste of precious resources, chief among which is human resources. The waste of human resources in Nigeria manifests in the reality that many able-bodied people in the country, especially the youth, are unemployed due either to limited opportunities or the lack of skills to exploit the available opportunities. As a result, thousands of Nigerians, in cities and villages, roam the streets, day-in-day-out, searching fruitlessly for a means of livelihood. Their inability to find decent means of living ultimately force many among them to engage in nefarious activities in order to eke out a living. According to Dalhatu and Bagaji (2014: 63), the Boko Haram insurgency which the government is currently trying to rein in in the North Eastern part of Nigeria came into existence as a result of the high rate of unemployment in the country.

Nigeria occupies the enviable position of being not only the most populous country in Africa with a population of 140,431,790 persons as at 2006 and an estimated population of 187,301,926 persons as at 2015, but also that of having the largest economy on the continent with a Gross Domestic Product (GDP) of 568.51 billion US dollars in 2014 (www.population.gov.ng; www.unicef.org; NBS, 2017: 3; Mayomi and Omachoko, 2017: 162). With this knowledge, Eme (2014: 103) submits that “Nigeria has no business being among the poor nations of the world. But in reality, this dreaded scenario is the naked truth that stares unashamedly on the faces of

everyone living in the polity.” According to the National Bureau of Statistics (2012: 11), 69 percent of Nigeria’s estimated population of 163 million, equating to 112.47 million Nigerians, live in poverty. One of the main reasons for this is the grossly inadequate employment opportunities in the country, especially for the teeming youths among whom the unemployment rate has remained alarmingly high. In the words of Adebisi and Oni (2012: 29), “lack of employment opportunities in Nigeria has resulted in poverty, in turn; poverty leads to alienation of poor people from political-economic functioning of the society.” This phenomenon – massive unemployment in Nigeria, Ajayi (2015: 62) submits, has led to a waste of human resources and a great burden to the society.

With average rates of unemployment rising from 2.0 percent and 4.5 percent in the 1960s and 1970s respectively, to 8.5 percent in 1985, 10.0 percent in 1986 and 12.2 percent in 1987 (National Bureau of Statistics, 2006 as cited in Amupitan 2011; Ogunmela, 2012), the Federal Government of Nigeria on the 26th of March, 1986 constituted a committee known as the Chukwuma Committee, to consider appropriate strategies for dealing with the mass unemployment problem in the country under the aegis of the Ministry of Employment, Labour and Productivity. The report of the committee led to the institution of the National Directorate of Employment (NDE) in November 1986. The Directorate was charged with the following mandates: to design and implement programmes to combat mass unemployment; to articulate policies aimed at developing work programmes with labour intensive potentials; to obtain and maintain a data bank on vacancies and employment opportunities in the country with other government agencies; and to implement any other policy as may be laid down from time to time by the Directorate (Adebisi and Oni, 2012: 30).

The philosophy of the National Directorate of Employment is self-enterprise, which emphasizes self-employment and self-reliance in preference to wage employment. This is in pursuance of the mandate given to the Directorate as is seen in the 1987 budget speech of the then Nigerian president, General Ibrahim Babangida, who directed the newly-created body to concentrate on self-employment, organisation of artisans into cooperatives, and encouragement of the culture of maintenance and repairs. This philosophy is pursued through policy planning and well-articulated programmes of: Vocational Skills Development Programme (VSD); Rural Employment Promotion Programme (REP); Small Scale Enterprise Programme (SSE); and the Special Public Works Programme (SPW) (Adebisi and Oni, 2012; Amupitan, 2011).

These programmes are further delineated into schemes and job categories. The Vocational Skills Development Programme (VSD), for example, consists of schemes such as the National Open Apprenticeship Scheme (NOAS), School-On-Wheels (SOW), Resettlement Loan Scheme (RLS), Partnership in Skills Training (PIST), Skill Acquisition Training Centres (SATC), Community Based Training Scheme (CBTS), inter alia, while the Small Scale Enterprise Programme (SSE) is made up of Entrepreneurship Development Programme (EDP), Enterprise Start-Up Development Training Scheme (ESDTS), Enterprise Creation Fund for Graduates, Micro Business Skills Training Scheme (MBSTS), and Women Employment Promotion (WEP) (www.nde.org.ng).

The activities of the Directorate started in 1998 in Ekiti State. It covers all the Local Government Areas of the State and most of its activities were carried out on senatorial basis to allow even distribution of the programs. The prospective beneficiaries of NDE programmes in Ekiti State include the unemployed youths, graduates and school leavers, the retiree, matured people who are unemployed (Toluwalase and Omonijo, 2013: 16). This study examines the contribution of

the National Directorate of Employment to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State.

1.2 Statement of the Research Problem

One of the most critical problems facing contemporary Nigeria is mass unemployment (Ajayi, 2014: 61). Mass unemployment, as a social issue, has been a major challenge to Nigeria and Nigerians for decades now, with the unemployment rate hovering around two-digit figures. From 8.5 percent in 1985, the national unemployment rate in the country rose to 11.9 per cent in 2005, 12.7 percent in 2007, 14.9 percent in 2008, 19.7 per cent in 2009, 21.4 percent in 2010, and 23.9 percent in 2011 (National Bureau of Statistics, 2012: 395). In the second quarter of 2015, the unemployment rate in the country stood at 8.2 percent, equating to 6.06 million unemployed persons, according to the National Bureau of Statistics (2015). Between the first quarter of 2015 and the first quarter of 2016, the number of unemployed persons in Nigeria rose from 5.53 million to 9.49 million with the unemployment rate between these two periods rising from 7.5 percent to 12.1 percent (NBS, 2016). According to Durotoye (2014: 126), “the unemployment crisis in Nigeria is so severe that over 100,000 youths sometimes jostle for 25 vacancies.” This submission is further corroborated by a report published by the National Bureau of Statistics which states that the unemployment rate among youths between the ages of 15 and 24 in Nigeria in the first quarter of 2016 stood at 21.5 percent, the highest among any age groups (NBS, 2016). Other testaments to this are the 705,352 applications received by the Police Service Commission (PSC) from persons seeking employment into the advertised 10,000 vacancies in the Nigeria Police Force (NPF) less than three weeks into the recruitment exercise and the 403,528 successful registrations by unemployed persons on the online job portal of the Federal Government – www.npower.gov.ng – within the first 36 hours after the portal was opened

(Yahaya, 2016; Ameh, 2016). In addition, according to the National Bureau of Statistics (2012: 395), the rate of unemployment among economically active Nigerians between the youthful ages of 15-24 stood high at 37.7 percent in 2011 while among those within the age bracket of 25-44 years, the unemployment rate was 22.4 percent. For Nigerians within the ages of 45 and 59, the rate of unemployment stood at 18 percent while it was 21.4 percent among those within the age bracket of 60 and 64. The translation of this is that Nigerians between the youthful ages of 15 and 24 are those mostly affected by unemployment and are, as such, more vulnerable to its attendant consequences. This evidence is supported by the World Bank (2016) which reports that the unemployment rate among Nigerians between the ages of 15-24 was 13.8 percent in 2011, 13.7 percent in 2012, 13.6 percent in 2013, and 13.6 percent in 2014.

To tackle the unemployment menace, the Federal Government of Nigeria in 1986 established the National Directorate of Employment, and its programmes were launched nationwide the following year (www.nde.org.ng). In pursuance of its mandate, the National Directorate of Employment, through its various schemes and programmes empowered 3,899,003 unemployed persons in Nigeria between 1986 and 2014 (NDE 2011, 2012, 2013 and 2014 Annual Reports). However, despite its continued operation and financing – the NDE was allocated N5,905,302,638 in the 2016 budget proposal (2016 Appropriation Bill: 677), the unemployment rate in Nigeria keeps rising.

The unemployment rate in Ekiti State is not any better than the national average. According to the National Bureau of Statistics (2012: 296), the unemployment rate in Ekiti State was 11.4 percent in 2007, 11.5 percent in 2008, 20.6 percent in 2009, 20.8 percent in 2010 and 12.1 percent in 2011. Going by the percentage of the national population that is under 30 years of age

– 59.2 percent according to the National Bureau of Statistics (2012: 68), one can rightly posit that the youth in Ekiti are those mostly affected by the high rate of unemployment in the state.

To address the unemployment scourge in Ekiti State, the National Directorate of Employment, through its Ado-Ekiti office, over the years embarked on the training of people in the state through its empowerment programmes. In 2010, there were 5,292 beneficiaries (3,180 male and 2,112 female) of NDE schemes and programmes in Ekiti State. The number of beneficiaries stood at 6,984 in 2011; 3,956 in 2012; 599 in 2013, 2,077 in 2014 and 446 in 2015. Specifically, 886 persons (448 male and 438 female) were trained under the National Open Apprenticeship Scheme (NOAS) in Ekiti State in 2010; 380 persons (249 male and 131 female) in 2011; 430 persons (230 male and 100 female) in 2012; 300 persons (181 male and 119 female) in 2013; 435 persons (219 male and 216 female) in 2014 and 308 beneficiaries (155 male and 153 female) in 2015. Under the Start Your Own Business Scheme (now Enterprise Start-up Development Training Scheme), the NDE in Ekiti State empowered 66 persons (all male) in 2012 and 22 persons (12 male and 10 female) in 2013. Similarly, under the Basic Business Training Scheme (now Micro Business Skills Training Scheme), 121 persons (15 male and 106 female) were empowered by the NDE in Ekiti State in 2013. Other NDE schemes and programmes have beneficiaries whose number in Ekiti State runs into thousands when combined (NDE 2011, 2012, 2013 and 2014 Annual Reports; www.nde.org.ng; NBS, 2017: 89).

However, despite the sterling performance of the NDE in Ekiti State that available data depicts, especially that of instant employment generating schemes such as the National Open Apprenticeship, the Micro Business Skills Training and the Enterprise Start-up Development Training schemes of the NDE that were created to enable beneficiaries become instant entrepreneurs who, upon graduation, create jobs in the society by starting Micro, Small and

Medium Scale Enterprises (MSMEs), which “create 4 out of 5 new positions, contribute up to 45 percent of total employment and up to 33 percent of national income (GDP),” in emerging economies like Nigeria, according to the World Bank (2015), the rate of unemployment among people living in the Ekiti State remains high. It is against this background that this study assesses the contribution of the NDE to unemployment reduction in Ekiti State, with focus on Ado-Ekiti and Ikole Local Government Areas.

1.3 Research Questions

The NDE has various schemes aimed at empowering people for job creation. These include the National Open Apprenticeship Scheme, School-On-Wheels Scheme, the Waste-to-Wealth Scheme, the Resettlement Loan Scheme, the Community Based Training Scheme, THE Enterprise Startup Development Training Scheme, the Micro Business Skills Training Scheme, the Loans Disbursement Scheme, Advanced Entrepreneurial Development Scheme, the Graduate Attachment Programme, the Environmental Beautification Training Scheme, the Renewable Energy Training Scheme, the Rural Agricultural Development Training Scheme, *inter alia*.

However, this study examines the three schemes of the National Open Apprenticeship Scheme, the Enterprise Startup Development Training Scheme, and the Micro Business Skills Training Scheme – selected for the instant employment generating capacities. In light of this, the following research questions were generated:

- a. To what extent has the National Open Apprenticeship Scheme (NOAS) of the National Directorate of Employment (NDE) contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State?

- b. To what extent has the Enterprise Start-up and Development Training (ESDT) Scheme of the NDE contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State?
- c. To what extent has the Micro Business Skills Training (MBST) Scheme of the NDE contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State?

1.4 Objectives of the Study

The broad objective of this study is to assess the contribution of the National Directorate of Employment (NDE) to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State between 2011 and 2015.

The specific objectives are:

- a. To determine the extent to which the National Open Apprenticeship Scheme (NOAS) of the National Directorate of Employment (NDE) has contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State
- b. To ascertain the extent to which the Enterprise Start-up and Development Training (ESDT) Scheme of the NDE has contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State
- c. To determine the extent to which the Micro Business Skills Training (MBST) Scheme of the NDE has contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State

1.5 Research Hypotheses

The hypotheses are stated in null form. They are:

H0₁: that the National Open Apprenticeship Scheme (NOAS) has not significantly contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State

H0₂: that the Enterprise Start-up and Development Training (ESDT) Scheme has not significantly contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State

H0₃: that the Micro Business Skills Training (MBST) Scheme has not significantly contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State

1.6 Significance of the Study

Previous studies carried out in the study area focus on specific areas that are related to the present study but not exactly on the contribution of the National Directorate of Employment to unemployment reduction in Ado-Ekiti and Ikole Local Government areas of Ekiti State. Assessing the contribution of the NDE – a major government employment agency – to unemployment reduction is very important because, according to Amire and Ngwama (2015: 188) “analysis indicates that unemployment in Nigeria is on the increase and only youth development and empowerment can mitigate this problem”; empowerment and human capital development are what the NDE exist for.

Toluwalase and Omonijo (2013), for example, centred their study on evaluating the role of the NDE in alleviating poverty among arable farmers in Ekiti State while Ajayi (2015) beamed his searchlight on graduate unemployment and criminality in Ado-Ekiti.

Amupitan (2011), on his part, assessed the role of the NDE in reducing graduate unemployment in Kaduna State while Ukoha, Osuji, Osuji and Ibeagwa (2014) embarked on the analysis of the influence of the skills acquisition programmes of the NDE on job creation in Abia State.

Adebisi and Oni (2012) came close to addressing the themes of the present study by assessing the relevance of NDE training programmes to the needs of trainees in Southwestern Nigeria, but their study is too broad in scope for specificity.

Furthermore, this study covers the period between 2011 and 2015. According to Aiyedogbon and Ohwofasa (2012), between 2005 and 2010, the unemployment rate in Ekiti State rose from 7.5 percent to 22.6 percent but later dropped to 12.1 percent in 2011. Added to this is the submission of the National Bureau of Statistics and the Federal Ministry of Youth Development that, in 2012, the unemployment rate among Nigerian youths stood high at 54 percent (Durotoye, 2014: 125). Hence, this study sought to fill the gap left in the aforementioned studies by assessing the contribution of the NDE to the reduction of the unemployment rate in Ado and Ikole Local Government Areas of Ekiti State between 2011 and 2015, as well as seek to know what exactly the NDE in Ekiti State has done within the study period to empower people in the state as a way of reducing the state's unemployment rate.

The study will add value to knowledge as it will enrich the available literature on the themes of "the National Directorate of Employment" and "unemployment reduction" (in Ekiti State). As a result, it will be of benefit to students of public administration, administrators, policy makers, politicians, researchers and the general public.

In addition, given the essentiality of the mandate with which the NDE was at inception bestowed, it is apt to assess, periodically, the establishment to ascertain whether it is achieving its goals or not – and what better time to do this than in its thirtieth year in existence?

1.7 Scope and Limitations of the Study

The study covers a period of five years, that is, 2011-2015. This period was chosen because 2011, the start of the study period, was the year in which there was a sharp drop in the unemployment rate in Ekiti State to 12.1 percent from 20.8 percent in 2010. The study examined NDE's contribution to the drop as well as look into the activities of the NDE between 2011 and 2015. The study focused on Ado-Ekiti and Ikole Local Government Areas (LGAs). Ado Local Government Area, which is an urban area, is the most populous LGA in Ekiti State with a population of 313,690 persons as at 2006. Ikole LGA is predominantly a rural area and the fourth most populous LGA in Ekiti State with a population of 170,414 people as at 2006 (National Population Commission, 2006 cited in National Bureau of Statistics, 2012: 33). As such, the study also examines NDE activities, under the NOAS, the ESDTS and the MBSTS, in the two local government areas (LGAs), with the aim of ascertaining the direct impact of the schemes in in the two LGAs.

The context of the study is restricted to the National Open Apprenticeship Scheme (NOAS) under the Vocational Skills Development Programme of the NDE, in addition to the Enterprise Start-up and Development Training (ESDT) Scheme and the Micro Business Skills Training (MBST) Scheme under the Small Scale Enterprise Programme (SSE) of the NDE. The choice of

the three schemes is justified on the basis of their instant employment-generating capacities. The NDE efforts at unemployment reduction – the three schemes of NOAS, ESDTS, and MBSTS – which this study addresses are concerned with empowerment through the acquisition of marketable and job-specific skills; the disbursement of loans and the provision of equipment for NDE beneficiaries for business start-ups.

The study is not without some limitations. One of these is the lack of data on the unemployment rates in Ekiti State in the years: 2012, 2013, 2014 and 2015. Another limitation encountered in the course of the study was inconsistent data. Many times, publications published/released by the NDE present conflicting data on the same scheme or programme – the study tried as much as possible to reconcile the information obtained and where this is not possible, the data are presented as obtained.

1.8 Definition of Concepts

1. **Unemployment Reduction:** Unemployment, in this study, is said to have reduced when those who were erstwhile unemployed are gainfully employed, while applying the skills gained under the NOAS, ESDTS or the MBSTS.
2. **National Open Apprenticeship Scheme (NOAS):** NOAS is an NDE vocational training scheme in which beneficiaries are attached to self-employed master-craftsmen and women in different trades, who train them in these trades, for months until they attain proficiency. Training under NOAS takes place in phases: practical training conducted for beneficiaries at the workshops on weekdays; theoretical training conducted every Saturday at the NDE office in Ado-Ekiti.

3. **Enterprise Startup and Development Training Scheme (ESDTS):** ESDTS is an entrepreneurship training scheme conducted by the NDE for graduates of tertiary institutions desiring to take up self-employment.
4. **Micro Business Skills Training Scheme (MBSTS):** MBSTS is a rudimentary business training scheme conducted by the NDE for school leavers and artisans desiring to take up self-employment

1.9 Organisation of Chapters

This dissertation is presented in six (6) chapters, covering all aspects of the study, from the introduction to the summary, conclusion and recommendations.

Chapter one captures the general introduction and background to the study, which highlights the unemployment rates in Nigeria and Ekiti State over the years as well as the establishment of NDE to curb mass unemployment. The chapter further looks at the statement of problem, the objectives of the study, the hypotheses to be tested, significance of the study, and the scope and limitations of study.

Chapter two explores the literature review and the theoretical framework for the study. The overview includes concepts of unemployment, skill acquisition, access to loan, and employment; a review of some empirical studies that have been conducted on the NDE and its activities; and theoretical framework by employing David Easton's System Theory.

Chapter three covers the discussion of research methodology. This includes the research design adopted for the study, the population and sample size of the study, sampling technique, method of data collection, administration of instrument and, finally, the methods used in data presentation and analysis.

Chapter four traces the history of the NDE, highlights the objectives of NDE, discusses the programmes and structure of the NDE, as well as its achievements and challenges.

Chapter five is exclusively for the presentation and analysis of the data collected from the field and used to test the hypotheses earlier postulated in this work.

Chapter six is the concluding chapter. It contains a summary of the findings of the study, the conclusion drawn from the analysis of data and the recommendations proffered on the basis of the research findings.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

Review of relevant literatures on the variables under study are explored in this chapter. The review covers the concepts of unemployment, skill acquisition, loans, and employment as well as related studies on efforts at unemployment reduction, especially by the National Directorate of Employment (NDE). In addition, David Easton's System Theory was adopted as theoretical framework for the study.

2.2.1 Unemployment

According to Badamosi (1999), as cited in Amupitan (2011: 28), unemployment refers to "the state whereby able-bodied, qualified men and women are available for and willing to work but get no job to do." In congruent with this is the submission of Collander (2001), also cited in Amupitan (2011: 27), that unemployment occurs when people are looking for a job but cannot find one. While these two definitions rightly argue that unemployment occurs when able-bodied persons are looking for work but cannot find work, they fail to tell us the demographic to which

an able-bodied person who is actively seeking work but cannot find one must belong before he or she can be said to be unemployed. The definitions also fail to state the duration for which a person must work before he or she can be said to be not unemployed.

Frank and Bernanke (2001), as cited in Amupitan (2011: 27), comes a bit close to addressing this with their conceptualisation of unemployment as “adults not holding a job but looking for one.” This definition is also, at best, vague seeing as adults are generally qualified as people who are at least eighteen years of age. If we are to follow Frank and Bernanke’s definition, then, an eighty-year-old who is looking for a small farmland to cultivate is unemployed.

Njoku and Okezie (2011) give a better definition of unemployment. In their words, “unemployment in Nigeria is defined as the proportion of the labour force that was available for work but did not work in the week preceding the survey period by, at least, 39 hours.” In line with this, the International Labour Organisation defines the unemployed as numbers of the economically active population who are without work but are available for and seeking work, including people who have lost their jobs and those who have voluntarily left work (Aiyedogbon and Ohwofasa, 2012: 270). The definitions by these authors capture the fact that the unemployed refer to those among the economically active population (i.e. the labour force) who are without work but are actively seeking for work. According to Njoku and Okezie (2012), as cited in Aiyedogbon and Ohwofasa (2012: 270), the population of every economy is divided into two categories; the economically active and the economically inactive. The economically active population (labour force) or working population refers to the population that is willing and able to work, including those actively engaged in the production of goods and services (employed) and those who are unemployed.

The labour force population covers persons aged 15 to 64 years. The category of persons considered not in the labour force include those not between 15-64 (economically active population) as well as those within the economically active population, i.e. 15-64, who are unable to work, not actively seeking for work or choose not to work choose and/or are not available for work. Examples of these are voluntary full time housewives, underage children 14 and below, adults above 65, full time students, those in active military service, physically challenged and incapacitated persons whose incapacitation prevents them from working (NBS, 2015).

The National Bureau of Statistics (NBS) however gives a more comprehensive definition of unemployment. According to the NBS (2015), unemployment refers to the “proportion of those in the labour force (not in the entire economic active population nor the entire Nigerian population) who were actively looking for work but could not find work for at least 20hours during the reference period to the total currently active (labour force) population. Accordingly, one is unemployed if he/she did absolutely nothing at all or did something but not for up to 20 hours in a week.”

The unemployment rate is expressed as a percentage of the number of persons available for employment at any time (Aiyedogbon and Ohwofasa, 2012: 271). Mathematically, it is expressed:

$$\text{Unemployment rate} = \frac{\text{Unemployed population}}{\text{Labour force}} \times 100$$

2.2.2 Skill Acquisition

The term “skill acquisition” is composed of two key concepts: ‘skill’ and ‘acquisition’.

Skill, according to Vanpatten and Benati (2010) refers to the ability to *do* rather than underlying competence or mental attribute. To clarify this concept, Conford (1996) lists the defining attributes of skill to include:

- i. Skill is learned;
- ii. Skill involves motivation, purpose and goals;
- iii. Schemas are prerequisite for skilled performance;
- iv. Skills require content and context knowledge;
- v. Skills are performed and transferred in the presence of specific stimuli;
- vi. Skill involve problem-solving relevant to the context;
- vii. Skill involves relative judgements with individual differences in skilled performance evident;
- viii. Standards of excellence are important;
- ix. Skill involves comparable replication;
- x. Comparable periods of time are required to reach high levels of skill (Taie, 2014: 1972).

Acquisition, on the other hand, is defined by The Oxford Dictionary as “the learning or developing of a skill, habit or quality.”

In simple terms, therefore, skill acquisition may be defined as the process of learning or developing the ability to do something. For example, someone who wants to acquire carpentry skills will have to undergo training in a recognised carpentry school or under a master craftsman (in this case, a skilled carpenter).

Idoko (2014: 51) defines skill acquisition as “the form of training by individuals or group of individuals that can lead to acquisition of knowledge for self-sustenance. It involves the training of people in different fields of trade under a legal agreement between the trainers and the trainees for certain duration and under certain conditions.”

According to Douli (2004), as cited in Idoko (2014: 51), skill acquisition is the manifestation of idea and knowledge through training which is geared towards instilling in individuals, the spirit of entrepreneurship needed for meaningful development. He argues that giving individuals the opportunity to acquire relevant skills needed for self-sustenance in the economy will promote their charisma in any work environment.

Magbagbeola (2004) posits that skill acquisition requires the accumulation of different skills that enhances task performance through the integration of both theoretical and practical forms of knowledge. In agreement with Magbagbeola’s submission is Ochiaga’s (1995) position that skill acquisition refers to “the ability to do or perform an activity that is related to some meaningful exercise, work or job” (Idoko, 2014: 51).

According to Uzoka and Bayode (2010), as cited in Umunadi (2014: 50), skill acquisition involves the mastery of practical skills and knowledge in any vocational and technical field of study. In the Nigerian educational system, they argue, skill acquisition can be achieved through technical and vocational education which incorporates teaching, practical experience, and on-the-job training and retraining.

To Donjor (2011: 24), skill acquisition is a vital instrument of empowerment that seeks to provide the people with different skills, vocation and entrepreneurial ability like bead-making,

hat making, sewing, fashion designing, shoe making, making workers interested in their job and, at the same time, improving on their existing skills.

Skill acquisition is essentially aimed at reducing unemployment through empowerment and human capital development in the form of vocational training. Trainees and students enrolled in skill acquisition programmes undergo trainings that are designed to instill into them job-specific and –related skills with the ultimate aim of making them marketable in the labour market.

An important issue of skill development in Nigeria is to ensure that human resources are developed to such an extent that the achievement of desired rates of technological change will not be impeded through lack of personnel with suitable and functional skills for the world of work (Umunadi, 2014: 50). Through requisite skill acquisition which entails the integration of both theoretical and practical forms of knowledge, Nigerians seeking work would be able to make a swift transition from a situation of unemployment to that of gainful employment.

2.2.3 Loans

Loan refers to money, property or other material goods that is given to another party in exchange for future repayment of the principal amount along with interest or other finance charges. A loan may be for a specific, one-time period or can be available as open-ended credit up to a specified ceiling amount (www.investopedia.com).

According to Jacoby and Saulnier (1942: 9), in order to appreciate fully the importance of loans, an understanding of the essential elements of the term ‘loan’ is necessary. To them, the basic elements that define ‘loan’ are:

- i. Credit extended to a business concern;

- ii. A direct relationship between borrower and lender;
- iii. Provision at time of making the loan that some part of the principal is repayable after (some time).

A loan is money received from a friend, bank or financial institution in exchange for future repayment of the principal, plus interest. The principal is the amount borrowed, and the interest is the amount charged for receiving the loan. Since lenders are taking a risk that the loan may not be repaid, they offset the risk by charging a fee – known as interest. Loans typically are secured or unsecured. A secured loan involves pledging an asset (such as a car, boat or house) as collateral for the asset. If the borrower defaults, or does not pay back the loan, the lender takes possession of the asset. In the case of unsecured loan, if the borrower does not pay back, the lender does not have the right to take anything in return (www.study.com).

Loan is a financial instrument. Finance is the elixir that assists in the formation of new businesses, and allows businesses to take advantage of opportunities to grow, employ local workers and, in turn, support other businesses and local, state and federal government through the remittance of taxes (www.smallbusiness.chron.com).

The various types of loans include: personal loans, cash advances, student loans, mortgage loans, home equity loans and small business loans. Small business loans are usually offered to people looking to start a business or looking to grow a small business. Often called “soft loans”, a business plan is usually required to show validity for what an entrepreneur wants to do before they are granted (www.study.com).

The National Directorate of Employment (NDE), in collaboration with other agencies (especially banks and micro-credit agencies), usually give soft loans to people who have been trained in

different vocational skills upon their graduation in order to help them fund business start-ups. In 2008, for example, the Ekiti office of the NDE in collaboration with the Ekiti State Micro-Credit Agency disbursed N3 million soft loans to fifty physically challenged youths in Ekiti State who had been trained in seven different vocational skills by the Directorate (www.thenationonlineng.net). These soft loans aid the trainees to become instant entrepreneurs as they not only serve as start-up capital but also as funds to smoothen quick business expansion. The loans afford the trainees the opportunity to hire employees, buy equipment and invest in the needed inventory.

2.2.4 Employment

According to Gbosi (2005: 20), “employment is defined as, when collectively specified or not collectively specified, the total number of persons 15 years and above who are employed in civilian occupations.” With this, Gbosi agrees that employment is associated with those who are, at least, 15 years of age. However, the definition fails to give the upper age limit for those who may be considered employed. Amupitan (2011: 31) too falls short in this category with his submission that “an employed individual is a person who is currently working for wages or self-interest.”

According to the National Bureau of Statistics (2015), a person is regarded as employed if he or she is engaged in the production of goods and services, thereby contributing to the Gross Domestic Product (GDP) in a legitimate manner, which is a component of the national accounts and receives any form or amount of money for that activity. The Bureau goes further to state that for a person to be considered employed; he or she must work full time, i.e. at least 40 hours, on average, a week.

According to Hussmanns (n.d.: 8), the employed comprise all persons above the age specified for measuring the economically active population (e.g. 15 years) who, during a specified short period of either one week or one day, were in the following categories:

a. Paid employment:

- at work: persons who, during the reference period, performed some work (i.e. at least one hour) for wage or salary, in cash or in kind;
- with a job but not at work: persons who, having already worked in their present job, were temporarily not at work during the reference period or had a formal attachment to their job;

b. Self-employment:

- At work: persons who, during the reference period, performed some work (i.e. at least one hour) for profit or family gain, in cash or in kind;
- With an enterprise but not at work: persons with an enterprise (which may be a business enterprise, a farm or a service undertaking) who were temporarily not at work during the reference period for any specific reason.

Despite that the time-frame in Hussmanns' definition is particularly very short, the elements in the definition best describes what the researcher has in mind to mean "employment". Hence, the definition, in addition to the NBS' minimum of 40 hours of work a week, is adopted for this study.

2.2.5 Review of Related Studies on NDE Efforts at Unemployment Reduction

In recent times, many researchers have carried out empirical studies on the operations and programmes of the National Directorate of Employment (NDE) as well as on the issue of unemployment and employment generation in Nigeria.

Toluwalase and Omonijo (2013) evaluated the fundamental efforts of the NDE at using agricultural programmes to combat poverty among small-scale food crop farmers in Ekiti State, where agriculture is largely practiced as a means of livelihood. The study obtained its data through the administration of structured questionnaires on 200 arable crop farmers who benefited from NDE agricultural programmes and 100 farmers who did not benefit, in addition to consulting NDE annual reports, periodical magazines, journals, newspapers, etc. The findings of the study reveal that socio-economic characteristics like age, education, level of income, household size and income have correlation with severity of poverty; that those who did not benefit from NDE programmes (non-benefiting farmers) had the highest vulnerability to poverty as their poverty index was estimated to be 0.94, compared with 0.11 for the beneficiaries. Going by its findings, the study recommends that the government should increase the number of beneficiaries of NDE agricultural programmes in order to develop agriculture as one of the strongest profession to curtail poverty in Nigeria.

Toluwalase and Omonijo's study is however limited in scope as it evaluated only the impact of the agricultural programmes of the NDE in Ekiti State, while other programmes aimed at developing skills to reduce unemployment and tackle poverty were left unattended. This study is an attempt to cover this limitation as it examines the vocational scheme of NOAS and the entrepreneurial schemes of ESDTS and MBSTS, and how these three job-creating NDE schemes have created employment for people, and consequently reduce unemployment, in Ekiti State.

Adebisi and Oni (2012) assessed the operational schemes of the National Directorate of Employment (NDE) and the relevance of its training programmes to the needs of trainees in Southwestern Nigeria. The study adopted the survey design. Precisely, the six states of Ekiti, Lagos, Ogun, Ondo, Osun and Oyo in the South West of Nigeria were used for the study. 1200 trainees, 420 trainers, and 120 ex-trainees were sampled from a population of 382,792. The results show that the NDE had 11 operational schemes and 30 job categories. It also shows that the NDE training programmes met the needs of the trainees as 99.2% of trainees and 98.3% of ex-trainees said that they learnt the jobs they had wanted to learn at the NDE. Furthermore, all the 120 ex-trainees sampled (100%) said that the jobs they now do were the ones they learned at the NDE. The study concludes that the NDE impacts positively on previously unemployed Nigerians who enrolled in its programmes by providing them with gainful employment. The study, therefore, recommends that in order to ensure even enrollment and bring the services of the NDE closer to the grassroots, the Directorate should have its liaison offices in local government headquarters across the federation.

While Adebisi and Oni's study has Ekiti State as one of its study areas and, therefore, assessed the relevance of NDE programmes to the needs of trainees in Ekiti State, the study only covers the period before February, 2012 – it was published in March, 2012. As such, the period since February, 2012 are not covered in its scope. In addition, the study has the administration of questionnaires as its sole source of primary data. Interviews were not employed. Furthermore, if the NDE training programmes actually met the needs of the trainees in the state, as the study found, how come the level of unemployment in Ekiti State is still high? All these are gaps which this study sought to fill.

In a different study, Obike, Ukoha and Nwajiuba (2007) investigated the role of the National Directorate of Employment (NDE) in poverty reduction among farmers in Nigeria, using Abia State as a case study. The simple random sampling technique was adopted for the study, and structured questionnaires were used to obtain information from 120 respondents – 60 beneficiaries and 60 non-beneficiaries of the NDE in the study area. Results of the study reveal that beneficiaries of the NDE used more fertilizers than non-beneficiaries, with an average input level of 132.5kg ha⁻¹ per farmer compared to 100kg ha⁻¹ for non-beneficiaries. Furthermore, average farm land of NDE beneficiaries was 1.68 ha compared to 1.45 ha for non-beneficiaries. In addition, the value of improved seedlings used by NDE beneficiaries was on the average N6,733.3 ha⁻¹ whereas the non-beneficiaries used improved seeds valued at N4,250 ha⁻¹. NDE beneficiaries also enjoyed better credit of N7,516 per farmer compared to non-beneficiaries who received N2,550 credit on the average. Similarly, NDE beneficiaries, on the average, used pesticides worth N13,000 ha⁻¹ while non-beneficiaries used pesticides worth N7,250 on the average. The findings of the study, Obike *et al.* (2007) concludes, show that NDE beneficiaries enjoyed better agricultural packages than non-beneficiaries; that the NDE plays a vital role in poverty reduction among farmers in Abia State, Nigeria. The study also discovered that farm income is significant for poverty reduction. As such, the study suggests that policies that boost income should be put in place by the government and the farmers should be encouraged to adopt the measures. The study also recommends that the NDE should incorporate policies that will support farmers' children's education as such measure will help alleviate poverty among farmers.

Obike, *et al.*'s study, while claiming to examine the role of the NDE in poverty reduction in Nigeria, is, however, limited in scope to only Abia State. In addition, the study focused on only

the agricultural scheme of the NDE and employed questionnaires as its sole source of primary data; interviews were never used. This study is different from Obike, *et al.*'s in that it assesses the NDE's contribution to unemployment reduction in Ekiti State, against Obike, *et al.*'s examination of the NDE's role in poverty reduction and uses questionnaires, interviews, observation and official NDE statistics to gather data.

Ukoha, Osuji, Osuji and Ibeagwa (2014) in another study examined the influence of the skill acquisition programmes of the National Directorate of Employment (NDE) on job creation in Abia State. Both primary and secondary sources of information were used in gathering data for the study. 120 questionnaires were administered to NDE household beneficiaries from a sampling frame of 180 beneficiaries provided by the NDE by means of simple random sampling technique. Out of these, 108 questionnaires were returned with valid responses. The findings reveal that 18 of the beneficiaries (representing 16.67% of sampled beneficiaries) acquired Vocational Skills Development Programme (VSD) training and subsequently created 30 jobs (14.92% of total jobs created) while 40 respondents (representing 37.04% of sampled beneficiaries) acquired Special Public Works Programme (SPW) training and created 54 jobs (26.89% of jobs created). 20 of the respondents (18.51%) had Agricultural Employment Programme (AEP) training and created 82 jobs (40.79%) whereas 30 of the respondents (27.73%) had Small Scale Enterprise Programme (SSE) training and created 35 jobs (17%). The results show that the AEP is better equipped with the necessary logistics and manpower to create jobs; that SSE beneficiaries generated the highest average annual income of N531,961.00 per beneficiary (N44,330.08 monthly), which suggests that it is the most profitable skills acquisition programme. The study concludes that the NDE, through its skills acquisition programmes, is helping its beneficiaries generate employment and, therefore, recommends that NDE's

programmes should be properly funded in order to help its beneficiaries generate more employment. Proper funding, it submits, will ensure that beneficiaries can purchase the necessary inputs needed to start up their own businesses and employ more hands.

Ukoha, *et al.* focused on the general programmes of the NDE, and not on the specific schemes within each of these programmes. This study focuses on the NOAS within the VSD Programme/Department and the ESDTS and the MBSTS within the SSE Programme/Department of the NDE.

In a separate study titled: “An Assessment of the Role of the National Directorate of Employment (NDE) in reducing Graduate Unemployment in Kaduna State,” Amupitan (2011) sought to find out: (i) if inadequate awareness of the programmes of the NDE has led to poor enrolment in its skills acquisition schemes, (ii) if the NDE is reducing graduate unemployment in Kaduna State through its skills acquisition programmes; (iii) if poor funding is affecting the effectiveness of the NDE. Data were gathered from primary and secondary sources while the systematic sampling method was used in determining the sample size and the opportunistic sampling method was used in its administration. 144 questionnaires out of the 150 administered were completed and returned, representing 96%. The results of the study reveal that inadequate awareness of the activities of the NDE has led to poor enrolment in its programmes in Kaduna State; that the NDE is creating employment through specific skills acquisition schemes, thereby reducing the graduate unemployment rate in Kaduna State, but that there’s still room for improvement as the number of those who have benefitted from the scheme is not commensurate to the number of graduates turned out yearly by tertiary institutions; and that poor funding has undermined the effectiveness of the NDE in Kaduna State.

Amupitan's study concentrated on examining the role of the NDE in reducing employment among graduates in Kaduna State. This study, on the other hand, assesses the NDE contribution to unemployment reduction among those categorized to be within the labour force (15-64 years of age) in Ekiti State.

Ogunlela (2012) assessed the impact of the programmes of the NDE on graduate employment and unemployment in Kaduna State of Nigeria. The study relied on oral interviews of NDE personnel and NDE brochures, annual reports, handbooks and other documentary sources for its data. The study discovered that while graduates who benefitted from the training programmes under the different NDE schemes are normally supposed to be placed on attachment, what obtains is that, in some cases, graduates trained are not placed on attachment. The study also found that the impact of the NDE in generating graduate employment in Kaduna State is, at best, modest. Hence, it recommends an overhaul of the *modus operandi* of the NDE in order to enhance the achievement of its laudable objectives.

In assessing the impact of NDE programmes on graduate employment and unemployment, Ogunlela (2012) relied on just oral interviews with NDE staff and secondary sources to gather data. This limitation is addressed in this study as the study collected data through interview conducted with both NDE staff and beneficiaries, questionnaires administered to both staff and beneficiaries of the NDE, observation and secondary sources.

Amire and Ngwama (2015) examined the contributions of the NDE in facilitating youth employment through skill development and job creation in Lagos State, Nigeria between 2005 and 2011. To collect data for the study, unstructured interviews were carried out with officials and Heads of Department at the NDE zonal offices in Lagos State. Secondary data were also

collected from NDE annual reports, periodicals, journals, etc. The findings of the study reveal that between 2005 and 2012, 4188 graduates registered with the Job Centre Unit of the NDE in Lagos and out of this number, 341 were employed; that the NDE as an institution has contributed in no small measure in developing vocational skills, training and creating jobs for the unemployed within their capacity. The study however submits that the pace of the NDE is slow in meeting the demand for skills development among graduates in Nigeria. Consequently, the study recommends that the government develop more institutional capacity to tackle the issue of unemployment in the country and that the NDE update its data bank as the lack of current data is a serious defect on its operations – the availability of current data will make for proper planning.

Amire and Ngwama (2015) sought to examine the contributions of the NDE in facilitating youth employment through skill development but only collected data through interviews conducted with NDE staff and secondary sources. The opinions of the beneficiaries of the skill development programmes themselves were never sought. This study is an attempt to fill this gap.

2.3 Theoretical Framework

There are different theories and models that could be adopted for this study. One of these is Ledford, Lucas, Daraighi and Ravelli's (2013) theory of youth empowerment. According to the youth empowerment theory, the field of youth empowerment has two levels: the process level, and the outcomes level. The process – or *empowering level* – provides opportunities for youth to develop skills and become problem solvers and decision makers. The outcomes – or the *empowered level* – refer to the result of the empowerment process, including the consequences of attempts to gain control in the community and the effects of interventions designed to empower participants. In summary, the Youth Empowerment Theory connects individual well-being with

the larger and political environment, and suggests that people need to become active in community decision making in order to improve their lives, organisations and communities (Ledford, Lucas, Daraighi and Ravelli, 2013: 1-2).

After a very careful study, however, it was found that David Easton's (1965) System Theory will provide a better and sounder theoretical framework for the analysis of this study. The system theory was employed in the analysis of similar empirical studies earlier conducted by Amupitan (2011) and Emeh, Nwanguma and Abaroh (2012) titled "An Assessment of the Role of the National Directorate of Employment (NDE) in Reducing Graduate Unemployment in Kaduna State" and "Engaging Youth Unemployment in Nigeria with Youth Development and Empowerment Programmes" respectively.

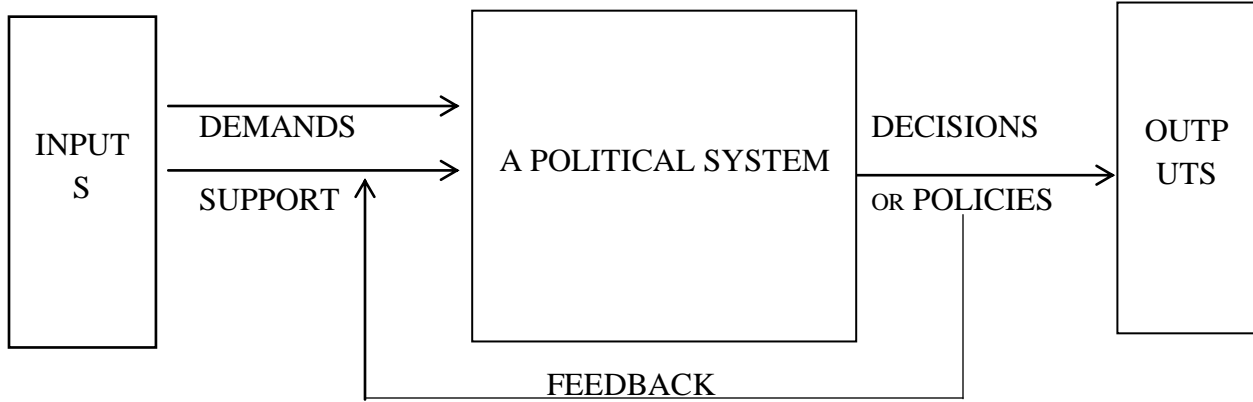
2.3.1 The System Theory

The adaptation of the System Theory to the study of political life was first conceived by David Easton in 1953. In Easton's framework, "a system is defined as any set of variables which interrelate. This system is a political system if it produces decisions accepted as authoritative or binding by the bulk of the society" (Prestine, 1991: 2). To Easton, a political system could be seen as a delimited (i.e. all political systems have precise boundaries) and fluid (changing) system of steps in decision making (Amupitan, 2011: 56).

According to Easton (1957: 384), "if we hold the system of political actions as a unit before our mind's eye, as it were, we can see that what keeps the system going are inputs of various kinds. These inputs are converted by the processes of the system into outputs and these, in turn, have consequences both for the system and for the environment in which the system exists." The System Theory is illustrated in table 2.1.

Figure 2.1 The System Theory

ENVIRONMENT



ENVIRONMENT

Source: Adapted from Easton's (1957: 384) *An Approach to the Analysis of Political Systems*.

Simplifying table 2.1, the following obtains:

Step 1: Changes in the social or physical environment surrounding a political system produce “demands” and “supports” for action or the *status quo* directed as “inputs” towards the political system, through political behaviour.

Step 2: These demands and supporting groups stimulate competition in a political system leading to decisions or “outputs” directed at some aspect of the surrounding social and physical environment.

Step 3: After a decision or output is made (e.g. a specific policy), it interacts with its environment, and it produces change in the environment, there are “outcomes”.

Step 4: When a new policy interacts with its environment, outcomes may generate new demands or supports and groups in support or against the policy (“feedback”) or a new policy on some related matter

Step 5: Feedback leads back to Step 1, forming a never-ending cycle (Amupitan, 2011: 57).

From the above, it can be submitted that a system is made up of elements or subsystems which are interdependent and must function effectively to make the system sustainable. Redundancy in any of the subsystems impinges on the ability of the whole (system) to operate effectively and efficiently. Easton points out that every political system has an environment and responds to it. The elements or sub-systems of the system are interrelated and the system can respond to forces in its environment, and will do so to preserve it (Dye, 1978, cited in Amupitan, 2011: 57)

The systematic relationship among the major elements in the System Theory is quite apt. Inputs in form of demands and supports are sent into the political system from the environment. Once an input enters the political or conversion process, it undergoes transformation or refinement which translates to output. What happens in the political system as well as the input determines the output. The output is fed back into the environment and the feedback mechanism ensures that the system endures (Amupitan, 2011:58).

2.3.3 Critiques of the System Theory

Easton’s System Theory has the reputation of taking a non- and apolitical stance towards its own object of analysis, narrowing down the practical tasks of political theory and science to a technical question of how to enable politicians to make more rational democratic decisions and better control their outcomes. In addition, it is considered badly flawed and as commingling

rational choice arguments and structural-functionalist arguments (Sorzano, 1975, in Bang 2012: 3).

According to Blondel (1990), the System Theory reduces politics to the overall *raison d'être* of government or, more specifically, the national political system or, in effect, the governmental system (Bang 2012: 4).

Easton's System Theory has also been criticized for imposing the biological analogy to the analysis of political life. In the words of Miller (1971), as cited in Bang (2012: 5), "(Is) systems analysis, as a kind of political biology, concerned with questions that are, properly speaking, political in nature? Political things must be understood by analogy with ethics rather than biology." Arguing along the same line as Miller, Bang (2012: 7) submits that, "(Easton's System Theory) has been accused of not only being a bad biological and technical model but also inherently elitist and inhumane."

Notwithstanding these criticisms, the System Theory best explains the variables of this study, and is, thus, employed in its analysis.

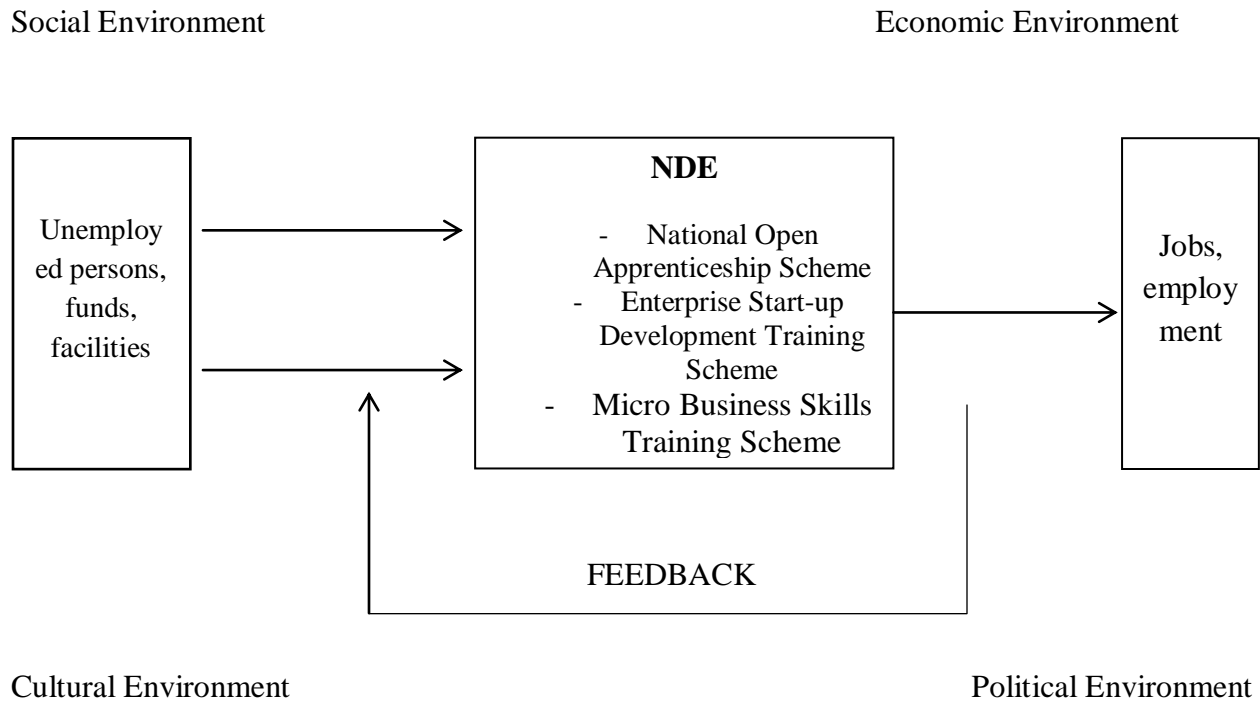
2.3.4 Applicability of the System theory to the Study

As aforementioned, the National Directorate of Employment (NDE) was established by the Federal Government with a mandate to combat mass unemployment through skills acquisition.

In basic terms, the National Directorate of Employment equates to the "political system" or "conversion process" which works on the unemployed persons (who form the "input"), and ultimately turns them into empowered/employed persons or skillful entrepreneurs. The socio-

political cum economic environments serve as the “environment” that influences the system. This situation is illustrated in table 2.2.

Figure 2.2 The System Theory as applied to this study:



Source: Adapted from Easton’s (1957: 384) *An Approach to the Analysis of Political Systems*.

Inputs: According to Easton (1957: 387), “inputs give a political system its dynamic character. They furnish it both with raw material or information that the system is called upon to process and with the energy to keep it going. The reason why a political system emerges at all – that is, why men engage in political activity – is that **demands** are being made by persons or groups in the society that cannot all be fully satisfied. In all societies, one fact dominates political life: scarcity prevails with regard to most of the valued things.” The **demands** in this context are the demands for jobs/employment for unemployed persons. Another aspect of **inputs** is **support**.

“Supportive behaviour may consist of actions promoting the goals, interests, and actions of another or those internal forms of behaviour we call orientations or state of mind” (Easton, 1957: 391). **Support** in the context of this study comes in the form of budgetary allocations to the NDE, taxes paid by people, contributions made by institutions to support NDE programmes, praises for (and encouragement of) NDE ventures.

Political System/Conversion Process: In the context of this study, the National Open Apprenticeship Scheme (NOAS), the Basic Business Training (BBT) Scheme and the Start-Your-Own-Business (SYOB) Scheme of the NDE; the administrative and technical managers of the NDE; and the various trainers and craftsmen who are directly responsible for the training of the trainees make up the conversion process.

Outputs: The NDE does not provide employment but creates employment through skills acquisition. Thus, the **outputs** of the system constitute the “empowered” persons who were hitherto unemployed but have acquired relevant skills and financial assistance needed for job creation through NDE schemes and programmes. The Inputs and Conversion Process determine the quality of the **outputs** (in this case, beneficiaries of NDE schemes). The importance of **outputs** is pronounced with Easton’s submission that, “without **outputs**, we cannot identify the work done by the system” (Easton, 1957: 355-386).

Environment: In the context of this study, the environment includes the prevailing social, economic, cultural and political realities in Nigeria as a whole and Ekiti State in particular. The polity, at present, is characterized by high unemployment rate, insurgency, high level of poverty, burgeoning crime rate, unstable policies, high rate of inflation, inequality, political violence,

corruption, high population (growth rate), dominance of the primary sector of the economy, inadequate infrastructures, etc.

Feedback: This is meant to serve as a mechanism of knowing how the “outputs” are faring. Through feedback mechanism, the NDE gets informed about the effectiveness or otherwise of its schemes, the performance of beneficiaries, the number of jobs created through its skills acquisition schemes as well as the areas of its schemes and programmes that need to be improved upon. The feedback mechanism creates an avenue for the NDE to keep track of its activities.

The sub-systems must operate smoothly for the system to maintain a steady and effective state, as an obstruction in one of the sub-systems will impinge on the attainment of outputs.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

Methodology is one of the most critical aspects of a research study. It determines, to a large extent, the success of the study and provides the basis for drawing conclusions. This study seeks to assess the contribution of the National Directorate of Employment (NDE) to unemployment reduction in Ekiti State. In order to achieve this objective, this chapter outlines and explains the

methodology adopted in the study under the following captions: research design; population and sample size of the study; sampling technique; sources of data; administration of instrument; and method of presentation and data analysis.

3.2 Research Design

This study adopted the survey research design for data collection, using a combination of structured questionnaires and structured and unstructured interviews. Documentary research as well as observation were also employed to complement the survey research.

Three sets of questionnaires were used in all: one set of questionnaires (208, which is 67.1% of the study sample) for the beneficiaries and of the National Open Apprenticeship Scheme (NOAS), another set of questionnaires (57, which is 18.4% of the study sample) for the beneficiaries of Micro Business Skills Training Scheme (MBSTS), and a third set of questionnaires (45, which is 14.5% of the study sample) for the beneficiaries of the Entrepreneurship Start-up Development Training Scheme (ESDTS).

3.3 Population and Sample Size of the Study

The population for the study is 1654 (i.e. the population of the beneficiaries of the NOAS, MBSTS and ESDTS in Ekiti State between 2011 and 2014), constituting 310 questionnaire respondents and 10 interviewees. The questionnaire respondents consist of 208 beneficiaries of the National Open Apprenticeship Scheme (NOAS), 57 beneficiaries of the Micro Business Skills Training Scheme (MBSTS) Scheme and 45 beneficiaries of the Enterprise Start-up and Development Training Scheme (ESDTS) Scheme. Those interviewed were four NDE officials and one beneficiary of each of the three schemes in each of Ado-Ekiti and Ikole Local Government Areas. The sample size of the study was reached using the Krejcie and Morgan

template for determining sample size of a study. Details of the Krejcie and Morgan template are contained in appendix D.

Table 3.1 Population and Sample Size of Respondents

S/N	Study Area	Population	No. of Sampled Respondents	Percentage
1.	Beneficiaries of NOAS	1445	208	67.1%
2.	Beneficiaries of MBSTS	121	57	18.4%
3.	Beneficiaries of ESDTS	88	45	14.5%
	Total	1654	310	100%

Source: Field Survey, 2016

3.4 Sampling Technique

The purposive and simple random sampling techniques were employed in the study. Specifically, the beneficiaries were identified using the purposive sampling technique while the respondents were selected from amongst the beneficiaries using the cluster sampling technique. This was in order to ensure fair representation of beneficiaries.

Questionnaires were administered to 208 randomly selected beneficiaries of NOAS, 57 beneficiaries of the MBSTS Scheme, and 45 beneficiaries of the ESDTS Scheme.

Purposive sampling, which is a non-probability sampling technique, was used in selecting interviewees from amongst the 42 NDE officials in Ekiti State – the Head of the Planning, Research and Statistics Department as well as the Heads of the NOAS, MBSTS and ESDTS. This assisted in the generation of qualitative information from relevant stakeholders. The cluster

sampling technique – a probability sampling technique – was employed to select interviewees from amongst the beneficiaries.

3.5 Sources of Data

Primary and secondary data were used in the study. The primary sources consist of questionnaires and interviews. The use of questionnaire was justified on the basis of its reliability, convenience and anonymity. The questionnaires were structured in closed-ended format for easy tabulation, coding and analysis. The questionnaires were divided into sections A and B. Section A consists of questions relating to respondents' personal data while Section B of the questionnaire addressed questions relating to the research hypotheses. The closed-ended questionnaires were designed using the Likert question format with multiple choice answers of: strongly agree, agree, undecided, disagree and strongly disagree. The choice of the Likert question format helped to determine how strongly respondents agree or disagree with a particular statement on the subject matter under study. A total of 310 questionnaires were administered for the purpose of this study.

Interviews were conducted with four officials and six beneficiaries of the NDE. This was to ascertain official claims (qualitative information) from officials of the departments of Vocational Skills Development, Small Scale Enterprises, and the state coordinator of NDE, as well as to find out about the experiences and perceptions of the beneficiaries. Structured and unstructured interviews were employed in the study. The structured interview questions were contained in an interview schedule so as to ensure adherence to the guide. However, unstructured interview questions were also asked during the interview sessions to probe respondents for further information on NDE schemes and programmes.

The secondary sources of data explored in the study include official publications of the National Directorate of Employment (NDE) and the National Bureau of Statistics (NBS), unpublished theses and dissertations, articles and journals on the activities of the NDE geared towards unemployment reduction in Ekiti State in particular and Nigeria at large. Secondary data was utilized as a basis for comparison with the primary data and to further establish the relationship between NDE and unemployment reduction in Ekiti State.

3.6 Administration of Instrument

310 questionnaires were administered to the sampled respondents in the course of the study as indicated in table 3.1. The questions elicited responses from respondents on the contribution of the National Open Apprenticeship, Micro Business Skills Training and the Enterprise Start-up and Development Training Schemes of the NDE to unemployment reduction in Ekiti State. The responses of respondents were measured using the five-point Likert scale of: strongly agree, agree, undecided, disagree and strongly disagree.

A total of 10 interviewees were also interviewed. They include four officials of the NDE and six beneficiaries of NDE schemes. The focal point of the interviews was to assess official information on the schemes being studied as well as to ascertain, in depth, the experiences and perceptions of the beneficiaries of these schemes.

3.7 Methods of Data Presentation and Analysis

Data generated from the field were analysed using both descriptive and inferential statistics. Data generated through interviews and secondary sources are analysed using content analysis while data generated from the administered questionnaires are presented using tables, frequency counts and percentages.

For the purpose of testing the hypotheses, inferential statistical tool of analysis was used to draw inferences from analysed data for further interpretation. The correlation coefficient was applied to explain the strength of the relationship between the three NDE Schemes mentioned in the hypotheses of this research and how they engender unemployment reduction in Ekiti State. The Spearman Correlation was used because of the measurement scale applied in assessing the opinions of respondents regarding their levels of agreement and disagreement and because the data set is not continuous. The Spearman Correlation was run using the Statistical Package for the Social Sciences (SPSS).

The Decision Rule used in hypotheses testing was that a correlation coefficient with value between -0.1 to -0.3 or 0.1 to 0.3 denotes weak coefficient between the variables; a correlation coefficient with value between -0.4 to -0.5 or 0.4 to 0.5 denotes moderate coefficient between the variables; a correlation coefficient with value between -0.6 to -0.7 or 0.6 to 0.7 denotes high coefficient between the variables; a correlation coefficient with value between -0.7 and above denotes very strong coefficient between the variables; a correlation coefficient with value of -1 shows that there is perfectly negative correlation between the variables while a correlation coefficient with value of 1 shows that there is perfectly positive correlation between the variables; a correlation coefficient of 0 means that the two variables are not related. Furthermore, if the p-value is lesser than the 0.05 level of significance, the null hypotheses is rejected; if the p-value is higher than the 0.05 level of significance, the null hypotheses is accepted.

CHAPTER FOUR

AN OVERVIEW OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE)

4.1 Introduction

This chapter presents an overview of the National Directorate of Employment (NDE), its institutional responsibilities, programmes, structure. It also discusses the achievements of, and challenges facing, the NDE.

4.2 The National Directorate of Employment (NDE)

The Federal Government's desire to handle the social repercussions of high level of unemployment in the country in 1985 led to the setting up of a committee known as the Chukwuma Committee. The committee was charged with the responsibility "to design strategies that will create mass employment opportunities in the country." The committee identified from survey that the informal sector whose employee profile is characterized largely by low skilled, semi-skilled or unskilled labour, accounted for up to 90% of the workers distributed unevenly in agriculture and other self-employment ventures. Their findings led to the recommendation to government for the establishment of an employment creation agency (NDE 2014 Annual Report: 19).

Consequently, the Federal Government approved the establishment of the National Directorate of Employment (NDE) on 26th March, 1986 but its programmes were launched nationwide in January, 1987 (NDE 2014 Annual Report: 19).

The NDE's enabling Act, CAP 250 of the Laws of the Federal Republic of Nigeria, 1999 (formerly Decree No. 34 of 1989) gave the NDE her legal backing as an employment agency

statutorily charged with the responsibility to design and implement programmes to combat mass unemployment (NDE 2014 Annual Report: 19).

To further enhance and streamline the strategies of the NDE in mass job generation, a committee, the Ahmed Joda Committee of 1999, streamlined the activities of the various Poverty Alleviation Agencies in the country. Thus NDE's activities were streamlined and made to focus mainly on training for job generation with resettlement limited to only symbolic levels to test the efficacy of her training activities (NDE 2014 Annual Report: 19).

4.3 Mandate/Functions of the NDE

The law establishing the NDE presents its mandate as follows:

- i. To design and implement programmes to combat mass unemployment;
- ii. To articulate policies aimed at developing work programmes with labour intensive potentials;
- iii. To obtain and maintain a Data Bank on employment and vacancies in the country with a view to acting as a clearing house to link job seekers with vacancies in collaboration with other government agencies; and
- iv. To implement any other policies as may be laid down from time to time by the Board established under sections of the enabling ACT (NDE 2014 Annual Report: 19).

The NDE therefore derives its routine functions from this mandate. The main goal therefore is to combat mass unemployment through skills acquisition, self-employment and labour-intensive work schemes (NDE 2014 Annual Report: 19).

4.4 NDE Programmes/Implementation Strategies

In designing the employment promotion programmes, the National Directorate of Employment took cognizance of the following factors:

- i. The declining interest of youths in the agricultural sector which had traditionally provided the bulk of employment, particularly in the rural areas.
- ii. The deteriorating condition of urban and rural infrastructure due to the dearth of foreign exchange earnings to procure and maintain construction machinery and equipment as against the surplus labour (unemployed hands) available in the country.
- iii. The tertiary institutions graduates' expectation for non-existent white collar jobs and accompanying employment while their background do not prepare them to take advantage of the opportunities for self-employment in the formal and informal sectors of the economy.
- iv. The potentials of the informal sector and the traditional apprenticeship system of skills acquisition to generate self-employment.
- v. The need to counsel the unemployed for attitudinal re-orientation towards self-employment and self-reliance (NDE 2014 Annual Report: 20).

In recognition of the foregoing factors, the distinct target group (unemployed school leavers and graduates) and the need to actualize her mandate, the National Directorate of Employment launched four well-articulated programmes in 1987. These are:

- a. National Youth Employment Programme;
- b. Small Scale Industrialist and Graduate Employment Programme;
- c. Special Works Programme; and

- d. Agricultural Programme (Gbosi, 2005: 46).

These programmes were backed by the necessary administrative, monitoring and support personnel, thus enabling optimum use of resources and prompt response to the requirements of the public (Amupitan, 2011: 62).

In 1996, the core employment generation programmes of the NDE were re-organised into:

- a. Vocational Skills Development (VSD) Programme;
- b. Small Scale Enterprise (SSE) Programme;
- c. Special Public Works (SPW) Programme;
- d. Rural Employment Promotion (REP) Programme (Toluwalase and Omonijo, 2013: 14-15).

These programmes are organised into departments, each with its personnel and employment generating schemes.

4.4.1 The Vocational Skills Development (VSD) Programme

The Vocational Skill Development Programme was designed to impart vocational skills to school leavers and other unemployed youths who hitherto lacked productive and marketable skills as well as assist them after training to establish micro businesses in their chosen trades. The training is in different categories. One type involves the use of informal sector operators such as the master craftsmen for periods long enough for apprentices to acquire necessary skills. This is termed the National Open Apprenticeship Scheme (NOAS) (Toluwalase and Omonijo, 2013: 14).

4.4.2 National Open Apprenticeship Scheme (NOAS)

The National Open Apprenticeship Scheme is one of the key schemes of the Vocational Skills Department because of its mass employment generation potential. The scheme is targeted at unskilled and unemployed youths both male and female to equip and up skill them with relevant demand driven skills. The scheme is implemented at two levels namely:

- a. Basic National Open Apprenticeship Scheme (B-NOAS)
- b. Advanced National Open Apprenticeship Scheme (A-NOAS)
- a. Basic National Open Apprenticeship Scheme (B-NOAS)**

The Basic National Open Apprenticeship Scheme (B-NOAS) is designed to empower the unemployed and unskilled school leavers/youths through skills acquisition training. The youths are recruited and posted to master craftsmen and women who are informal sectors operators for skills acquisition training. These trainers use their training facilities to impart skills to the unemployed youths for period long enough for them to learn a particular skill (NDE, 2014: 31).

In 2008, the NDE commenced the establishment of Skills Acquisition Centres (SACs) to be used for various skills acquisition schemes. This is to ensure standardization of quality among others in training. As at date, the Directorate has a total of 74 Vocational Skills Acquisition Centres in 26 states and Abuja FCT. 42 of them are fully operational while 32 centres are at various stages of completion (NDE, 2014: 31).

In 2014, a total of 15,242 trainees participated in B-NOAS nationwide, 8,573 (56.2%) were males while the females accounted for 6,669 (43.8%). This figure is made up of 4,937 spillover from 2013 and 10,305 recruited with the year. The total number of graduate trainees within the year from this scheme was 9,518 thus leaving a balance of 5,606 to complete their training early in 2015 with 118 recorded drop outs nationwide (NDE, 2014: 31).

It is pertinent to note that the 42 SACs accounted for 6,265 trainees (41.1%) while the informal master crafts men and women trained 8,977 (58.9%) of all participants of the scheme in 2014 (NDE, 2014: 31).

b. Advanced National Open Apprenticeship Scheme (A-NOAS)

The Advanced-NOAS, which is designed for artisans who are graduates of the B-NOAS, is aimed at upskilling them for higher level of competence.

In 2014, one hundred (100) B-NOAS graduates were recruited in each of the 36 states and the FCT totaling three thousand, seven hundred [3,700]. The trainees were attached to corporate trainers for a period of three months, from 1st September 2014 to November 2014. At the end of the training session, a total of 3,685 trainees graduated from about five different demand-driven skills (NDE, 2014: 31).

The National Open Apprenticeship Scheme, according to Douli, (2002), is a skill acquisition programme designed to help in the training of unemployed youths, such as school drop-outs, in order for them to acquire marketable skills that will help them to find meaningful employment on completion of training. In the operation of NOAS, applicants are given forms to complete by indicating their vocational interest, location and educational background. This implies that to a large extent each applicant has a choice as to what trade he or she wants to learn. The forms, according to Ochiagha (1995), are processed in Youth Employment (YE) and Vocational Skill Development (VSD) departments at the NDE headquarters. Decision to admit or reject an applicant is arrived at after weighing the individual factors, the quota and other relevant requirements. The trainings are mostly conducted by self-employed master-craftsmen and women in different trades where training is offered. Trainers are found in government-owned or

privately-owned institutions and workshops. The training programme, according to Ozaga (1985), has two components: theory and practice. Practical training is conducted five days in each week representing 80 percent of the training. Saturday is designed for theoretical training which represents 20 percent of the training. Training, according to him, is by direct on-the-job apprenticeship attachment. The trainer holds the success or the failure of the scheme since he or she is responsible for imparting the required skills to the trainee and supervising all the training activities. Monitoring officers from the NDE make periodic visits to the training establishments to evaluate training activities. These visits are needed to encourage interaction between trainers and trainees and to find out about problems encountered in the course of training (Ochiagha, 1995). Through the interactions, solutions are proffered. The trainees are evaluated at the end of the training period to ascertain the reliability of such training so as to assist in the provision of necessary instrument needed for starting the business or trade (Idoko, 2014: 52).

Another scheme (i.e. type of training) under the VSD programme is the School-On-Wheels (SOW) programme which involves the deployment of well-equipped mobile training workshops to train unemployed youths living in rural areas (Toluwalase and Omonijo, 2013: 14).

Furthermore, under the Waste-to-Wealth Scheme, another scheme under the VSD programme/department, unemployed youths are taught the art of converting discarded items into decorative house items (Toluwalase and Omonijo, 2013: 14).

Lastly, there is the Resettlement Loan Scheme which was designed to assist graduates of the NOAS with tools and equipment as well as working capital to enable the graduates to establish and run business enterprises/workshops, in the trades in which they have acquired the requisite skills, successfully (www.nde.org.ng).

Other schemes under the VSD programme include, among others, the Partnership in Skills Training (PIST), Skills Acquisition Training Centres (SATC), Vocational Skills for Physically Challenged and Vulnerable Persons, and the Community Based Training Scheme (CBTS) (www.nde.org.ng; NDE 2014 Annual Report: 20-21).

4.4.3 Small Scale Enterprise (SSE) Programme

The SSE programme was designed to inculcate in unemployed Nigerian graduates and other interested persons, the spirit of entrepreneurship, creativity and self-reliance as opposed to the prevailing dependence on public and private sector establishments for wage employment as well as to assist them to set up their own businesses in order to create employment for themselves and other Nigerians (Toluwalase and Omonijo, 2013: 14).

The business training programme provided by the National Directorate of Employment covers several areas of business development for various categories of unemployed persons and potential entrepreneurs. The entrepreneurship development programme introduces NYSC members to the opportunities for self-employment and identification of business opportunities as well as business start-up and improvement programmes for school leavers and retired persons (NDE 2014 Annual Report: 21).

The schemes under the SSE department where actions are carried out nationwide (subject to availability of funds) are:

- a) Business Training - for graduates of tertiary institutions and artisans/school leavers and retirees (Entrepreneurship Development Programme - EDP). This includes:

i. Enterprise Start-up and Development Training Scheme (formerly Start Your

Own Business): This is a Business Training Scheme is therefore designed to stimulate business initiative of, and conducted for, graduates of tertiary institutions desiring to take up self-employment to enable them identify business opportunities and thereby combine factors of production to create self-employment and wealth for themselves and the nation (NDE, 2014: 47; NDE, 2011: 20).

ii. Micro Business Skills Training Scheme (formerly Basic Business Training):

This is a Basic Business Training Scheme meant to expose school leavers and artisans to the rudiments of business organization and operations (NDE, 2011: 39).

iii. Advanced Entrepreneurial Development Scheme

iv. NDE-Enterprise and Finance Counseling Clinic (NDE-EFCC)

b) Loans Disbursement Schemes – Enterprise Creation Fund

c) Training for Women in Income Generating Activities

d) Common Facility Centres, and

e) Collaborations with Government Agencies, Multinational organisations, high profile individuals and communities (NDE 2014 Annual Report: 21).

4.4.4 Special Public Works (SPW) Programme

The Special Public Works Department engages unemployed graduates and non-graduates alike to execute labour intensive construction projects such as community roads, drainages and building in the participants' Local Government areas. Labour-based public works training is adopted by the NDE to achieve employment creation in the areas of construction and

maintenance of both urban and rural infrastructures in Nigeria, which hitherto depended on capital intensive equipment and technology. The operational schemes under the SPW programme include: Graduate Attachment Programme (GAP), Environmental Beautification Training Scheme (EBTS), Renewable Energy Development Training Scheme (RETS), Graduate Coaching Scheme, Special Public Works Housing Scheme, and the Community Development Scheme (CDS). Through the Community Development Scheme, the NDE trains work groups for states, local governments, and local communities who want to embark on developmental projects. Such governments or communities would be responsible for the materials while the Directorate pays for the labour. Other schemes are Wheelbarrow Scheme and Water Trucking and Portage Scheme (Toluwalase and Omonijo, 2013: 15; NDE 2014 Annual Report: 22).

4.4.5 Rural Employment Promotion (REP) Programme

The REP programme was designed to generate rural employment and improve incomes through agribusiness engagements, promote the adoption of improved technologies in post-harvest handling, storage and processing, and promote other non-farm rural employment activities in order to stem rural-urban drift. The REP programme employ training to stimulate the interest of all categories of the unemployed (school leavers, graduates of tertiary institutions, retirees, people with special needs, etc.) in the rural areas to identify business opportunities in the agricultural value chain and rural handicrafts for employment and wealth creation. It builds the capacity of participants for the successful management of different demand-driven viable agribusinesses through sustainable engagements of the unemployed in either self-employment where they have access to start-up capital or paid employment in its absence. The operational schemes under the REP programme include the Rural Agricultural Development Training Scheme (RADTS), Integrated Farming Training Scheme (IFTS), the Rural Handicraft Training

Scheme (RHTS), Post-RADTS Training Scheme, and the NDE Agricultural Park Project (www.nde.org.ng; NDE 2014 Annual Report: 21-22).

Other strategies the Directorate adopts in tackling unemployment in the country include:

4.4.6 Employment Counseling Services and Job Linkages

The Employment Counseling Services and Job Linkages strategy was designed to ameliorate the disillusionment of Nigerian youths caused by long period of searching for job and to re-orientate their minds for positive thinking towards self-employment and self-reliance. This service is provided by the NDE Job Centres. The centre, with its presence in all 36 States offices and Abuja FCT, inculcates an attitudinal change in the unemployed to the present realities in the Nigeria labour market (NDE 2014 Annual Report: 22).

The Job Centers thus serve as the gateway to all NDE programmes and schemes, provide Employment Counseling services such as vocational guidance, value reorientation, and pre-participation induction. The centres register, orientate and counsel unemployed youths before business start-up or training. Also the Job Centres collaborates with Mentor Office and NBS to generate, collate, and maintain all relevant data on employment (NDE 2014 Annual Report: 23).

The centres also facilitate and promote the realization of self-competence and latent abilities that can be engaged and thus assist in reducing the difficulties faced by young unemployed graduates and every other unemployed person (NDE 2014 Annual Report: 23).

This service is available in all the 36 NDE State and FCT offices of the NDE, serving as the “gate-way” into all NDE schemes (NDE 2014 Annual Report: 23).

4.4.7 Collaboration with Agencies and Organisations

In order to effectively discharge its mandate and functions, the NDE over the years had collaborated with both national and international agencies/organizations. These are in the areas of technical support, capacity building assistance as well as in areas of programme delivery. Some of these agencies that were outstanding within the years include – National Youth Service Corps (NYSC), Central Bank of Nigeria (CBN), National Bureau of Statistics (NBS), National Planning Commission (NPC), NAPEP, ILO, GTZ, National Board for Technical Education (NBTE), NERFUND, State and Local Governments, Local Communities, prominent individuals/organizations, National Assembly members, among others (NDE 2014 Annual Report: 23).

The benefits accruing from these collaborative arrangements include facilitation of programme delivery strategy, strengthening the Directorate's internal capacity and development and enhanced financing of projects (NDE 2014 Annual Report: 23).

4.4.8 Establishment of Modern Vocational Skills Acquisition Centres

From the inception of the National Directorate of Employment (NDE), the vocational skills acquisition initiative of the Directorate has relied strongly on the use of master craftsmen and women within the informal sector for the purpose of delivering vocational training to recruited trainees. This system in itself has a number of shortcomings, principal among which are the issues of quality, standards, uniform curriculum and possible certification (NDE 2014 Annual Report: 22).

In 2008, NDE began to chart a new course in its efforts at raising the standards, quality and global acceptance/application of the skills of its beneficiaries by bridging the earlier mentioned

gaps. This culminated in the design of skills acquisition centres to be owned and ran by the Directorate. With support from the MDG Office under the Debt Relief Gains (DRG) programme, the first set of skills acquisition centres were established through the renovation and equipping of disused public structures (NDE 2014 Annual Report: 23).

Driven by the desire to deepen and consolidate on the gains from the establishment of the first set of 18 Skills Acquisition Centres, the NDE conceived and began the construction of more Skills Acquisition Centres in some states in Nigeria. This concept is to provide a near perfect teaching and learning environment complete with boarding facilities suitable for skills acquisition and to serve as a model to other stakeholders in the fight against unemployment through skills acquisition (NDE 2014 Annual Report: 23-24).

As at end of 2014, the NDE has established a total of 74 centres in 28 States. Eight of these centres are Model Skills Acquisition Centres, provided with boarding facilities for both male and female trainees. Some are designed to provide both Vocational and Agricultural Skills training simultaneously. The Centres have the capacity to handle about 200 trainees per training cycle (NDE 2014 Annual Report: 24-25).

4.5 Structure/Organogram of the NDE

At the apex of NDE's organizational structure is the Management Board chaired by the Minister of Labour and Productivity. While the Board is charged with the responsibility of policy formulation for the Directorate's operations, the Federal Ministry of Labour and Productivity serves as the supervising Ministry of the NDE (NDE 2014 Annual Report: 25).

The Directorate has four (4) core programmes departments. Four support service departments assist the programmes departments in ensuring that the mandate of the Directorate is adequately

achieved. All the eight (8) departments are headed by Directors who report to the Director-General. The corporate headquarters of the NDE is located at No. 1, Nouakchott Street, Zone 1, Wuse, Abuja (NDE 2014 Annual Report: 25).

To strengthen programme implementation and projects monitoring, six Zonal Offices in the six geo-political zones of North East, North West, North Central, South East, South West and South South zones were created. Each Zonal Office is manned by a Director on Grade Level 17 (NDE 2014 Annual Report: 25).

NDE's presence is established in all 36 states of the Federation and the FCT to implement programmes designed at the Headquarters. The State offices are manned by State Coordinators who are of the Deputy Directorate level on grade level 16 and are accountable to the Director-General (NDE 2014 Annual Report: 25).

In order to have adequate grassroots impact and coverage in the discharge of its mandate, the NDE has Desk/Liaison Officers at the Local Government Council Areas, who ensure adequate coverage and implementation of all its employment generations schemes (NDE 2014 Annual Report: 25).

The programme and support services departments are complimented by branches and units to facilitate employment programme delivery. These programme and service departments, branches/units are replicated in all the 36 States offices and FCT. They are:

4.5.1 Programme Departments

- Vocational Skills Development (VSD)
- Rural Employment Promotion (REP)

- Small Scale Enterprises (SSE)
- Special Public Works (SPW)

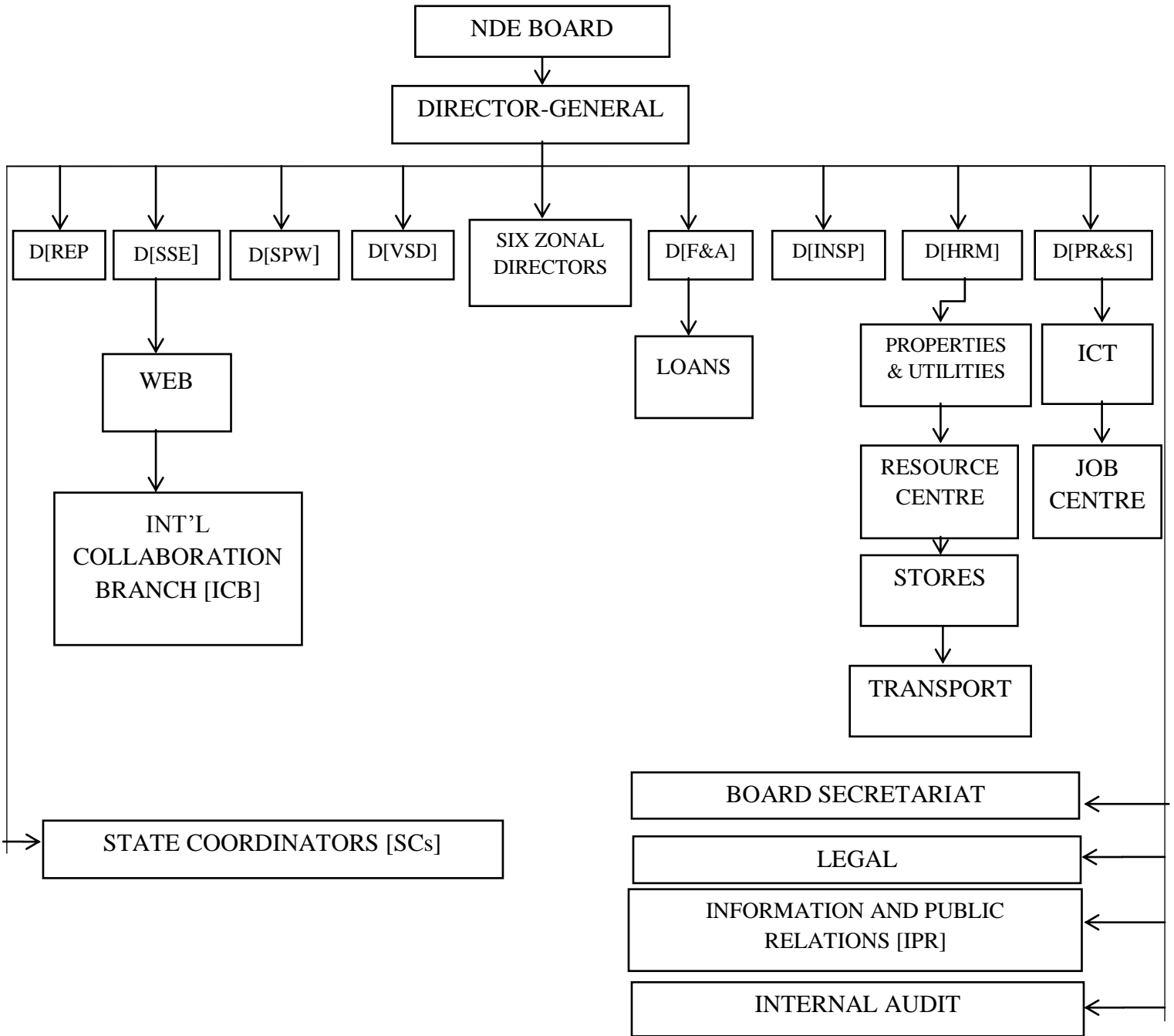
4.5.2 Service Departments

- Planning, Research and Statistics
- Human Resources Management
- Finance and Accounts
- Inspectorate

4.5.3 Branches/Units

- Collaboration Branch
- Job Centre
- Women Employment Branch
- Information and Public Relations
- Internal Audit
- Loans, Properties and Utilities
- Resource Centre & Library.

Fig. 4.1 ORGANOGRAM OF THE NATIONAL DIRECTORATE OF EMPLOYMENT



Source: NDE 2014 Annual Report

4.6 Achievements of the National Directorate of Employment (NDE)

Since its establishment thirty years ago in 1986, the NDE has been able to record some major achievements in the pursuance of its mandate – from designing employment-generating programmes and training schemes to actually empowering thousands of unemployed persons.

According to CBN (1987), 1,248,109 new jobs were directly created by the NDE in 1987, through its various activities. Out of this number, 137,200 were non-graduates while the rest, made up of both graduates and non-graduates, were staff recruited by the NDE for its own presence and its related activities. As Ojo (1993) puts it, about 142,072 jobs were created by the NDE under its various programmes in 1987 compared with 94,365 and 242,160 jobs in 1988 and 1989 respectively. And by December 1990, the cumulative number of jobs created by the Directorate stood at 776,813. In addition, available data from the NDE indicates that about 36,400 unemployed youth were recruited for vocational training in 80 different trades nationwide under the National Open Apprenticeship (NOA) Scheme in 1998 compared with 32,000 in 1997. Also, 2000 youths were trained on the conversion of waste to decorative objects under the Waste-to-Wealth Scheme (Gbosi, 2005: 51-52).

Oyemomi (2003: 88) summarized the achievement of the NDE thus:

The NDE has trained more than 2 million unemployed Nigerians, provided business training for not less than 400,000 people, vocational training in up to 90 different trades, (and) assistance to more than 40,000 unemployed (persons) to set up their own businesses. The Directorate has organized labour-based groups through which 160,000 people benefited.

According to NDE official reports, between 2005 and 2009, 599,405 persons were empowered nationwide under the various programmes and schemes of the NDE. In addition, there were 171,253 beneficiaries of NDE programmes and schemes nationwide in 2010. In 2011, 159,076 persons benefitted from NDE programmes (NBS, 2012: 399 & 407). According to Umoh (2012), as cited in Odeh and Okoye (2013: 99), an average of about 108,000 people join the programmes of the NDE annually (meaning that by 2016, the NDE would have directly created more than 3.2 million jobs over the 30 years of its existence). This large number would have joined the swelling ranks of the unemployed without the presence of the NDE.

In addition, in its first 25 years in existence (1986-2011), the NDE created a total of three million, six hundred and seventy-five thousand, three hundred and eleven (3,675,311) jobs, constructed/rehabilitated 49 vocational skill centres as well as 25 Agricultural Skill Training Centres in different parts of the country (NDE 2011 Annual Report).

A summary of the beneficiaries of NDE programmes in 2011 is presented in the following table:

Table 4.1 Summary of distribution of NDE programme beneficiaries in 2011

SCHEME	NUMBER	
	Registered	Beneficiaries
Vocational Skills Development Programme (VSDP)		
National Open Apprenticeship Scheme (NOAS)	13,400	10,720
School-On-Wheels (SOW)	3,943	3,154
Small Scale Enterprises Programme (SSE)		
Entrepreneurship Development Programme (EDP)	170,902	136,722
Start-Your-Own Business (SYOB)	228	183
Women Cooperatives	1,256	1,005
Rural Employment Promotion Programme (REP)		
Rural Agricultural Development and Training Scheme	4,966	3,973
Rural Handicraft Scheme (RHS)	-	-
Special Public Works Programme (SPWP)		
Environmental Beautification Scheme (EBS)	1,247	998
Graduate Attachment Scheme (GAP)	2,868	2,295
Community Development Scheme (CDS)	32	26
Total	198,842	159,076

Source: National Directorate of Employment (NDE), in NBS, 2012: 407

Furthermore, between 2012 and 2014 the NDE empowered a total of 223,692 beneficiaries – 94,098 in 2012; 39,101 in 2013 and 90,493 in 2014 (NDE 2012, 2013 and 2014 Annual Reports).

4.7 Challenges Facing the National Directorate of Employment (NDE)

The NDE is faced with some challenges. These challenges affect its operations and, consequently, its service delivery. Umoh (2012), as cited in Odeh and Okoye (2014: 99), lists these challenges to include: inadequate funding and late release of funds from the Federation Account, managerial deficiency, policy distortions and corruption.

In the words of Oyemomi (2003: 88-89):

The NDE suffers from inadequate funding from the Federal Government. Its predicament is worsened by the fact that it has over stretched itself by engaging in skills acquisition, granting of loans, procuring and selling agricultural inputs such as fertilizers. It has succeeded in recovering less than 10% of its loans. There is also the problem of duplication of efforts with the statutory roles of the Federal Ministry of Labour and Productivity in the area of compilation of statistics on the unemployed in the country and claims to maintain a data bank of these as well as matching applicants with vacancies.

Amupitan (2011: 81) also itemizes the problems faced by the NDE to include:

- i. Resource constraint (human and material), thereby leading to inadequate monitoring. There are cases of poor funding and untimely remittance of money.

- ii. There are instances of loan diversion, that is, loans given to beneficiaries are not used for the specific purpose for which they were given.
- iii. Poor repayment status of disbursed loans: Beneficiaries delay or are reluctant in loan repayment.
- iv. In some cases, the Environmental Beautification Scheme (EBS) and the Graduate Attachment Programme (GAP) run for only three months, which has become a source of worry to the participants because they are practically thrown back into the world of the unemployed after three months. The period of 3-6 months is too short to acquire necessary practical skills.
- v. There is also the case of late payment of trainers/trainees stipends which eventually affects commitment.
- vi. Non-availability of state-of-the-art facilities like computer sets, functional radio message equipment, cameras, training workshops, public address system. This puts a strain on NDE activities.
- vii. Inadequate infrastructure: Some of the training sites, mainly the agricultural skills training centres, lack regular supply of water.
- viii. Reluctance of some organisations in retaining Graduate Attachment Programme (GAP) participants after the attachment.
- ix. Refusal of some participating organisations to supplement the monthly stipends.
- x. Some participating organisations are in the habit of posting participants outside their Head Offices without accommodation and financial support.

CHAPTER FIVE

DATA PRESENTATION AND ANALYSIS

5.1 Introduction

This chapter presents the analysis and interpretation of all the data obtained from both primary and secondary sources. These are made up of responses obtained from the three hundred and ten (310) questionnaires administered to beneficiaries of the three NDE schemes under study as well as responses from interviews conducted with both the beneficiaries and staff of the NDE in Ekiti State.

Data collected through questionnaires are presented in tables and analysed using frequency counts and percentages. The data from the questionnaires are measured on a five-point Likert scale and further interpreted using descriptive statistics. Based on the presentation, analysis and interpretation of data, the hypotheses postulated are tested using the Spearman Correlation. The data collected from interviews conducted and observations made are analysed qualitatively to complement the response from the questionnaires. These data are used to substantiate and/or question the results of the tested hypotheses.

5.2 Administration of Questionnaires

A total of 310 questionnaires were administered for the purpose of the study. 208 copies of questionnaires were administered to beneficiaries of the National Open Apprenticeship Scheme (NOAS), while 57 and 45 questionnaires were administered to beneficiaries of the Micro Business Skills Training (MBST) and Enterprise Start-up and Development Training (ESDT)

schemes of the NDE respectively. Out of this total, 256 questionnaires were found to be filled and returned and, hence, used for the purpose of analysis. This represents 82.6% of the total number of questionnaires administered. The rate of return by each category of respondents is presented in table 5.1.

Table 5.1: The Rate of Return of Questionnaires Administered to Respondents

S/N	Study Area	Total No. of Questionnaire Administered	Total No. of Questionnaire Returned	Percentage of Questionnaire Returned
1.	NOAS	208	172	82.6
2.	MBSTS	57	45	78.9
3.	ESDTS	45	39	86.7
	Total	310	256	82.6

Source: Field Survey, 2016

As indicated in table 5.4, out of the 208 questionnaires administered to beneficiaries of the NOAS, 172 were filled and returned, representing 82.6% return rate. The rate of return for the questionnaires administered to beneficiaries of the MBST and ESDT schemes are 78.9% and 86.7% respectively. Of all the respondents, beneficiaries of the ESDTS had the highest rate of questionnaire returns at 86.7% while respondents from the MBSTS had the lowest return rate of 78.9%. Thus, the number of returned questionnaires – 256 – is used for analysis.

5.3 Analysis of Demographic Data and Discussion

The demographic characteristics of respondents are presented in tables 5.2 to 5.5.

Table 5.2: Gender of Respondents

Gender	Frequency	Percentage
Male	132	51.6
Female	124	48.4
Total	256	100

Source: Field Survey, 2016

Table 5.2 shows that 132 respondents, representing 51.6% of respondents, are males while 124 respondents, constituting 48.4%, are females. The results show that majority of the respondents are male.

Table 5.3: Age Distribution of Respondents

Age	Frequency	Percentage
15-24	68	26.6
25-34	93	36.3
35-44	81	31.6
45-54	12	4.7
55-64	2	0.8

65 and above	0	0
Total	256	100

Source: Field Survey, 2016

Table 5.3 shows that 68 of the respondents, which represent 26.6%, are within the age group of 15-24; 93 of the respondents, representing 36.3%, are within the age bracket of 25-34; 81 of the respondents, representing 31.6%, are within the age group of 35-44; 12 of the respondents, constituting 4.7%, are within the age group of 45-54; while 2 respondents, representing 0.8% are within the age bracket of 55-64.

Table 5.4: Educational Qualifications of Respondents

Educational Qualification	Frequency	Percentage
Primary	0	0
Secondary	83	32.4
Post-Secondary	170	66.4
Post-Graduate	3	1.2
None	0	0
Total	256	100

Source: Field Survey, 2016

Table 5.4 reveals that 83 respondents, representing 2.5%, are educated up to secondary level; 170 respondents, representing 66.4%, have post-secondary education; while 3 respondents, representing 1.2%, have postgraduate education.

5.4 Contribution of the National Open Apprenticeship Scheme (NOAS) to Unemployment Reduction in Ekiti State

The National Open Apprenticeship Scheme (NOAS) is one of the key schemes of the Vocational Skills Development (VSD) Department of the NDE, aimed at generating mass employment. The scheme is targeted at unskilled and unemployed youths, both male and female, to equip and up-skill them with relevant demand-driven skills. The scheme is implemented at two levels, namely; (a) Basic-NOAS, (b) Advanced-NOAS.

The B-NOAS is designed to empower the unemployed and unskilled school leavers/youths through skill acquisition training. The youths are recruited and posted to master craftsmen and women who are informal sector operators for skill acquisition tutoring. These trainers use the training facilities to impart skills to the unemployed youths for periods long enough for them to learn a particular skill.

The A-NOAS, which is designed for artisans who are graduates of B-NOAS, is aimed at up-skilling them for higher level of competence. The trainees are attached to corporate trainers (for a period of three months).

Upon completion of training, trainees are empowered with basic working tools, equipment and cash in the form of resettlement loans, to be paid back after a period of time, to enable them set up their own businesses.

In order to ensure that trainees attached to master craftsmen and women are well-attended to and trained, the NDE, through its Inspectorate Department, carries out regular checks on trainees in their training centres. The Inspectorate Department also carries out regular inspection, monitoring and verification of all NDE programmes, projects and schemes and provides

feedback on their performances, as well as coordinates programme activities and promotes NDE sponsored entrepreneurs through exhibition and trade fairs.

To support trainees while in training, the NDE provide monthly stipends to beneficiaries.

In line with the given information about the NDE's efforts at job creation through the NOAS, the opinion of respondents across Ado-Ekiti and Ikole Local Government Areas were sought to ascertain the extent of the contribution of NOAS to unemployment reduction in Ekiti State. Their responses are presented in tables 5.5.1 to 5.5.8.

Table 5.5.1 Question 1: The NOAS imparts beneficiaries with job-related skills.

Responses	Frequency	Percentage
Strongly Agree	97	56.4
Agree	75	43.6
Undecided	-	-
Disagree	-	-
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.1 reveals that 97 respondents, representing 56.4%, strongly agreed that the NOAS impart job-related skills to beneficiaries and 75 respondents, representing 43.6%, also agreed with the claim. Hence, all of the respondents agreed that the NOAS imparts beneficiaries with job-specific skills. This view was supported by the interview respondents who all affirm that that the skills acquired under NOAS are job- and trade-specific. These trades include; fashion designing, garri processing, welding, computer training and repairing, drum making,

shoemaking/leather works, candle-making, catering, carpentry, automobile mechanic, plumbing, house painting, vulcanizing, etc. (Adebisi and Oni, 2012: 34). In particular, the Head of the Vocational Skills Development Department of the NDE in Ekiti State – the department responsible for the NOAS – opined that the NDE contributes to unemployment reduction in Ekiti State by creating jobs, through the NOAS, for different classes of people in the society – youths, women, those with special needs, graduates of tertiary institutions, rural dwellers, school leavers, prospective entrepreneurs, artisans and craftsmen, matured persons, etc., through training in various trades.

Table 5.5.2 Question 2: NOAS beneficiaries in Ekiti State create enough jobs to engender significant unemployment reduction in the State

Responses	Frequency	Percentage
Strongly Agree	-	-
Agree	-	-
Undecided	-	-
Disagree	30	17.4
Strongly Disagree	142	82.6
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.2 shows that 142 respondents, representing 82.6%, strongly disagreed with the notion that NOAS beneficiaries in Ekiti State create enough jobs to engender significant unemployment reduction in the State. 30 respondents, representing 17.4%, also disagreed. In summary, all of the questionnaire respondents disagreed, meaning that the number of jobs created by beneficiaries of

the NDE is not enough to significantly reduce the rate of unemployment in Ekiti State.

Furthermore, when asked whether the NDE has enough intake and spread, with its programmes (NOAS inclusive), to make a significant impact in reducing unemployment in Ekiti State, the interviewed staff and beneficiaries disagreed. This is supported with the high unemployment rate in Ekiti State, which stood at 12.1% in 2011 (NBS, 2012: 68). The data obtained from the NDE office in Ado-Ekiti as well as the 2017 Annual Report of the NDE reveal that there were 388 beneficiaries of the NOAS in Ekiti State in 2011, 903 beneficiaries in 2012, 300 in 2013, 435 in 2014, and 308 in 2015 (NDE Annual Reports, Ekiti State; NBS, 2017: 89). In total, between 2011 and 2015, there were 2,334 beneficiaries of the NOAS in Ekiti State. On the average, this translates to 467 beneficiaries annually. This explains why none of those interviewed in course of the study agree that the number of annual intake of unemployed persons by the NDE is enough to have significantly impact on the unemployment rate in Ekiti State. In addition, it was also observed that all the training centres of the NOAS are domicile within the Ado-Ekiti metropolis. This limits the ability of the NDE to, through the NOAS, significantly empower unemployed residents of Ikole Local Government Area for job creation.

However, beyond the direct impact of the NOAS of the NDE in Ekiti State – which empowered 2,334 beneficiaries between 2011 and 2015 – is the multiplier effect of the Scheme, as the direct beneficiaries graduate to establish themselves in their respective trades and, as such, employ erstwhile unemployed persons, thereby contributing to unemployment reduction in the State.

Table 5.5.3 Question 3: The trainers (craftsmen and women) are well-qualified to impart skills to beneficiaries.

Responses	Frequency	Percentage
Strongly Agree	108	62.8
Agree	54	31.4
Undecided	10	5.8
Disagree	-	-
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.3 reveals that 108 beneficiaries, representing 62.8%, strong agreed with the assertion that the trainers, i.e. craftsmen and women, engaged by the NDE to train beneficiaries under the NOAS are well-qualified to impart skills to beneficiaries; 54 respondents, representing 31.4% agreed while 10 respondents, representing, 5.8%, were undecided. In summary, majority of the respondents, representing (62.8 + 31.4) 94.2%, agreed that the trainers engaged by the NDE are adequately qualified to impart skills to beneficiaries. This is in congruent with the submission of the interviewed staff and beneficiaries who affirmed that under the NOAS, the trainees are attached to master craftsmen and women, for periods considered long enough for them to acquire the necessary skills, for on-the-job skills acquisition; that the environment at the training facilities is satisfactory.

Table 5.5.4 Question 4: The resettlement loans given to beneficiaries are sufficient to fund start-ups.

Responses	Frequency	Percentage
Strongly Agree	21	12.2
Agree	86	50
Undecided	22	12.8
Disagree	43	25
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.4 shows that 86 respondents, representing 50%, agreed that the resettlement loans given to beneficiaries of the NOAS are sufficient to fund business start-ups; 43 respondents, representing 25%, disagreed with this claim; 22 respondents, representing 12.8%, were undecided while 21 respondents, representing 12.2%, strongly agreed. In summary, majority of the respondents, representing (12.2 + 50) 62.2%, agreed that the resettlement loans given to beneficiaries are sufficient to fund start-ups. This result was supported by interview respondents who admit that resettlement loans are given to some of the beneficiaries of NOAS. The resettlement loans depend on the beneficiary's trade and could range from N15,000 to as high as N600,000 (NDE, 2012: 47, 50, 53).

Table 5.5.5 Question 5: All beneficiaries get resettlement loans to start their own businesses.

Responses	Frequency	Percentage
Strongly Agree	-	-
Agree	32	18.6
Undecided	11	6.4
Disagree	97	56.4
Strongly Disagree	32	18.6
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.5 reveals that 97 respondents, representing 56.4%, disagree with the assertion that all beneficiaries of NOAS get resettlement loans to start their own businesses; 32 respondents, representing 18.6%, strongly disagreed with this claim; another 32 respondents, representing 18.6%, agreed while 11 respondents, representing 6.4%, were undecided. In summary, majority of the respondents, representing (56.4 + 18.6) 75%, disagreed. This is supported by the published data of NDE activities in Ekiti State as only 38 out of the 388 beneficiaries of the NOAS in Ekiti State in 2011 were given resettlement loans. Out of the 903 beneficiaries of the NOAS in Ekiti State in 2012, only 15 were given resettlement loans. In 2013, a total of 187 B-NOAS graduates were resettled with equipment worth N25,929,078.50 in 12 states of the country by the NDE – Ekiti State was not one of these states. In 2014, a total of 92 (ninety-two) B-NOAS graduates in nine states were given basic working tools and equipment to enable them set up their businesses. However, not one of these beneficiaries came from Ekiti State (NDE, 2011: 34; NDE, 2012: 42;

NDE, 2013: 44; NDE, 2014: 32 and 43). Hence, none of the combined 735 graduates of the NOAS in Ekiti State in both 2013 and 2014 got resettlement loans from the NDE. This aligns with the submission of the interview respondents, all of whom submit that not all NOAS beneficiaries get resettlement loans to start their own businesses upon completion of training. The study also learnt from the interviewed beneficiaries that not all those who get resettlement loans are paid immediately after training – those resettled are resettled in batches. One of the beneficiaries said that he concluded his training in 2013 but was resettled in 2016. The reason for this may not be unconnected with the claim of the Head of the Planning, Research and Statistics Department of the NDE in Ekiti State that paucity of funds is one of the major challenges facing the Directorate in the state. This dearth of material and financial support for graduates of the NOAS inhibits the ability of many of these well-trained beneficiaries to become instant employers of labour in the community upon completion of training.

Table 5.5.6 The quality of NDE training is top-notch.

Responses	Frequency	Percentage
Strongly Agree	53	30.84
Agree	108	62.8
Undecided	11	6.4
Disagree	-	-
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.6 shows that 108 respondents, representing 62.8%, agreed that the quality of NDE training is top-notch; 53 respondents, representing 30.8%, strongly agreed; 11 respondents, representing 6.4%, were undecided. Majority of the respondents, representing (30.8 + 63.8)

94.6%, agreed that the quality of NDE training is top-notch. This is supported by the evidence that training under NOAS in Ekiti State is handled by master craftsmen and women in their respective trades and monitored weekly by officials of the Inspectorate Department of the NDE.

Table 5.5.7 Question 7: The monitoring of trainees’ progress carried out by NDE officials ensures that trainees get the best of training.

Responses	Frequency	Percentage
Strongly Agree	22	12.8
Agree	140	23.3
Undecided	10	5.8
Disagree	-	-
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.7 indicates that 140 respondents, representing 81.4%, agreed that the monitoring of trainees’ progress carried out by officials from the Inspectorate Department of the NDE ensures that trainees get the best of training; 22 respondents, representing 12.8%, strongly agreed; 10 respondents, representing 5.8%, were undecided. Majority of the respondents, representing (12.8 + 81.4) 94.2%, agreed. The Inspectorate Department of the NDE in Ekiti State regularly monitors the training of NOAS beneficiaries in the state, both at their assigned workshops and at the Saturday theory classes (NDE 2012, 76). This information was confirmed by the interviewed beneficiaries and staff of the NDE in Ekiti State. They affirmed that the NDE, through its Inspectorate Department, carries out tracer studies during which it monitors the performance of

beneficiaries – those of the NOAS inclusive – both during and after training. This ensures that attendance at training centres and training quality is not compromised; NOAS graduates get adequate help for their businesses to thrive.

Table 5.5.8 Question 8: All beneficiaries of NOAS graduate to set up their own businesses

Responses	Frequency	Percentage
Strongly Agree	26	15.1
Agree	40	23.3
Undecided	53	30.8
Disagree	53	30.8
Strongly Disagree	-	-
TOTAL	172	100

Source: Field Survey, 2016

Table 5.5.8 shows that 53 respondents, constituting 30.8%, disagreed with the assertion that all beneficiaries of NOAS graduate to set up their own businesses. Another 53 respondents, representing 30.8%, were undecided; 40 respondents, representing 23.3%, agreed, and 26 respondents, representing 15.1%, strongly agreed. In summation, 38.4% of questionnaire respondents agree that all beneficiaries of NOAS graduate to set up their own businesses. This result is in congruent with the submission of the NDE staff and NOAS beneficiaries in Ekiti State that not all beneficiaries of the NOAS graduate to set up their own businesses, as some join other craftsmen at their workshops as workers. However, it was observed that, those who set up their own businesses employ others as their businesses grow, thereby contributing to unemployment reduction in the State.

5.5 Test of Hypothesis One

H₀: that the National Open Apprenticeship Scheme (NOAS) has not significantly contributed to unemployment reduction in Ekiti State

Table 5.5.9: Contingency table of Responses on the NOAS and Unemployment Reduction in Ekiti State

NOAS	Strongly Agree (SA)	Agree (A)	Undecided (UD)	Disagree (D)	Strongly Disagree (SD)	Total
The NOAS imparts beneficiaries with job-related skills.	97	75	0	0	0	172
NOAS beneficiaries in Ekiti State create enough jobs to engender significant unemployment reduction in the State	0	0	0	30	142	172

Source: Field Survey, 2016

To test the hypothesis, data and responses to the questions in table 5.5.9 were used.

Table 5.5.10: Spearman Correlation Test for Hypothesis One

		National Open Apprenticeship Scheme	Unemployment Reduction
Spearman's rho	National Open Apprenticeship Scheme	1.000	.404**
	Correlation Coefficient		
	Sig. (2-tailed)	.	.000
	N	172	172
	Unemployment Reduction	.404**	1.000
	Correlation Coefficient		
	Sig. (2-tailed)	.000	.
	N	172	172

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS 2016

Spearman rho is .404 which shows moderately positive correlation between the National Open Apprenticeship Scheme and Unemployment Reduction in Ekiti State. For this reason, we can conclude that there is a relationship between the National Open Apprenticeship Scheme (NOAS) and unemployment reduction. Furthermore, a p-value of .000, which is lower than the 0.05 level of significance, indicates that, statistically, the relationship between NOAS and unemployment reduction is significant. Hence, the hypothesis – that the National Open Apprenticeship Scheme (NOAS) has not significantly contributed to unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State – is rejected.

5.6 Contribution of the Enterprise Start-up and Development Training (ESDT) Scheme to Unemployment Reduction in Ekiti State

The ESDT scheme is one of the schemes under the Small Scale Enterprises Department of the NDE. Formerly known as the Start Your Own Business (SYOB) Scheme, the Enterprise Start-up and Development Training (ESDT) Scheme was designed to bring about job creation and unemployment reduction by empowering graduates of tertiary institutions who desire to take up self-employment with business training. The ESDT scheme covers several areas of business development, including opportunities for self-employment, identification of business opportunities as well as business start-up and improvement programmes. Upon completion of training, graduates are empowered with soft loans called “business start-up capitals.”

In line with the information given above about the NDE’s efforts at job creation through the ESDTS, the opinion of respondents across Ado and Ikole Local Government areas were sought to ascertain the extent of the contribution of ESDTS to unemployment reduction in Ekiti State. Their responses are presented in table 5.6.1 to 5.6.6.

Table 5.6.1 Question 1: The training received under the ESDT Scheme equips beneficiaries with entrepreneurial skills.

Responses	Frequency	Percentage
Strongly Agree	29	74.4
Agree	10	25.6
Undecided	-	-
Disagree	-	-
Strongly Disagree	-	-
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.1 indicates that majority of the respondents - 29, representing 74.4%, strongly agreed that the training received under the ESDT Scheme equips beneficiaries with entrepreneurial skills. 10 of the respondents, representing 25.6%, also agreed with this assertion. Thus, all the respondents agreed that the ESDT Scheme equips beneficiaries with entrepreneurial skills. This submission was supported by the interviewed staff and beneficiaries who submits that through the ESDTS, the NDE contribute to job creation and, consequently, unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State by imparting entrepreneurial skills into beneficiaries. This entails how to identify business opportunities in the society, how to analyze and assess these opportunities in order to identify the most viable, how to seek for funding for businesses, how to grow business start-ups into medium and large scale enterprises, etc.

Table 5.6.2 Question 2: The training environment at NDE is conducive for learning.

Responses	Frequency	Percentage
Strongly Agree	25	64.1
Agree	12	30.8
Undecided	2	5.1
Disagree	-	-
Strongly Disagree	-	-
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.2 reveals that 25 beneficiaries, representing 64.1%, strongly agreed that the training environment at the NDE is conducive for learning. 12 of the beneficiaries, representing 30.8%,

also agreed with this assertion while 2 beneficiaries, representing 5.1%, were undecided. Thus, majority of the respondents, representing (64.1 + 30.8) 94.1% supported the assertion. The interviewed beneficiaries noted that the environment, which is a hall at the NDE Ado-Ekiti office, where ESDTS training, inclusive of the initial counseling and business training, takes place is conducive.

Table 5.6.3 Question 3: Soft loans are given to all beneficiaries to start their own businesses upon graduation.

Responses	Frequency	Percentage
Strongly Agree	-	-
Agree	15	38.5
Undecided	3	7.7
Disagree	21	53.8
Strongly Disagree	-	-
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.3 shows that 21 of the respondents, representing 53.8%, disagreed with the notion that soft loans are given to all beneficiaries of the ESDT Scheme to start their own businesses upon graduation; 15 respondents, representing 38.5%, agreed; while 3 respondents, representing 7.7%, were undecided. Hence, majority of the respondents, representing 53.8%, are of the opinion that not all beneficiaries of the ESDT Scheme are resettled after training. In line with this finding are the interview responses which also reveal that the NDE gives soft loans, under the Enterprise Creation Fund, to some, though few, of its trainees upon graduation. The value of the loans may

range from N20,000 to as high as N400,000 or more, depending on the type of business (NDE, 2012: 50) In addition, the loans may not necessarily come in monetary form as they may also take the form of starter packs, consisting of tools and equipment. The loans are expected to be paid back after a moratorium period, at the end of which they would have matured.

Table 5.6.4 Question 4: The soft loans given to beneficiaries are sufficient to start businesses.

Responses	Frequency	Percentage
Strongly Agree	9	23.1
Agree	18	46.1
Undecided	3	7.7
Disagree	9	23.1
Strongly Disagree	-	-
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.4 shows that 18 respondents, representing 46.1%, agreed that the soft loans given to beneficiaries of the ESDT Scheme are sufficient to set up businesses; 9 respondents, constituting 23.1%, agreed; another 9 of the respondents, constituting 23.1%, disagreed while 3 respondents, representing 7.7%, were undecided. The majority of the respondents, representing (23.1 + 46.1) 69.2%, agreed that the loans given to beneficiaries of the ESDT scheme are enough to fund start-ups. However, when asked whether the financial assistance rendered by the NDE to beneficiaries is enough to start businesses – ranging from bakeries to piggeries to computer centres to hair dressing salons, etc., one of the respondents affirmed in the positive while the other respondents

said the money was insufficient and that she had to augment what was given with funds from other sources.

Table 5.6.5 Question 5: Those empowered under the ESDT Scheme graduate to become self-employed.

Responses	Frequency	Percentage
Strongly Agree	15	38.5
Agree	20	51.3
Undecided	4	10.2
Disagree	-	-
Strongly Disagree	-	-
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.5 indicates that 20 respondents, representing 51.3%, agreed with the assertion that those empowered under the ESDT Scheme graduate to become self-employed; 15 respondents, representing 38.5%, strongly agreed with this notion while 4 respondents, representing 10.2%, were undecided. In summary, majority of the respondents, representing (38.5 + 51.3) 89.8%, agreed that beneficiaries of the ESDT Scheme graduate to become employers of labour. This result was also supported by the interview responses. A notable example given by the interviewed staff is Jovic Bread in Ado-Ekiti whose founder, Ayodeji Oyedeji was a beneficiary of the ESDTS (then known as the Start Your Own Business Scheme) in 2007 and got a loan of

N300,000 from the NDE to expand his bakery in 2008. As of 2016, Jovic Bakery had a staff strength of 17 (www.ndenigeria.com).

Table 5.6.6 Question 6: Graduates of EDSTS in Ekiti State create enough jobs to bring about significant unemployment reduction in the State

Responses	Frequency	Percentage
Strongly Agree	-	-
Agree	-	-
Undecided	-	-
Disagree	8	20.5
Strongly Disagree	31	79.5
TOTAL	39	100

Source: Field Survey, 2016

Table 5.6.6 shows that 31 respondents, representing 79.5%, strongly disagreed with the assertion that the level of unemployment in Ekiti State has reduced in recent years; 8 respondents, representing 20.5%, disagreed. In summary, all of the respondents are of the view that the graduates of EDSTS in Ekiti State do not create enough jobs to bring about significant unemployment reduction in the State. In addition to this is the data obtained from the NDE office in Ado-Ekiti reveal that there were 22 beneficiaries of the ESDTS in Ekiti State in 2013; no beneficiaries in the years 2011, 2012, and 2014. In total, between 2011 and 2014, there were only 22 beneficiaries of the ESDTS in Ekiti State. This result, however, contradicts the information gotten from the interviewed NDE staff who submits that all beneficiaries of NDE

programmes and schemes who are graduates of tertiary institutions undergoes the Start Your Own Business training of the ESDTS. According to the NDE (2014: 47), the Enterprise Startup Development Training Scheme (ESDTS) is a “business training conducted for graduates of tertiary institutions desiring to take up self-employment.” Consequently, going by the submission of the interviewed NDE staff as well as conceptualization of ESDTS by the NDE, the figures released as the number of the beneficiaries of the EDSTS between 2011 and 2015, does not paint a true picture of the actual number of beneficiaries who were trained under the Enterprise Startup Development Training Scheme.

5.7 Test of Hypothesis Two

H0₂: that the Enterprise Start-up and Development Training (ESDT) Scheme has not significantly contributed to unemployment reduction in Ekiti State

Table 5.6.7: Contingency table of Responses on the ESDT Scheme and Unemployment Reduction in Ekiti State

ESDTS	Strongly Agree (SA)	Agree (A)	Undecided (UD)	Disagree (D)	Strongly Disagree (SD)	Total
The training received under the ESDT Scheme equips beneficiaries with entrepreneurial skills.	29	10	0	0	0	39
Graduates of EDSTS in Ekiti State create enough jobs to bring about significant unemployment reduction in the State	0	0	0	8	31	39

Source: Field Survey, 2016

To test the hypothesis, data and responses to the questions in table 5.6.7 were used.

Table 5.6.8: Spearman Correlation Test for Hypothesis Two

		The Enterprise Start-up and Development Training Scheme	Unemployment Reduction in Ekiti State
Spearman's rho	The Enterprise Start-up and Development Training Scheme	Correlation Coefficient	1.000
		Sig. (2-tailed)	.298
		N	.065
			39
	Unemployment Reduction in Ekiti State	Correlation Coefficient	.298
		Sig. (2-tailed)	1.000
		.065	
		39	

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS 2016

Spearman rho is .298 which shows positive, but weak, correlation. For this reason, we can conclude that there is a relationship between the Enterprise Start-up and Development Training Scheme (ESDTS) and unemployment reduction. However, a p-value of .065, which is higher than the 0.05 level of significance, indicates that, statistically, there is no significant relationship between ESDTS and unemployment reduction. Hence, the hypothesis – that the Enterprise Start-up and Development Training (ESDT) Scheme has not significantly contributed to

unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State – is accepted.

5.8 Contribution of the Micro Business Skills Training (MBST) Scheme to Unemployment Reduction in Ekiti State

The Micro Business Skills Training (MBST) Scheme is a scheme under the Small Scale Enterprises Department of the NDE. The scheme was designed to impart beneficiaries – mostly school leavers and artisans – with rudimentary business training in order to make them entrepreneurs. Under the MBST Scheme, beneficiaries are sensitized on available opportunities for self-employment and how they could obtain assistance to set-up their own businesses. Graduates of the scheme are further empowered with soft loans called “business start-up capitals.”

For admission into the scheme, interested unemployed school leavers and drop-outs apply for positions in the training programme through the Job Centre of the NDE. From among the applicants, the eventual beneficiaries are selected using certain criteria like individual qualifications, quota, etc. After this, the training takes place for a predetermined period of time.

Table 5.7.1 Question 1: Training received under the MBST Scheme imparts beneficiaries with business skills.

Responses	Frequency	Percentage
Strongly Agree	36	80
Agree	9	20

Undecided	-	-
Disagree	-	-
Strongly Disagree	-	-
TOTAL	45	100

Source: Field Survey, 2016

Table 5.7.1 indicates that 36 respondents, representing 80% of total respondents, strongly agreed that the training received under the MBST scheme imparts business skills to beneficiaries and 9 respondents, representing 20%, agreed with the assertion. Thus, all the respondents agreed that the MBST scheme imparts beneficiaries with business skills. This is in tandem with the submission of the interviewed staff admit that through the MBSTS, the NDE contribute to job creation and, consequently, unemployment reduction in Ado-Ekiti and Ikole Local Government Areas of Ekiti State by imparting entrepreneurial skills into beneficiaries. This entails how to identify business opportunities in the society, how to analyze and assess these opportunities in order to identify the most viable, how to seek for funding for businesses, how to grow businesses, etc.

Table 5.7.2 Question 2: The training received by the beneficiaries of the MBST Scheme is adequate.

Responses	Frequency	Percentage
Strongly Agree	28	62.2
Agree	17	37.8
Undecided	-	-
Disagree	-	-

Strongly Disagree	-	-
TOTAL	45	100

Source: Field Survey, 2016

Table 5.7.2 shows that all of the respondents supported the assertion that the training received under the MBST Scheme is adequate; 28 respondents, representing 62.2% of total respondents, strongly agreed and 17 respondents, representing 37.8%, agreed. The interview respondents agree with this result as all submit that the business training received under the MBSTS is adequate as it teaches the beneficiaries how to identify opportunities, maximize opportunities, amongst others.

Table 5.7.3 Question 3: Loans are given to the beneficiaries of the MBST Scheme to start their own businesses.

Responses	Frequency	Percentage
Strongly Agree	6	13.3
Agree	22	48.9
Undecided	14	31.1
Disagree	3	6.7
Strongly Disagree	-	-
TOTAL	45	100

Source: Field Survey, 2016

Table 5.7.3 reveals that 22 respondents, representing 48.9%, agreed that loans are given to beneficiaries of the MBST Scheme to start their own businesses. 14 respondents, representing 31.1%, were undecided; 6 respondents, representing 13.3%, strongly agreed; while 3

respondents, representing 6.7%, disagreed. In summary, majority of the respondents (13.3 + 48.9) 62.2% agreed that loans are given to MBST Scheme beneficiaries to set up their own businesses while 6.7% disagreed. This finding is supported by the interview responses which reveal that the NDE gives loans to some, though few, of its trainees upon graduation. The loans may not necessarily come in monetary form as they may also take the form of starter packs, consisting of tools and equipment. When in monetary form, the micro loans could range from N5,000 to as high as N400,000 or more (NDE, 2014: 79; NDE, 2012: 50).

Table 5.7.4 Question 4: The loans given to beneficiaries are sufficient to fund business start-ups.

Responses	Frequency	Percentage
Strongly Agree	14	31.1
Agree	28	62.2
Undecided	3	6.7
Disagree	-	-
Strongly Disagree	-	-
TOTAL	45	100

Source: Field Survey, 2016

Table 5.7.4 indicates that 28 respondents, representing 62.2%, agreed that the loans given to beneficiaries if the MBST Scheme are sufficient to fund business start-ups; 14 respondents, representing 31.1%, strongly agreed; while 3 respondents, representing 6.7%, were undecided. In summary, majority of the respondents, representing (31.1 + 62.2) 93.3% agreed with the assertion. This finding was affirmed by interview respondents who affirm that the amount given

to the beneficiaries as loans depend on nature of their businesses. In 2014, for instance, the NDE empowered each of 300 women in Ekiti State with a loan of N10,000 to enable them set up small businesses like the sales of fruits and vegetables, yams, sale of pure water, roasting of corn and plantain, etc. (Adebusuyi, 2014).

Table 5.7.5 Question 5: Beneficiaries of the MBST Scheme graduate to create jobs in the society.

Responses	Frequency	Percentage
Strongly Agree	6	13.3
Agree	37	82.2
Undecided	2	4.2
Disagree	-	-
Strongly Disagree	-	-
TOTAL	45	100

Source: Field Survey, 2016

Table 5.7.5 shows that 37 respondents, representing 82.2%, agreed that MBST Scheme trainees graduate to create jobs in the society; 6 respondents, representing 13.3%, strongly agreed; 2 respondents, representing 4.5%, were undecided. Majority of the respondents, representing (82.2 + 13.3) 95.5% agreed that beneficiaries of the MBST Scheme graduate to create jobs. The interview respondents also submit that graduates of the MBSTS create jobs in Ekiti State upon graduation. These jobs include: leatherworks, bead making, garri making, bicycle repairers, auto

mechanics, etc. In addition, data obtained from the NDE office in Ado-Ekiti reveal that there were 5870 beneficiaries of the MBSTS in Ekiti State in 2011, 5870 beneficiaries in 2012, 1800 in 2013 and none in 2014. In total, between 2011 and 2014, there were 13,540 beneficiaries of the MBSTS in Ekiti State. This result aligns with the information gotten from the interviewed NDE staff who submits that all beneficiaries of NDE programmes and schemes who are school leavers undergo the Basic Business training of the MBSTS. According to the NDE (2013: 36), the Micro Business Skills Training Scheme (MBSTS) is a “rudimentary business training for school leavers and artisans.” In addition, going by the submission of the interviewed NDE staff as well as conceptualization of MBSTS by the NDE, the data on the number of the beneficiaries of the MBSTS between 2011 and 2014 – 13,540 beneficiaries – obtained from the Ado-Ekiti office of the NDE paints a truer picture of the actual number of beneficiaries who were trained under the Micro Business Skills Training Scheme in Ekiti State compared to the 121 beneficiaries of the Scheme in 2013 recorded as the only beneficiaries of the Scheme between 2011 and 2014 in the NDE Annual Reports of 2011, 2012, 2013 and 2014.

Table 5.7.6 Question 6: The jobs created by graduates of the MBSTS has induced notable unemployment reduction in Ekiti State

Responses	Frequency	Percentage
Strongly Agree	-	-
Agree	-	-
Undecided	-	-
Disagree	7	15.6
Strongly Disagree	38	84.4

TOTAL	45	100
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Source: Field Survey, 2016

Table 5.7.6 shows that 38 respondents, representing 84.4%, strongly disagreed with the assertion that the jobs created by graduates of the MBSTS has induced notable unemployment reduction in Ekiti State; 7 respondents, representing 15.6%, disagreed. This result was supported by the responses of the interviewed respondents, all of whom stated that the jobs created by beneficiaries of the MBSTS notwithstanding, the occurrence of unemployment in Ekiti State remains high. However, when the jobs created by the 13,540 beneficiaries of the MBSTS in Ekiti State during the study period, as contained in the data obtained from the NDE Ado-Ekiti office, are into consideration, the contribution of MBSTS to employment generation in Ekiti State is notable.

5.9 Test of Hypothesis Three

H₀₃: that the Micro Business Skills Training (MBST) Scheme has not significantly contributed to unemployment reduction in Ekiti State

Table 5.7.7: Contingency table of Responses on the MBST Scheme and Unemployment Reduction in Ekiti State

MBSTS	Strongly Agree (SA)	Agree (A)	Undecided (UD)	Disagree (D)	Strongly Disagree (SD)	Total
Training received under the MBST Scheme imparts beneficiaries with business skills.	36	9	0	0	0	45
The jobs created by graduates of the MBSTS has induced notable	0	0	0	7	38	45

unemployment reduction in Ekiti State						
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Source: Field Survey, 2016

To test the hypothesis, data and responses to the questions in table 5.7.7 were used.

Table 5.7.8: Spearman Correlation Test for Hypothesis Three

		Micro Business Skills Training Scheme	Unemployment Reduction
Spearman's rho	Micro Business Skills Training Scheme	Correlation Coefficient	1.000
		Sig. (2-tailed)	.215
		N	.157
			45
	Unemployment Reduction	Correlation Coefficient	.215
		Sig. (2-tailed)	1.000
	N	.157	
		45	

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS 2016

Spearman rho is .215 which shows positive, but weak, correlation. For this reason, we can conclude that there is a relationship between the Micro Business Skills Training Scheme (MBSTS) and unemployment reduction. However, a p-value of .157, which is higher than the

0.05 level of significance, indicates that, statistically, there is no significant relationship between MBSTS and unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State. Hence, the hypothesis – that the Micro Business Skills Training (MBST) Scheme has not significantly contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State – is accepted.

5.10 Discussion

The analysis of data on the contribution of the NDE to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State as pertains to job creation through the skill acquisition schemes of NOAS, ESDTS and MBSTS and the test of the hypotheses of this study evoked certain revelations.

The result of the tested hypothesis on the contribution of the National Open Apprenticeship Scheme (NOAS) of the NDE to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State shows that the NOAS has significantly contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State, with the result showing a significant correlation of 0.000 ($p < 0.05$) between NOAS and unemployment reduction in the study areas. This agrees with the study of Amire and Ngwama (2015) which found that the NDE, as an institution, has contributed in no small measure in developing vocational skills, training and creating job for the unemployed within its capacity as well as that of Ukoha, *et al.* (2014) which also found that the NDE skill acquisition programme is effective in helping its beneficiaries generate employment.

The statistically significant contribution of the NOAS can be deduced from the finding that between 2011 and 2014, the scheme had 1,545 beneficiaries in Ekiti State, according to the

published Annual Reports of the said years. The data which the researcher obtained directly from the NDE office in Ado-Ekiti however put this figure at a total of 2,026 – 388 in 2011, 903 in 2012, 300 in 2013 and 435 in 2014.

The result of the tested hypothesis however negates the responses gotten from the interviews that were conducted with the beneficiaries of the scheme and the staff of the NDE, all of whom agree that while the NDE has contributed to unemployment reduction in Ekiti State with its job creation programmes and schemes, the ranks of the unemployed in the state still keeps swelling – a position supported by studies conducted by Amupitan (2011), Ogunlela (2012) and Ezeanya (2011) which found that that the National Directorate of Employment has not substantially reduced the growing rate of unemployment. This can be explained to have been occasioned by the evidence that all the trainers engaged by the NDE to train beneficiaries in Ekiti State – 60 in 2011, 61 in 2012, 65 in 2013 and 46 in 2014 – are all located in the state capital (2011, 2012, 2013 and 2014 NDE Annual Reports). As a result, what obtains in the state capital may contrast starkly with what obtains elsewhere in the state.

The study also revealed that only few of the beneficiaries of the NOAS get resettlement loans after graduation. According to the NDE Annual Reports of 2011, 2012, 2013 and 2014, only 53 beneficiaries of the Vocational Skills Development Scheme (consisting of the NOAS, SOW, PIST, etc.) benefitted from the Resettlement Loan Scheme of the NDE in the four years of 2011, 2012, 2013 and 2014 (2011, 2012, 2013 and 2014 NDE Annual Reports).. This definitely hinders the actualization of the Directorate's aim of job creation to engender unemployment reduction, as the skills alone may not be enough to propel beneficiaries in the labour market.

In addition, the result of the tested hypothesis on the contribution of the Enterprise Start-up Development Training Scheme (ESDTS) of the NDE to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State shows that the NOAS has not significantly contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State, with the result showing a significant correlation of 0.065 ($p > 0.05$) between ESDTS and unemployment reduction in the study areas. The result of the tested hypothesis tallies with the submission of the interviewed staff and beneficiaries of the NDE, all of whom agree that NDE has through the ESDTS, made attempts to reduce unemployment in Ekiti State, but that its contribution is not sufficient to engender significant unemployment reduction in the state and, hence, there is the need for improvement. This is congruent with the findings of Amupitan (2011), Ezeanya (2011) and Ogunlela (2012). The reason for this in Ado and Ikole Local Government Areas of Ekiti State is not far from the discovery that there is only one training centre for the beneficiaries of the ESDTS in the whole state, which is located in Ado-Ekiti. This limits the impact of the scheme in the whole state.

The study also discovered that there were, officially, no beneficiaries of the ESDTS in the years 2011 and 2014, going by the Annual Reports of the two years. This was however contradicted by the information garnered from the interviews conducted – the researcher learnt that graduates of tertiary institutions who enroll in NDE schemes compulsorily receive Start Your Own Business (also known as Entrepreneurship Skills Development) Training. This agrees with the study of Adebisi and Oni (2012) which found that two-third of its respondents received Start Your Own Business Training and concluded that this high proportion may be due to the fact that whichever scheme under which the trainees were trained, the end result was for them to be self-employed,

that is, start their own businesses and, as such, it was possible that trainees under other schemes indicated SYOB having received the training.

Added to this is the finding of the study which revealed that not all beneficiaries of ESDTS were empowered with start-up loans upon graduation, and the few who received the loans did not all get them immediately after graduation. This, in addition to other factors, impeded the NDE's drive to significantly reduce the level of unemployment in Ado and Ikole Local Government Areas of Ekiti State through the ESDTS.

Furthermore, the study found that there is no significant relationship between Micro Business Skills Training Scheme (MBSTS) and unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State, as evident in the result of the tested hypothesis three which revealed a p-value of 0.157 (>0.05) between MBSTS and unemployment reduction. This result is in agreement with the submission of the interviewed staff and beneficiaries of the NDE that the number of trainees trained under the MBSTS in Ekiti State is not enough to engender significant unemployment reduction in the state. This also agreed with Amupitan (2011) and Ogunlela (2012), both of whom argued that the impact of the NDE on unemployment reduction is low. The reason for this in Ekiti State can be linked to the presence of just one training centre, the NDE office situated in the Ado-Ekiti metropolis, for beneficiaries of the MBSTS in the state. This limits the contribution of the scheme to unemployment reduction in the state.

Another reason for the insignificant contribution of the MBSTS to unemployment reduction in Ekiti State is the complaint by the interviewed staff and beneficiaries of the NDE that the Directorate suffers from paucity of funds to adequately and effectively carry out its programmes and activities.

The study also found that there were no beneficiaries of the MBSTS (also known as the Basic Business Training Scheme) in the years 2011, 2012 and 2014, according to the Annual Reports of the said years. Although, the data which the researcher obtained directly from the NDE office in Ado-Ekiti reveals that in conjunction with the Entrepreneurship Development Programme (EDP), there were 5870, 5870 and 1800 beneficiaries of the Micro Business Skills Training (also known as the Basic Business Training) Scheme in 2011, 2012 and 2013 respectively. In addition, the study found, through interviews with NDE staff, that all non-graduates who enroll in any scheme of the NDE receive Basic Business Training.

The study also found that not all the beneficiaries of Basic Business Training get loans to set up their own businesses after graduation. This also affects how efficient the graduates become in setting up their own businesses and creating jobs in the society after graduation.

5.11 Major Findings

From the data analysed, the study came up with the following major findings:

1. The NOAS has significantly contributed to unemployment reduction in Ado and Ikole Local Government areas of Ekiti State.

Under the National Open Apprenticeship Scheme (NOAS), the study found that:

- Between the years 2011-2015, available data shows that the NOAS consistently has one of the highest numbers of beneficiaries among NDE schemes in Ekiti State – 2,334 beneficiaries. This can be ascribed to the fact that the NDE, under the NOAS in Ekiti State, contract the services of already established craftsmen and women to impart skills to beneficiaries of the NOAS. This ensures that beneficiaries are trained by experienced hands who are masters of their trade.

- There is the concentration of training under the NOAS within the Ado-Ekiti metropolis; none was identified in Ikole Local Government Area – beneficiaries had to relocate or travel down to Ado-Ekiti for training. The rural areas of the Ekiti State host no trainer of the NDE.
 - Only few of the beneficiaries of the NOAS are given resettlement loans by the NDE with which to establish themselves after graduation from training – data obtained from the NDE office in Ado-Ekiti puts the number of beneficiaries of the Resettlement Loan Scheme (RLS) at 53 in 2011; the 2011 Annual NDE Report however puts it at 38 while the Report of 2012 puts the number of RSL beneficiaries in 2012 at 18. No beneficiaries were recorded in the 2013 and 2014 Annual Reports.
 - The NDE Skill Acquisition Centre in Ekiti State, located in Oye-Ekiti, has been abandoned while still under construction, as no sign of recent relevant work activity was noticed on the site when the researcher visited – only small farms.
 - Compliant trainees get monthly stipends, paid every three months, from the NDE while in training.
 - In the years leading to 2000, there were trainers of the NOAS spread across Ikole Local Government Area, and not limited only to Ado Local Government Area as now obtains.
2. The ESDTS has not significantly contributed to unemployment reduction in Ado and Ikole Local Government areas of Ekiti State.

Under the Enterprise Start-up Development Training (also known as the Start Your Own Business - SYOB) Scheme, the study found that:

- The scheme has only one training centre in the whole state – the Ado-Ekiti NDE office. The office where the training takes place does not look well-equipped – in terms of facilities, space and comfortable environment – to effectively host optimal training.
 - While available secondary data state that there were no beneficiaries of the scheme in 2011 and 2014, interview responses reveal that all graduates of tertiary institutions who enroll in any of the schemes of the NDE undergo the Start Your Own Business training. This means the actual number of beneficiaries of the EDSTS is higher than what is depicted in the published official data.
 - The number of the beneficiaries of the ESDTS in Ekiti State, going by the official data, is very small; not all beneficiaries of the scheme get loans to start their own businesses upon completion of training.
3. The MBSTS has not significantly contributed to unemployment reduction in Ado and Ikole Local Government areas of Ekiti State.

Under the Micro Business Skills Training Scheme (also known as the Basic Business Training Scheme – BBT), the study found that:

- The MBSTS has only one training centre in Ekiti State – the NDE office in Ado-Ekiti; the number of the beneficiaries of the MBSTS in Ekiti State is negligible.
- Whereas the published NDE Annual Reports of 2011, 2012 and 2014 listed no beneficiaries of the BBT/MBST Scheme in 2011, 2012 and 2014 respectively, data obtained from the NDE office in Ado-Ekiti reveal that in collaboration with the Entrepreneurship Development Programme (EDP), there were 5870, 5870 and 1800 beneficiaries of the BBT/ESDTS scheme in 2011, 2012 and 2013 respectively – adding up to a total of 13,540 beneficiaries. Added to this are interview responses which show

that non-graduates who enroll in NDE schemes compulsorily under basic business training.

- Not all beneficiaries of the MBST/BBT Scheme get loans to set up their own businesses upon graduation from training.

CHAPTER SIX

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 Introduction

This chapter of the dissertation presents the summary of research findings and conclusions reached on the bases of the hypotheses tested. Recommendations are also proffered on the basis of the findings.

6.2 Summary

The study assessed the contribution of the National Directorate of Employment (NDE) to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State between 2011 and 2015, with the objective of ascertaining how significantly the three employment-generating schemes of National Open Apprenticeship Scheme (NOAS), Enterprise Start-up Development Training Scheme (ESDTS) and Micro Business Skills Training Scheme (MBSTS) have contributed to unemployment reduction in the state.

Three hypotheses were formulated and stated in null form. The hypotheses were postulated to ascertain the contribution of the NDE schemes of NOAS, ESDTS and MBSTS to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State. The significance of the study to researchers, policy makers as well as stakeholders was stressed. The study covered the period between 2011 and 2015. The limitations of the study were also acknowledged. Key terms used in the study were authoritatively and, most importantly, operationally defined for the purpose of the study.

The literatures relating to the study were critically reviewed. They include literatures on the concepts of unemployment, skills acquisition, loans, employment, as well as on empirical studies

on efforts at employment generation. The System Theory by David Easton (1953) was adopted as the theoretical framework of the study.

The research design for the study was the survey research design consisting of the use of questionnaire administered on NDE beneficiaries in Ado and Ikole Local Government Areas of Ekiti State, as well as interviews which were conducted with both beneficiaries and staff of the NDE. These were complemented with content analysis of data from official documents of the NDE. The total population for the study was 1654 (comprising of 256 questionnaire respondents and the 10 interviewees). The sample size for the study was 310. Simple random and purposive sampling techniques were employed. Both primary and secondary sources of data were explored. Data obtained were presented in tables and frequencies while inferential statistics was used to analyse and test the validity of the hypotheses – using Spearman Correlation which was run using SPSS.

The results of the tested hypotheses reveal that whereas the NOAS has contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State, the ESDTS and the MBSTS have not.

6.3 Conclusion

The study assessed the contribution of the NDE to unemployment reduction in Ekiti State, with Ado and Ikole Local Government Areas as the study areas. The results of the tested hypotheses that whereas the NOAS has, statistically, significantly contributed to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State, the same cannot be said of the ESDTS and the MBSTS. In contrast, none of those interviewed in the course of the study share the view that any one of the schemes being studied has significantly contributed to unemployment

reduction in the society – a position maintained by the findings of studies conducted by Ezeanya (2011), Amupitan (2011) and Ogunlela (2012).

From the interviews conducted and the checklists observed, the study found that NDE activities in Ekiti State are largely concentrated in the state capital, Ado-Ekiti, with no offices in the local government areas. This limits the outreach of the NDE in the state and hinders its contribution to unemployment reduction in the state as a whole.

The revelation that the ESDTS and MBSTS have not significantly contributed to unemployment reduction in Ekiti State can be linked to the recorded small number of beneficiaries of the schemes in the state, as a percentage of the unemployed in the society (INPUT); the small number of NDE staff in the state, the concentration of NDE activities in the state capital, funding constraints and issues with logistics – which affects capacity and outreach (CONVERSION PROCESS); the small number of empowered beneficiaries of the NOAS, ESDTS and MBSTS who graduate to set up their own businesses (OUTPUT); the swelling ranks of the unemployed in Ekiti State (ENVIRONMENT); and then the FEEDBACK which is that more still needs to be done by the NDE in the state as is evidenced by the responses of the interviewed staff and beneficiaries.

However, data obtained directly from the NDE office in Ado-Ekiti in the course of the study reveal that the number of beneficiaries of both the ESDTS and the MBSTS between 2011 and 2015 is significantly higher than the figures stated as the number of beneficiaries of the schemes in the NDE Annual Reports of the same period.

On this basis, the study concludes that the NDE's has, through the NOAS, significantly contributed to unemployment reduction in Ekiti State; the NDE, through the ESDTS and the

MBSTS has modestly contributed to employment generation in Ekiti State – this is not unconnected to the fact that the officially published data on the number of beneficiaries of both the ESDTS and the MBSTS in Ekiti State between 2011 and 2015 paints a different picture from the actual number of the beneficiaries in the State.

6.4 Recommendations

In view of the findings and conclusions made in this study, the following recommendations are proffered.

- i. In order for the National Directorate of Employment to contribute significantly to unemployment reduction in Ado and Ikole Local Government Areas of Ekiti State through each of the National Open Apprenticeship Scheme, the Enterprise Start-up Development Training Scheme and the Micro Business Skills Training Scheme, the Directorate should significantly increase the number of the beneficiaries of the three schemes in Ado-Ekiti and Ikole Local Government Areas of Ekiti State. This will help reduce the number of unskilled unemployed persons in the state.
- ii. As presently constituted, the NDE in Ekiti State has all of its training centres under the three schemes of NOAS, ESDTS and MBSTS located within the Ado-Ekiti metropolis, with none in Ikole Local Government Area. This has to change as it discourages people in the rural areas far away from the state capital from actively enrolling in NDE schemes and programmes, and the way to do that is for the NDE to operate offices and training centres in all the sixteen local government areas in Ekiti State, Ikole Local Government Area inclusive. Through this, the directorate will be able to reach more people and contribute better to unemployment reduction within the state. This will ensure that training is brought closer to the people in areas outside of the state capital, lead to an

increase in enrolment in NDE and help the Directorate actualize its mandate of combating mass unemployment.

- iii. At present, only few of the beneficiaries of the NDE schemes and programmes get resettlement loans to establish themselves in the trades in which they have been trained upon completion of training. This affects the ability of the beneficiaries to immediately enter the labour market, set up their own businesses and create jobs. The NDE should take adequate steps to ensure that most, if not all, of the beneficiaries of the National Open Apprenticeship Scheme, the Enterprise Start-up Development Training Scheme and the Micro Business Skills Training Scheme get loans to set up their own businesses upon completion of training. To support the NDE in this venture, the Federal Government should increase the annual budgetary allocation of the Directorate and compel some of its financial institutions, like the Bank of Industry, Bank of Agriculture, etc., to collaborate more with the NDE as pertains with the resettlement of its beneficiaries upon graduation.
- iv. The NDE should endeavour to harmonize the data it releases on its programmes and activities. This will help ensure proper planning as it will give a true picture of the activities of the Directorate. It will also make researches on NDE programmes less cumbersome for researchers and the findings and recommendations of same more precise.

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APPENDIX ‘A’

QUESTIONNAIRES

Department of Public Administration,
Faculty of Administration,
Ahmadu Bello University,
Zaria,
Kaduna State,
Nigeria.

Dear respondent,

The researcher is a postgraduate student of the above named institution currently conducting a research on the topic: **“Contribution of the National Directorate of Employment (NDE) to unemployment reduction in Ekiti State (2011-2016).”** The research forms an essential part of his work towards the award of a Master’s Degree.

All information given will be treated as confidential and strictly for academic purpose.

Thank you in anticipation of your cooperation.

Yours faithfully,

.....

Sijibomi Ajayi.

**QUESTIONNAIRE FOR BENEFICIARIES OF THE NATIONAL DIRECTORATE OF
EMPLOYMENT IN ADO AND IKOLE LOCAL GOVERNMENT AREAS OF EKITI
STATE**

Instruction:

Kindly tick (✓) the most appropriate option.

SECTION A: BIO DATA

1) Sex

Male [] Female []

2) Age Bracket

15-24 [] 25-34 [] 35-44 [] 45-54 [] 55-64 [] 65 and above []

3) Highest Educational Qualification

Primary [] Secondary [] Post-Secondary [] Postgraduate [] None []

SECTION B: Questions on the National Open Apprenticeship Scheme's (NOAS) contribution to unemployment reduction

S/N	Items	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
	National Open Apprenticeship Scheme (NOAS)					
1.	The NOAS imparts beneficiaries with job-related skills					
2.	NOAS beneficiaries in Ekiti State create enough jobs to engender significant unemployment reduction in the State					
3.	The trainers and craftsmen are qualified to impart skills to trainees					
4.	The resettlement loans given to beneficiaries are sufficient to fund start-ups					
5.	All beneficiaries get resettlement loans to start their own businesses					
6.	The quality of NDE training is top-notch					
7.	The monitoring of trainees' progress carried out by NDE officials ensures that trainees get the best of training					
8.	All beneficiaries of NOAS graduate to set up their own business					

**QUESTIONNAIRE FOR BENEFICIARIES OF THE NATIONAL DIRECTORATE OF
EMPLOYMENT IN ADO AND IKOLE LOCAL GOVERNMENT AREAS OF EKITI
STATE**

Instruction:

Kindly tick (√) the most appropriate option.

SECTION A: BIODATA

1) Sex

Male [] Female []

2) Age Bracket

15-24 [] 25-34 [] 35-44 [] 45-54 [] 55-64 [] 65 and above []

3) Highest Educational Qualification

Primary [] Secondary [] Post-Secondary [] Postgraduate [] None []

SECTION B: Questions on the Enterprise Start-up and Development Training (ESDT) Scheme's contribution to unemployment reduction

S/N	Items	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
	Enterprise Start-up and Development Training (ESDT) Scheme					
1.	The training received under the ESDT Scheme equips beneficiaries with entrepreneurial skills					
2.	The training environment at NDE is conducive for learning					
3.	Soft loans are given to all beneficiaries to start a business upon graduation					
4.	The soft loans given to beneficiaries are sufficient to start a business					
5.	Those empowered under the ESDT scheme graduate to become self-employed					
6.	Graduates of EDSTS in Ekiti State create enough jobs to bring about significant unemployment reduction in the State					

**QUESTIONNAIRE FOR BENEFICIARIES OF THE NATIONAL DIRECTORATE OF
EMPLOYMENT IN ADO AND IKOLE LOCAL GOVERNMENT AREAS OF EKITI
STATE**

Instruction:

Kindly tick (√) the most appropriate option.

SECTION A: BIODATA

1) Sex

Male [] Female []

2) Age Bracket

15-24 [] 25-34 [] 35-44 [] 45-54 [] 55-64 [] 65 and above []

3) Highest Educational Qualification

Primary [] Secondary [] Post-Secondary [] Postgraduate [] None []

SECTION B: Questions on the Micro Business Skills Training (MBST) Scheme's contribution to unemployment reduction

S/N	Items	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
	Micro Business Skills Training (MBST) Scheme					
1.	Training received under the MBST scheme imparts beneficiaries with business skills					
2.	The training received by MBST trainees is adequate					
3.	Loans are given to MBST beneficiaries to start their own business					
4.	The loans given to beneficiaries is sufficient to fund business start-ups					
5.	BBT trainees graduate to create jobs in the society					
6.	The jobs created by graduates of the MBSTS has induced notable unemployment reduction in Ekiti State					

APPENDIX 'B'

INTERVIEW GUIDE

Interview guide with officials of the NDE

1. In what ways has the NDE contributed to unemployment reduction in Ekiti State?
2. How would you rate the training schemes of the NDE?
3. Does the NDE monitor the performance of its trainees after graduation? If yes, how would you rate the general performance of the beneficiaries in the labour market? If no, why?
4. What form of assistance does the NDE render to its trainees to ensure that they become employed after graduation?
5. Is the NDE well-funded?
6. Do you think the number of intake by the NDE is enough to have a significant impact on the unemployment rate in Ekiti State?
7. What are the challenges faced by the NDE in carrying out its functions?
8. What are your recommendations as to how to address these challenges?

Interview guide with beneficiaries of the NDE

1. Under which scheme were you trained at the NDE?
2. Are the skills acquired under the scheme job-specific?
3. Is the environment at NDE training facilities conducive for learning?
4. Were you given any financial assistance (loans or stipends) by the NDE?
5. Is the financial assistance rendered by the NDE sufficient to start a business?

6. Do you think the NDE has enough spread to make a meaningful impact on unemployment reduction?
7. What do you think are the problems facing the NDE?
8. How do you suppose these problems can be adequately tackled?

APPENDIX 'C'

CHECKLIST USED FOR OBSERVATION

- Training facilities
- Size of NDE staff
- Population of NDE beneficiaries in Ekiti State
- Work stations or businesses of NDE beneficiaries
- NDE Ekiti office
- Trainers and their workshops

APPENDIX 'D'

The Krejcie and Morgan Table for Determining Sample Size from a Given Population

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	1000000	384

NOTE:

N is population size.

S is sample size.

Source: Krejcie and Morgan (1970).