CONTRIBUTION OF THE NATIONAL DIRECTORATE OF EMPLOYMENT ON YOUTH EMPLOYMENT GENERATION IN KADUNA NORTH AND KACHIA LOCAL GOVERNMENT AREAS OF KADUNA STATE FROM 2013 - 2019

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DECEMBER, 2021

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BEING A DISSERTATION SUBMITTED TO SCHOOL OF POSTGRADUATE SCHOOL IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF MASTER OF SCIENCE DEGREE IN POLICY AND DEVELOPMENT STUDIES

DEPARTMENT OF LOCAL GOVERNMENT AND DEVELOPMENT STUDIES,

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ZARIA, NIGERIA

DECEMBER, 2021

DECLARATION

I declare that this dissertation titled, "CONTRIBUTION OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) TO YOUTH EMPLOYMENT GENERATION IN KADUNA NORTH AND KACHIA LOCAL GOVERNMENT AREAS OF KADUNA STATE" has been carried out by me in the Department of Local Government and Development Studies. 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.

Sunday JATAU		
Name of Student	**Sign**	**Date**

CERTIFICATION

This dissertation titled, "CONTRIBUTION OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) TO YOUTH EMPLOYMENT GENERATION IN KADUNA NORTH AND KACHIA LOCAL GOVERNMENT AREAS OF KADUNA STATE" by Jatau SUNDAY meets the regulations governing the award of the degree of Masters of Science in Policy and Development Studies of the Ahmadu Bello University, Zaria and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

I dedicate this work to God Almighty for seeing me throughout the period of my study.

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ABSTRACT

The growing rate of unemployment among the youths in Kaduna State in general and in Kaduna North and Kachia Local Government Areas in particular that give rise to poverty, social vices and crimes that threatening economic development of the country prompted the researcher to go into the study. This study therefore, assessed the contributions of the National Directorate of Employment (NDE) to employment generation among youths in Kaduna North and Kachia Local Government Areas (LGAs), Kaduna State. The research design for the study is sequential explanatory mixed method relying solely on both questionnaire and interview for data collection. Secondary documents. Relevant among them includes: NDE Official annual reports and statement of accounts; National Bureau of Statistics (NBS) and Local Governments' Gazette, Kaduna State, 2019; NDE report, 2011 – 2019; report of Central Bank of Nigeria (2012). The data collected through questionnaire were descriptively (via frequency tables and percentages) and inferentially analysed (through the use of multiple regression technique of analysis) with the help of Statistical Package for Social Sciences (SPSS, Version 23.0). On the other hand, the responses from the interview guide were thematically analyzed. From the analysis of data, the study found that the unstandardized coefficient of Vocational Skill Development programme stood at 0.606; the unstandardized coefficient of Small Scale Enterprise programme stood at 0.149 and the unstandardized coefficient of Special Public Works programme of the National Directorate of Employment" stood at 0.135 which are all positive indicating that National Directorate of Employment and the respective sub-programmes has contributed immensely to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. To this end, the study recommended among others the need for Government at all levels should increase the funding of Vocational Skill Development programmes; Small Scale Enterprises programmes and increase the funding of Special Public Works programmes of National Directorate for Employment in order to accommodate more beneficiaries thereby generating employment opportunities among youths in Kaduna North and Kachia LGAs, Kaduna State.

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List of Abbreviations

CBN	Central Bank of Nigeria
CBTS	Community Base Training Scheme
CCs	Coordinating Consultants
CMD	Centre for Management Development
CNDE	Contributions of National Directorate of Employment
ECFGS	Enterprise Creation Fund for Graduates
DFRRI	Directorate of Food, Roads and Rural Infrastructures
EBS	Environmental Beautification Scheme
EDP	Entrepreneurship Development Programme
FCT	Federal Capital Territory
FGN	Federal Government of Nigeria
GAP	Graduate Attachment Programme
GDP	Gross Domestic Product
GEP	Graduate Employment Programme
HND	Higher National Diploma
ILO	International Labour Organization
LGAs	Local Government Areas
MBSTS	Micro Business Skills Training Scheme
MDGs	Millennium Development Goals
MSS	Movement Support Services
NBS	National Bureau of Statistics
NDE	National Directorate of Employment
NEEDS	National Economic Empowerment Development Strategies

NISER	Nigerian Institute of Social and Economic Research
NLSS	Nigerian Living Standard Survey
NOAS	National Open Apprenticeship Scheme
NYSC	National Youth Service Corps
PCs	Participating Consultants
PIST	Partnership in Skills Training
REPP	Rural Employment Promotion Programme
RLS	Resettlement Loan Scheme
RVA	Risks and Vulnerable Analysis
SAP	Structural Adjustment Programme
SATC	Skills Acquisition Training Centres
SMEP	Small Scale Enterprises Programme
SMEs	Small and Medium Scale Enterprises
SPSS	Statistical Package for the Social Sciences
SPWP	Special Public Works Programme
SSE	Small Scale Enterprise
SOW	School-On-Wheels
UN	United Nations
VSDP	Vocational Skills Development Programme
WEP	Women Employment Promotion Scheme

CHAPTER ONE
INTRODUCTION

1.1 Background to the Study

The growing unemployment in Nigeria and its concomitant consequences constitute a serious challenge to the economic development with negative effect for future generation, especially as the youths are mostly affected.The world economic recession of the 1980s led to reduced capacity or outright closure of many economic activities (including many industries) in Nigeria. The resultant effect was downsizing in both public and private agencies which has significantly affected the Nigerian labour market. In addition, with the advent of oil in the 1960's and the consequent effect of over-reliance on it for revenue, the labour perception of especially the youths changed, making them shy away from perceived hard employment generating alternatives such as agriculture to non-existent white collar jobs (National Directorate of Employment Evaluation report, 2011).

This challenge demands the Federal government of Nigeria to develop and empower the Nigerian youths to enable them contribute effectively to national economic growth. The strategic issue is that the government must resolve to initiate policies through their main institutions for employment and wealth creation – Nigeria Directorate of Employment (NDE) and other relevant agencies in engaging the youth positively with skill development, acquisition, and empowerment packages e.g. vocational skill development programme; small-scale enterprise programme and special public work programme of the NDE that will explore their potentials and make them self-reliant (National Directorate of Employment Policy Proposal, 1986).

Notwithstanding the establishment of Nigeria Directorate of Employment (NDE), the problem still persists. To curb the social unrest of that period which was caused by rising rates of unemployment which the then Federal Office of Statistics, reported to have risen from 4.3% of the labor force in 1985 to 7.0% in 1987, the Federal Government institutionalized the Structural Adjustment Programme (SAP). This initiative led to the drastic fall in the rate of unemployment to 5.1% in 1988. One of Government's initiatives before the establishment of SAP was the establishment of the National Directorate of Employment (NDE) in November 1986 (Rasaki, 1988).

Needless to state here that the lingering effect of unemployment has created platform for criminal behaviors for some Nigerian university graduates and school leavers. Long -term unemployment has become a feature of the Nigerian labour market, i.e. five years after graduating, many youths are in the labour market in search of jobs that are not available, thereby lending force to crimes such as armed robbery, car snatching, pipeline vandalization, oil bunkering, and prostitution among the youths. This is in line with the argument of Diejonah and Orimolade, (1991); Dabalen, (2000) cited in Emeh (2012) that:

> Available information by National Universities Commission (NUC, 2004) reiterated that the massive unemployment of Nigerian universities graduates in the country is traceable to the disequilibrium between labour market requirements and lack of essential employable skills by the graduates which inhibits the development of youths and the entire development of the nation, as more than half of the Nigerian populations are under the age of 30 (youths age).

The aforementioned discussion on the rate of unemployment and social unrest (social vices) among youths in Nigeria awaken Federal Government's desire to handle the social repercussions of high level of unemployment. This made Federal Government in 1985 to set up the Chukwuma Committee. The committee was charged with the responsibility to design strategies that would

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 and/ or unskilled labour, accounted for up to 90% of the workers distributed unevenly in agriculture and other self-employment ventures. Hence, the committee recommended for the establishment of an employment agency (NDE's Brochure, 2006).

Consequently, the Federal Government approved the establishment of an agency to handle this global phenomenon, and called it National Directorate of Employment (NDE) on 26th March, 1986, but launched nationwide in January 1987. 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 its legal backing as an employment agency statutorily charged with the responsibility to design and implement programmes to combat mass unemployment. The Act gave the NDE the status of an employment agent statutorily charged with the responsibility to design and implement programmes to combat mass unemployment, with the following mandate: to design and implement programmes to combat mass unemployment; 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 to implement any other policies as may be laid down from time to time by the board established under section 3 of its enabling law (NDE, Annual Report and Statement of Accounts, 2013).

Thus, the main function of the NDE is to combat unemployment through skills acquisition (e.g. vocational skill development programme), self-employment, and enterprises creation (e.g. establishment of small-scale enterprise) and labour intensive work schemes (e.g. special public work programme). This is in pursuance of the mandate given to the Directorate as 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 (cited in Adebisi and Oni, 2012). 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).These programmes are further delineated into schemes and job categories. For example, Vocational Skills Development Programme (VSD), 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 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). It is against this background that the study assessed the contribution of National Directorate of Employment to employment generation in Kaduna North and Kachia Local Government Areas, Kaduna State.

1.2 Statement of the Research Problem

The issue of youth unemployment is at the front burner of policy discussions in developing countries today. This is because, when left unchecked, the scourge of youth unemployment has the capacity to destabilize the most peaceful of societies and crash the most buoyant of economies. That is why Ajayi, (2014) stressed thus: "One of the most critical problems facing contemporary Nigeria is mass unemployment, he added that – 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". The argument of Durotoye (2014), in

line with the assertion of Ajayi as he echoed that "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).

In view of this, the Federal Government implemented programmes designed to combat mass unemployment through the NDE. The NDE has undertaken various employment promotion and poverty reduction activities in Nigeria for about two decades now. This is in line with her mission statement, goals and objectives of creating jobs, developing training programmes, and the acquisition of vocational skills. One of the major aspects of development is provision of employment opportunities for the masses (Igbinovia, 2019), which has social, political, and economic implications for a state.

In spite of these seemingly beautiful programmes by the Nigerian government in reducing the rate of unemployment in the country generally and in Kaduna state in particular, the results revealed from the National Bureau of Statistics annual report (2018) shows a rise in the level of unemployment in the country generally and in Kaduna state in particular. The National Bureau of Statistics (2018) released the statistics on unemployment for the second quarter, Q2 of 2018 after a long hiatus since the third quarter, Q3 of 2016. The percentage of unemployed youths stand at 27.1 per cent. The last report which was released in 2016 showed the rate at 23 per cent. Apparently, with two years, the unemployment rate in Nigeria rose by four (4) per cent. Additionally, like many states in Northern Nigeria, Kaduna State is faced with the challenge of unemployment among its indigenes, it increased from 8.4% in 2002 to 30.3% in 2011 and 25.7% in 2015 (El-Rufai, 2015)www.knoema.com/nigeria/kaduna. Also, the disengagement of the state

civil servants of over 50,000 by the state governor Mallam Nasiru El-Rufai between 2017-2021, added to the already existing unemployment rate in the state and its associated problems in the society. www.theguardian,ng. The recent report released by the NBS (2018) shows that Kaduna State has 38.9% unemployment rate. By 2020, the unemployment rate in Kaduna state raised to 44.35%. www.statista.com. This is a strong indication that the contribution of National Directorate of Employment is not visible.To effectively articulate the research problem, the contribution of Vocational Skill Development Programme of the NDE; the contribution of Small-Scale Enterprise Programme of the NDE and the contribution of Special Public Work Programme of the NDE is discussed in the subsequent paragraphs.

Vocational Skill Development Programme of the NDE for example, was supposed to inculcate the youths with relevant occupational talents meant to make them self-reliant and be self-employed with the requisite knowledge thereby enhancing their wellbeing. On the contrary, most youths roam about the street of Kaduna State. Even though the report of NDE agency claimed to have achieved this category of the mission it was established for (National Directorate of Employment Annual Report and Statement of Accounts, 2012).

In the same vein, the National Directorate of Employment Annual Report and Statement of Accounts, (2013) claimed to have conducted about six (6) Small-Scale Enterprise Programme in Kaduna State two (2) each in Kaduna North and Kachia Local Government Areas, Kaduna State with only few established Small-Scale Enterprise in some District Heads of the Local Government Areas. This has left us with the question of the authenticity of the Small-Scale Enterprise Programme in Kaduna North and Kachia Local Government Areas, Kaduna State.

Lastly, Special Public Work Programme of the NDE since the introduction of National Directorate of Employment in Nigeria has not been beneficial to the youths. Myriads Special Public Work Programme have been organized in Kaduna North and Kachia Local Government Areas, Kaduna State with only few evidences shown in the areas. This also begs the question, at what degree has the Special Public Work Programme of the NDE contributed to youth's employment generation in the areas of study. It is therefore, against these stated problems that the study assessed the contribution of National Directorate of Employment to employment generation in Kaduna North and Kachia Local Government Areas, Kaduna State.

1.3 Research Questions

Based on the problem stated above, the following research questions were formulated to guide the study:

i. To what extent has Vocational Skill Development (VSD) programme of the NDE contributed to youth employment generation in Kaduna North and Kachia LGAs of Kaduna State?
ii. To what extent has Small-Scale Enterprise (SSE) programme of the NDE contributed to youth employment generation in Kaduna North and Kachia LGAs of Kaduna State?
iii. To what extent has Special Public Works (SPW) programme of the NDE contributed to youth employment generation in Kaduna North and Kachia LGAs of Kaduna State?

1.4 Research Objectives

The broad aim of this study is to assess the contribution of National Directorate of Employment to employment generation in Kaduna North and Kachia Local Government Areas, Kaduna State. The specific objectives are to:

i. Examine the extent to which Vocational Skill Development programme of the National Directorate of Employment has contributed to employment generation among the youths in Kaduna North and Kachia Local Government Areas, Kaduna State.

ii. Assess the extent to which Small Scale Enterprise programme of the National Directorate of Employment has contributed to employment generation among the youths in Kaduna North and Kachia Local Government Areas Kaduna State.

iii. Determine the extent to which Special Public Works programme of the National Directorate of Employment has contributed to employment generation among the youths in Kaduna North and Kachia Local Government Areas, Kaduna State.

1.5 Research Hypotheses

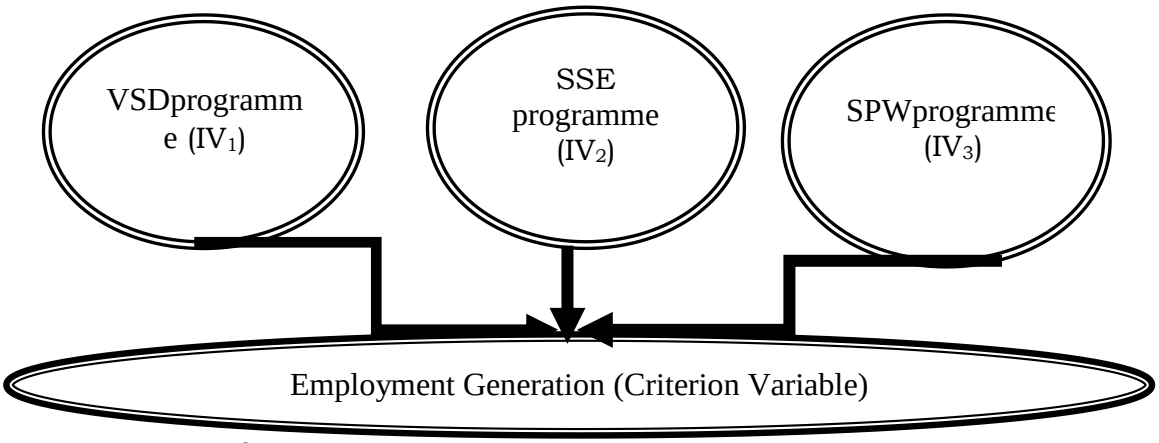
The following hypotheses (in null form) were tested to arrive at logical conclusion.

$H0_1$ Vocational Skill Development programmeof the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

$H0_2$ Small Scale Enterprise programme of the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

$H0_3$ Special Public Works programme of the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

Figure 1.1 Structure of the Hypotheses



Source: Adapted from Tavakoli(2012).

From the above hunches and intuitions postulated overhead, we presented a diagram as graphical model to illustrate our hypothetical structure in order to open the window for investigation and to ascertain the appropriate inferential technique for testing the hypotheses. Because the structure of the model determines the suited instrument to adopt for logical result. As depicted in figure 1.1 of the study, there are three (3) independent variables (i.e.Vocational Skill Development programme, Small Scale Enterprise programmeand Special Public Works programme) and one (1) dependent variable (i.e. Employment Generation) which is a multi-causal relationship. This invariably opens the window for investigating which among the independent/predictor variables have a greater impact on the dependent/criterion variable.

1.6 Significance of the Study

The provision of employment for citizens of a country is part of the key functions of any government. This is because it is only when the able-bodied men and women of a country are engaged in meaningful ventures that the constitutional objectives of a State can be achieved. This might be one of the reasons that there are a number of studies on the role/contribution of National Directorate of Employment on reducing unemployment – employment generation. For

example, Ogunlela (2012) examined the impact of the programmes of the National Directorate of Employment (NDE) on graduate employment and unemployment in Kaduna State in Nigeria; Ukoha, Osuji, and Ibeagwa (2014), analysethe influence of Skills Acquisition Programmes of National Directorate of Employment on job creation in Abia State; Adebisi and Oni (2012) assessedthe relevance of National Directorate of Employment (NDE) training programmes to the needs of the trainees in Southwestern Nigeria; Iliya and Achie (2016) assessed the role of National Directorate of Employment (NDE) on Entrepreneurship Development in Nigeria; Anyebe (2016) discussed an overview of National Directorate of Employment (NDE) and its mandate in Nigeria;

The aforementioned extant studies carried out in the study area focused on specific areas that are related to the present study like Skills Acquisition Programmes, NDE' training programmes etc. and the dependent variables are either job creation, employment generation or entrepreneurship development. however, none of these studies have attempted to assess the contribution of NDE by operationalizing the NDE programmes into three broad categories as: Vocational Skill Development programme, Small Scale Enterprise programme and Special Public Works programme as they contributed to employment generation among youths. Therefore, filling these gaps has made this study relevant to the existing body of knowledge within the field of development.

Besides, this study – the contribution of National Directorate of Employment to employment generation is more or less a pioneer research that will enlighten the Local Governments (citizens, government and non-governmental organizations alike) on the need to focus on Vocational Skill Development programme, Small Scale Enterprise programme and Special Public Works

programme in order to generate employment opportunities for youths in Kaduna North and Kachia LGAs, Kaduna State.

Finally, it is also hoped that the study shall stimulate further research in same context because generating employment opportunities is same as reducing unemployment thereby leading to development as reduction in unemployment is one of the key indicators of development as averred by authors.

1.7 Scope and Limitations of the Study

The content scope of this study specifically examined the extent to which Vocational Skill Development programme of the National Directorate has contributed to employment generation among the youths; assessed the extent to which Small Scale Enterprise programme of the National Directorate of Employment contributed to employment generation among the youths and determined the extent to which Special Public Works programme of the National Directorate of Employment contributed to employment generation among the youths in Kaduna North and Kachia Local Government Areas, Kaduna State.

In terms of time coverage, the study covered the period of seven years; that is, 2013-2019. This period was chosen because NDE Annual Report (2013) stated that there was a sharp drop in employment rate in Kaduna State from 20.8% in 2012 to 12.1 in 2013. The researcher therefore assessed the contribution of the sub-programmes – Vocational Skill Development programme, Small Scale Enterprise programme and Special Public Works programme on employment generation. In terms of context, the study covered Kaduna North and Kachia Local Government Areas, Kaduna State for sound conclusion. Kaduna North is from the northern part of Kaduna State and Kachia is a Local Government in Southern part of Kaduna State.

The study is not without limitations, as some documents tagged to be 'classified documents' were not released to the researcher, couple with lack of financial resources, are some of the research limitations. However, notwithstanding the short of relevant documents, the researcher managed the situation by relying more on primary data (questionnaire and face-to-face interview and secondary data from NDE) Annual Reports. Therefore, the limitation has not in any way hindered the reliability of the study findings.

1.8 Operational Definition of Key Terms

Here, salient terms that are pertinent to the understanding of this study are defined to aid appreciation of those concepts within the context of this study. These concepts are Vocational Skill Development; Small Scale Enterprise; Special Public Works and employment generation.

1.8.1 Vocational Skill Development: Vocational skill development as used in the study has to do with job related skills imparted to the beneficiaries; whether the trainers and craftsmen of VSDare qualified to impart skills to trainees; the sufficiency of beneficiaries' resettlement loan; the number of beneficiaries under National Open Apprenticeship Scheme has increased.

1.8.2 Small Scale Enterprise: According to the study, small scale enterprise is measured by variables such as the level at which trainees are equipped with entrepreneurial skills; the Start-Up Development Training Scheme funds; and Enterprise Creation Fund for Graduates.

1.8.3 Special Public Works: As used in the study, special public works refers to works related to environmental sanitation skills; traffic control skills; immunization exercise skills and Soft loans given to all graduates of SPW programme to be self-reliant.

1.8.4 Employment Generation: The proxies of affirming employment generation include; reduced welfare challenges; reduced number of people living below poverty line; reduction of social vices, increased number of people with productive skill and stimulation of demand.

1.9 Organization of Chapters

The research work is divided into six chapters as required by the guidelines of the School of Postgraduate Studies of the university. Chapter one provides the background to the study, statement of the problem, research questions, and objectives of the study, hypotheses, scope of the study, significance of the study and the definition of key terms.

Chapter two discussed and review related literature on the subject matter. They include poverty situation in Nigeria, youth unemployment in Nigeria, the nexus between employment and poverty, establishment and organizational structure of the NDE. Other items discussed include framework in this order.

Chapter three contains the methodology of data collection: the sampling techniques applied sources and method of data generation as well as method of data presentation and analysis. Chapter four includes the discussion on the NDE. This includes its mandate, programmes and funding.

Chapter five contains the presentation of data, test of the hypotheses and major findings of the study.

Finally, chapter six contains summary, conclusion, recommendations and suggestions for further research.

CHAPTER TWO
LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

This chapter is broadly partitioned into three: (a) Conceptual literature; (b) empirical literature and (c) theoretical framework.Conceptually, we reviewed literature on predictor variables – vocational skills development, small-scale enterprise and public works as the interested components of National Directorate of Employment (NDE) programme; we also reviewed literature on dependent or criterion variable – employment generation (after conceptualizing unemployment). Empirically, works relating to the study are reviewed. Lastly, related theories and underpinning theorythat gave credence to the study are discussed.

2.2 Conceptual Literature Reviews

2.2.1 Vocational Skills Development

Vocational skills development can make an important contribution towards reducing poverty. It seeks to equip everyone with the practical skills and qualifications needed to compete in today's world of work. The broad concept of Vocational Skills Development (VSD) encompasses all organised learning processes for development of technical, social, and personal skills and qualifications that contribute to sustainable long term integration of trained people in decent working conditions into the formal or informal economy, either on an employed or self-employed basis. It also involves encouraging start-ups helps and creation of additional jobs (Swiss Agency for Development and Cooperation (SDC), 2010). In addition to the above definition, International Labour Organization (2008), stated that:

> Aside from the aim of raising job-specific skills, vocational skill development should aim at helping workers to attain decent work and manage change, providing them with general employability skills, defined as competencies, to enable individuals to acquire both autonomy and extensive occupational capability in a range of contexts.

Another term for Vocational Skill Development is Vocational Education and Training with the major aim to develop craftsmanship, practical experience and practical problem-solving that specialise people for specific professional tasks (The UNESCO Institute of Statistics, 2006). vocational education is seen as a vital aspect of technological and socio-economic development, either in progress or envisaged, globalization and the revolution in information and communication technology. However, even though there is little relevant literature supporting the link between VET and development. With a few exceptions, the standard conclusion is that it is wiser for governments to invest in Vocational Skill Development as an alternative to general education.

To support the above assertion, an influential World Bank publication entitled 'Skills for Productivity' (Middleton, 2013) attempts to historically track the impact VET on economic development, to develop options for public policy and suggest strategies for policy reform. The position of the World Bank is interesting, as it has funded many VET projects in the past.

> From 1963 to 1976, more than half of World Bank-assisted investments in the educational systems of developing countries supported vocational education or training – Vocational Skill Development. Two-thirds of this investment was made in middle-income countries. Similar patterns persisted well between 2000 to 2010, not only for the World Bank, but also for the investment programs of the Asian, African, and Inter-American Development Banks (ibid).

The authors (ibid) then define three critical dimensions which can make VET cost-effective as a strategy: "When it is focused on improving productivity, when jobs are available, and when it produces workers with needed skills of acceptable quality."

2.2.2 Small-Scale Enterprise

There seems to be no clear cut definition or scope for determining small scale enterprise. Thus, there is no universally accepted definition of small-scale industry. This arises from differences in industrial organisation of countries at different levels of economic advancement or differences in economic development in parts of the same country. For example, a firm which would be regarded as 'small-business' in the U.S. may nevertheless, in terms of fixed investment and employment of labour force, be of such size as to be 'large-scale' in some countries of the third world. However, varied definition and scope were made by some agencies as follows: The National Directorate of Employment (2013) defined it as being able to accommodate project with capital investment as loan as ₦5,000 and employing as few as three persons. In similar vein, the Central Bank of Nigeria (2012) in its monetary policy guidelines defined small scale enterprise as an enterprise with a maxi-mum asset base of NGN 200 million, without land and working capital, also the number of employees not less than 10 and not more than 300. Due to the flexible nature, SMEs are quite able to withstand economically diverse situations. The Nigeria Bank for Commerce and Industry (1982) also defines the small scale enterprise as firms' or companies with assets including working capital but excluding land not exceeding ₦750,000 and paid employment of up to 50 persons. In the same vein, the Small-Scale Industries Division of the Federal Ministry of Industries (2016) recently defined small-scale industries as "Enterprises having investment capital (investment in land, building, machinery and equipment and working capital) of up to ₦60,000 and employing no more than 50 persons". This was later revised to embrace any manufacturing processing or service industry with a capital not exceeding N 150,000 in machinery and equipment. The University of Ife Industrial Research

Unit (2015) defines small-scale industry as one whose total assetsin capital, equipment, plant and working capital are less than ₦ 250,000 and employing fewer than 50 full-time workers.

What is common to the definitions is that they give an upper limit either of employment or turnover or investment capital above which an enterprise would not be regarded as small-scale. The implications being that any enterprise employing one or more persons and/or having annual turnover or investment capita! ranging from Nl.00 upwards to the stated limit falls within the definition of small-scale. While there has been a lack of agreement on the appropriate criteria for identifying of small-scale industries, the following are characteristics of small-scale industries enterprises in Nigeria.

i. The manager/ proprietor handles or supervises the financing, production, marketing and personnel of the enterprise;
ii. The manager/ proprietor does not raise short- or long-term capital needs of his business from the organised financial markets, instead, he relies heavily ~ on personal savings or loans from friends, relations or money lenders.
iii. The entrepreneur confines his vision to the local community in which he carries on his business ignoring wider and more distant markets.
iv. The enterprise is generally poorly equipped as the small industrialist feels reluctant to accept outside help owing to prejudice or fear that information about the enterprise might reach the tax authorities or a nearby competitor.
v. The rate of business mortality is high probably because of strong mutual distrust which militates against formation of partnerships or limited liability companies.
vi. The level of education of the owner proprietor is usually low with consequent low level of business management, technical skills and market information.

2.2.2.1 Classification of Small Scale Enterprise

As earlier stated, small scale enterprise does not have any clear-cut definition, because it varies from one countries economy to another, so its classification. However, according to Nnenna Ani, some of the main criteria used to classify small scale business include;

i. **According to Initial Capital Outlay:** Here according The third national development plan (1975-1980) small scale was classified as any industry with one hundred and fifty-thousand-naira capital investment, while the federal ministry of industries in 1973 classified as small business as one with not less than sixty thousand naira.

ii. **According to Management Style:** In classifying a small-scale according to the management style (Drucker) says it requires at least one man that is not engaged in any other functional work but spends all his time and finance in it. He knows other members who may not be active (e.g. partnership).

iii. **According to Number of Employee:** Drucker summed this pattern of classification up by asserting that regardless of titles and position, the maximum number for an organization to quality, as a small scale business should hardly exceed twelve (12) fifteen (15) men. Why the bottom committee (BC) in their contribution says that a small-scale in one with not more than three (3) persons.

iv. **According to Market Share:** The bottom committee in one of its characteristics to hard defining small scale and making it significantly different from large firms says for an enterprise to quality as small it must have a relatively small share and its owners or part owners must also be its customers.

Other forms of classification according to Ani &Agbo (2012) includes total asset of firm, type of industry, relative position of firm within its industry or a combination of two or more of the above criterion.

2.2.2.2 The Contributions of SMEs to the Nigerian Economy

SMEs have contributed to the Nigerian Economy in some ways; a few years ago SME represent about 90 percent of the industrial sector in terms of number of enterprises and furthermore they contribute a scanty 1 percent of gross domestic product (Nigerian Investment Promotion Commission (NIPC), 2002). The Corporate Affairs Commission in Abuja estimates that 90 percent of all Nigerian businesses in 2001 employed less than fifty people. Similarly, a study that was conducted by the International Finance Corporation during the same period estimating 96 percent of all business in Nigeria are SMEs. This clearly shows that given necessary support, SMEs could become an important play maker in the development processes of the Nigerian economy; it has proved to be one of the most viable sectors with economic growth potential.

Another significant role of the small and medium scale enterprises in Nigeria shows that they have been identified as the source through which several problems have been approached and solved e.g. job creation, poverty alleviation and industrialization growth. SME in Nigeria has gradually and steadily become an important topic in the recent years, apart from the numerous goods produced by SMEs; they provide a veritable large scale employment because they are labor intensive, they also provide training grounds for entrepreneurs, mainly because they rely more on the use of local materials (http://www.idrc.ca/thinktank/ev).

Additionally, international and domestic markets are linked with small and me-dium enterprises which on the output enforce national economic growth. The combination of all this business

sectors, federal, state and local government is to collaborate while each is playing its role in taking SME to a developed stage, while achieving the highest standard of public accountability, probity, transparency, efficiency and integrity.Furthermore, it is assumed by the Federal Office of Statistics (2004), that the large scale industry has not been an engine of growth, provider of employment, tax policies, finance, general trade and direct subsidy. So based on these prepositions that SMEs are more efficient, responsible and viable; mentioned below are the few qualities and motives for establishing an SME:

i. SMES mobilizes funds that which would have been idle if not put to use;
ii. SMEs has been recognized as the bedrock for indigenous entrepreneurship;
iii. SMEs are labour intensive and they employ more labor per unit of capital than large enterprises;
iv. SMEs are more flexible in their dealings and operations;
v. SMEs provides a setting which assets and skills can be accumulated, it can lead to a better economic benefit for those who acquire the skills, and for the house-hold they seek to support;
vi. SMEs can achieve these through the creation of structures that reflects people's needs and objectives. They can contribute to the development of any particular region, most especially if the groups of similar businesses can create a collective and effective efficiency.

2.2.3 Public Works Programme

Public works programmes have a long history. They were used during the Great Depression by today's industrialized countries as a counter-cyclic policy instrument (Freedman 1989). At that time, massive government funds were channelled into public investment programmes in order to

create work for people, thereby stimulating demand, aiding economic recovery and eventually reducing the slack in the labour market. More so, several Asian countries (e.g. India, China, Bangladesh) have implemented public works programmes for many years. Such schemes have been used and advocated for alleviating both chronic and transient poverty in South Asia for centuries (Ravallion 1990). The failure of economic growth to raise the levels of living of the poor population and to tackle sustained levels of unemployment and underemployment have compelled governments of developingcountries (Nigeria inclusive) to lean increasingly towards special employment creation and public works programme.

Ngoma, (2005) sees public works programme (PWP) as a national programme that aims to draw a significant number of the unemployed into productive work. He added that the programme involves creating temporary work opportunities for the unemployed, while ensuring that workers gain skills and training on the job, and so in-crease their capacity to earn an income in the future. The programme is one of an array of government's initiatives to try to bridge the gap between the growing economy and the large numbers of unskilled and unemployed people who have not yet enjoyed the benefits of economic development.

The fundamental strategies to increase employment opportunities in the economy are aimed at increasing economic growth so that the number of net new jobs being created starts to exceed the number of new entrants into the labour market. They are also focused on improving the education system an access to training in a way that better equips the workforce to take up the largely skilled work opportunities. The emphasis of the PWP is to expand the use of labour-intensive methods in government-funded service delivery projects to create more work opportunities and stimulate entrepreneurial activity (Bhorat, 2004).

2.2.3.1 Public Works Programmes and Employment Generation

Public works programmes have a long history in the industrialised countries as an economic-policy tool, both as a fiscal measure to expand or contract public spending in periods of unbalanced domestic demand as well as a short-term measure to alleviate unemployment. In recent years, they have formed important components of special job-creation schemes launched by many industrialised countries in response to either economic recession or rising unemployment among youth (Thwala, 2001). In contrast to their short-term, anti-cyclical role in the industrialised countries, labour-intensive public works programmes have acquired far more significance in developing countries where they are now frequently resorted for one or more purposes, such as the following outlined by Jara (2017): To deal with emergency situations arising out of natural calamities such as drought; floods and earthquakes, when provision of immediate relief employment to the affected area and repair and reconstruction of damaged assets and infrastructures become urgently necessary; to serve as a means for harnessing the potential resource of surplus manpower and for evening out seasonal fluctuations in employment and incomes, especially in areas exposed to pronounced seasonal unemployment and underemployment; to achieve permanent drought-proofing of drought-prone areas through systematic soil- conservation and water-development measures, utilising large masses of unskilled workers; to attend to long overdue tasks of erosion control and other land-development works without which agriculture would begin to stagnate and agricultural inputs fail to produce the expected results; and to promote systematic development of essential infrastructure facilities integral to rural and urban spatial planning, that is, the promotion of rural development centres, community development blocks, small and medium market towns, regional growth centres and focal points, and new urban townships.

By sustaining demand for large masses of purely unskilled labour, these rural works programmes indeed provide an important contribution towards a simultaneous solution to the problems of rural employment, income distribution and growth. Besides the direct and indirect employment and income effects, the infrastructure they create supports agriculture and helps to preserve the ecological balance of land and forest areas which have long suffered excessive exploitation; they accelerate the integration of monetized and non-monetized sectors; they help to modify the prevailing spatial distribution pattern of rural settlements so as to facilitate the more economical provision of common facilities and growth of viable rural communities; and, finally, they meet some of the more elementary basic needs of the poorer sections (Thwala, 2001).

2.2.4 Understanding Unemployment

Unemployment is the opposite of availability of employment opportunities. Therefore, when employment opportunities are generated, it means unemployment is reduced to a reasonable level. Our focus here will be on unemployment. Unemployment which is a situation where people who are able and willing to work but cannot find work. Unemployment is synonymous with joblessness. According to Every Man's Dictionary of Economics, unemployment is defined as 'involuntary idleness of a person willing to work at a prevailing rate of pay but unable to find it' (Jinghan, 2008). Similarly, International Labour Organization (2009) defines unemployment as a state of joblessness which occurs when people are without jobs and they have actively sought for work within the past four weeks. Going by the above definition of the ILO most Nigerian youths are "matured unemployed youths" because many spend over ten years waiting for job.

Unemployment is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment rate in an economy the higher

would be the poverty level and associated welfare challenges. Unemployment is one of the developmental problems that face every developing economy in the 21st century (Patterson, 2006), and Nigeria is not exempted. Its impact is felt more by the youths, leading to youth unemployment.Nigeria's unemployed can be grouped into two categories: the older unemployed who lost their jobs through retrenchment, redundancy or bankruptcy; and the younger unemployed, most of who have never tasted what it is to be employed (Oyebade, 2003).

2.2.4.1 Types of Unemployment: Fajana (2000, Alao (2005), and Wikipedia (2010) identified the following types of unemployment:

i. **Frictional Unemployment:** Frictional unemployment is caused by industrial friction in which jobs may exist, yet the workers may be unable to fill them either because they do not possess the necessary skill, or because they are not aware of the existence of such jobs. The employable may remain unemployed on account of shortage of raw materials, or mechanical defects in the working of plants. Therefore, the better the economy is doing, the lower this type of unemployment is likely to occur.

ii. **Residual Unemployment:** Residual unemployment is caused by personal factors such as old age, physical or mental disability, poor work attitude and inadequately training.

iii. **Technological Unemployment:** Technological unemployment is caused by changes in the techniques of production. Technological changes are taking place constantly, leading to the increased mechanization of the production process. This naturally results in the displacement of labor and finally causing unemployment (Oladele, et al 2011).

2.2.4.2 Causes of Youth Unemployment in Nigeria

In the study of youth unemployment in Nigeria, Adebayo (1999), Alanana (2003), Echebiri (2005), Ayinde (2008), Morphy (2008 and Awobgenle and Iwuamadi (2010) have identified the main causes of youth unemployment in Nigeria.

a. **Rural Urban Migration:** Rural urban migration is usually explained in terms of push-pull factors. The push factor includes the pressure resulting from man-land ratio in the rural areas and the existence of serious underemployment arising from the seasonal cycle of the lack of infrastructural facilities, which makes the rural life unattractive. Youths move to urban areas with the probability of securing lucrative employment in the industries. In addition to this, there is the concentration of social amenities in the urban centers. This meant that the rural areas are neglected in the allocation of social and economic opportunities.
b. **Rapid Population Growth:** Going by the 2006 census in Nigeria, the nation's population was put at 140,431,790 and projections for the future indicate that the population could be over 180 million by the year 2020, given the annual growth rate of 3.2 percent (National Population commission and ICF Macro, 2009). With this population, Nigeria is the most populous nation in Africa. It is argued that the high population growth rate has resulted in the rapid growth of the labour force, which is far outstripping the supply of jobs. The accelerated growth of population on Nigeria's unemployment problem is multifaceted. It affects the supply side through a high and rapid increase in the labour force relative to the absorptive capacity of the economy.
c. **Low Standard of Education:** Some scholars and commentators have argued that as far as the formal sector is concerned, the average Nigeria graduate is not employable and, therefore,

does not possess the skills needed by the employers of labour for a formal employment. After all employers do not need people to pay or spend their money on but people that will help their organization grow and make more profit as the primary goal of every enterprise is to make profit. Often, this is attributed to the Nigeria's education system, with its liberal bias. The course contents of most tertiary education in Nigeria lack entrepreneurial contents that would have enabled graduates to become job creators rather than job seekers. Access to entrepreneurial training such as tailoring, computer, incubation is being constraints by access to capital to establish their own after the training. Inadequate farming tools that could enhance mechanized agriculture.

d. **Lack of Steady and Sustainable Power Supply:** The fact is that the Nigeria is becoming hostile toinvestment due especially to lack of steady and sustainable power supply/energy crises in spite of the various attempts of reviving this sector leading to firms depending on generators for their operation whose cost of buying, fueling and maintenance are high, thereby increasing the cost of operation in Nigeria besides, high and multiple levies and taxations being paid by these companies, energy crises have combined to make the cost of doing business in Nigeria to be very exorbitant. When the industries and factories closed shops or relocated to a friendlier economic environment, workers were laid off and prospect of recruiting new ones were dashed. All these exacerbated the crisis of youth unemployment in the labor market (Adeloye, 2010; Onifade, 2011).

2.2.4.3 Consequences of Unemployment: Some of the consequences bother directly or indirectly on the unemployed youth. They include among others the following:

i. **Unproductive Labour Force:** According to Njoku and Ihugba (2011), the most direct impact on the economy of an unproductive labour force is lost output in terms of goods

and services. With no income tax to collect and the loss of receipts from indirect taxes payers. Most of youths that have the requisite skills in entrepreneurship, who even came out from institution of higher learning with wonderful results have no place in the work environment of Nigeria. This ugly scenario has made the labour force to be unproductive.

ii. **Contributes to Crime and Violence:** With the growth of youth unemployment, the gap between the rich and the poor kept growing, resulting in social tensions which could affect the entire spares of the community, state and the entire country (Niger-Delta militancy, North-East, North-Central insurgents killing, etc.).

iii. **Contributes to Drug Addiction:**Due to frustration that results to the inability of engaging in a gainful employment, most people turn to drugs and even go ahead to be addicted to it.

iv. **Contributes to Low GDP:** It is an established economic reality that the size of the workforce directly impacts on country's GDP. Not only does the work force produce manufactured goods or services or agricultural produce in direct proportion, but also brings in its wake increasing purchasing power, which in turn, fuels economic growth. Thus unemployment contributes to reduction in the potential which exists in spurring a country's GDP (Njoku and Ihugba, 2011).

v. **Psychological Effects:** Youths, who have spent two or more years in schools and colleges, have dreams and aspirations. These are dreams of securing satisfying jobs following their long years of struggle, meeting basic necessities of life (food, clothing, shelter and healthcare), graduating to a life of comfort and dignity and, eventually, enjoying the luxuries of life. The trauma of seeing their dreams trampled week-after-week, month-after-month, can and does lead to deep psychological scars that is very

difficult to face at such a young age. This trauma can impact on individual's self-esteem and can lead to clinical depression.

vi. **Effect on Health:**It is equally easy to visualize that lack of steady income could, apart from the above ills, also lead to inadequate nutrition and adversely affect health of the youth and their families.

2.2.4.4 Efforts at Combating Unemployment in Nigeria

Several efforts have been taken by both the past and present government at reducing the effects of unemployment in Nigeria. It should be noted however that some of the youth's employment programmes in Nigeria especially during the early years of attaining independence, took the form of agricultural revitalization programmes. This was because Nigeria as a country is largely an agrarian society and more so that the bulk of the unemployed youths are rural dwellers who are mostly farmers, it is only natural that if government embarks on unemployment reduction efforts, it will be geared towards the major source of livelihood of the people.They include;

i. **Operation Feed the Nation (OFN):** During this period (1976), there was food shortage which led to direct purchase and distribution of food stuffs by government agencies and the production by government parastatals of various staples on large commercial farms. The implementation strategies of OFN are as follows:

   a. Making use of supportive institutions; Agric. Research institutes ministry of agriculture, etc. to enhance food production that will reduce importation;
   b. Citizens were encouraged to cultivate any empty plot of land wherever one finds one (Onwuka, 2006).

OFN failed because of the following reasons: OFN could not achieve its objective of increased food production for more than the first year when it was introduced because it could not be sustained in the first place; secondly, there was inadequate provision of farm inputs like fertilizers to farmers; there was over centralization in terms of implementation guidelines and the fear of the military was another impediment to the would be beneficiaries of the programme (Onwuka, 2006).

ii. **Directorate for Foods, Roads and Rural Infrastructures (DFRRI):** The Directorate of Foods, Roads and Rural Infrastructures was established in 1986. The Directorate was established, inter alia; to encourage increased agriculture and any other activities towards an increased earning power of rural dwellers; to provide agricultural and industrial raw materials, to undertake the construction and repair of roads to facilitate the distribution of agricultural products; etc. This was the earliest attempt by government directed at poverty reduction and reduce unemployment because the DFRRI was intended to connect the subsistence economy of the rural areas and the market economy of the urban areas to create a market for the rural farmers. City dwellers can drive their cars to the village to buy once there was access roads. Unfortunately, that could not be achieved and is still lacking till date.

According of Ogwumike (2011), DFRRI was not only a radical departure from the previous programmes but also recognized the complementariness associated with basic needs such as food, shelter, portable, water etc. The integrated approach of DFRRI to rural development, no doubt provided for the necessary basic infrastructures that can stimulate the growth of agro-allied small-scale enterprises in rural areas thereby creating jobs for the youths. Although there was a steady and significant rise in agricultural output, DFRRI could not achieve many of its objectives due to the following factors: Lack of standards for project harmonization and effective

mechanisms for co-ordination among the three tiers of government, and between DFRRI and the levels of government (CBN, 1998) and communities could not embark on a wide range of productive activities because of lack of infrastructure.

iii. **National Directorate of Employment (NDE):** One of the steps taken by the Nigerian government to reduce the problem of unemployment in Nigeria was the establishment of the National Directorate of Employment (NDE), which was established in November 1986. The objective of NDE was to promptly and effectively fight unemployment by designing and implementing innovative programmes, which are directed towards the provision of training opportunities through the guidance and management support services to graduate farmers and small scale entrepreneurs (Nwankwo & Patrictia, 2014). The objectives of NDE spanned across the following programmes:

   a. Youth employment and vocational skills development programme;
   b. Special public works;
   c. Small scale industries and graduate employment programme;
   d. Agricultural development programme.

The aim of the agricultural programme is to generate employment for graduates, non-graduates and school leavers in the Agricultural sector, with emphasis on self-employment in agricultural production and marketing. The programme is monitored by a team of Agricultural professionals in the Agricultural department of the directorate. However, factors which include inadequate funding and late release of funds from the federation account among others have impaired the effectiveness of the NDE agricultural programmes (Chinedum, 2006 cited in Akintoye, 2008).

iv. **National Economic Employment and Development Strategy (NEEDS):** The National Economic Employment and Development Strategy (NEEDS) was introduced in March 2004, in order to confront the various macroeconomic in-balances, social challenges and structural problems in the Nigerian economy. One of the principal goals is to build a modern Nigerian that maximizes the potential of every citizen so as to become the largest and strongest African economy, and a force to be reckoned with in the world. To achieve this goal, NEEDS as a development strategy anchored on the private sector and its objective is to engineer wealth creation, employment generation and poverty reduction. However, for NEEDS to achieve its objectives, there's need to design many integrated programmes that can generate employment for the youths to enhance growth and development (Adebayo and Ogunrinola 2006). As it is a medium-termed reform based development strategy, and action plan for the period 2003-2007, the impact of NEEDS was not realized in combating unemployment problem and this further point to the need to seek help in the informal sector in order to drastically reduce unemployment.

v. **The SURE-P Way:**The Subsidy Reinvestment and Empowerment Programme (SURE-P), was established in January, 2012 by the Federal Government to oversee and ensure the effective and timely implementation of projects to be funded with the saving accruing to it from the removal of subsidy on petroleum products in the oil sector, which was estimated at about N1.3tn annually. This programme is a 3-4 year programme designed to mitigate the immediate impact of the removal of fuel subsidy and accelerate economic growth through investments in critically-needed infrastructure – including investment in Human resources empowerment/development. The proponents of SURE-P said that the programme was basically a cushioning effect of the pains occasioned by the partial removal of subsidy in the

downstream sector of the petroleum sub sector, with a view to transferring the proceeds to more critical needs of Nigerians, especially the infrastructural needs (Federal Ministry of Information, 2013).

Meanwhile, President Goodluck Jonathan had launched the Public Works Programme and Women/Youth Employment (PW/WYE), with the objectives of generating 370, 000 new jobs before the year runs out. The PW/WYE project which is a component of the Subsidy Reinvestment and Empowerment Programme (SURE-P) is scripted to provide immediate employment opportunities to women and youths in labour intensive public works. To this end, the project is expected to create 50, 000 skilled and 320, 000 unskilled job opportunities and would be implemented in partnership with the States, Local Government and Private organizations. Consequent upon this, the government recently inaugurated the State Implementation Committee of SURE-P (SIC), to give credence to its resolve to decentralize the activities of the board, to ensure plurality of its positive impact across the length and breadth of the country (Agbata, 2012).

Thus, the 2012 budget saw a big assistant in financial plans from the SURE-Programme in various sectors including: Works – 46.5bn, Power – 155bn through the period 2012 – 2015, Transport – the SURE-P allocated 20.9bn to transport development, Education – an additional 24.6bn will be spent on vocational training centres from the SURE-P, on Health – 73.8 bn will be spent on Maternal and Child health from SURE-P, on Niger Delta Development – 21.7bn was allocated in 2012 from the SURE-P for east-west road construction, on Water Resources over the period 2012 – 2015, an additional 205.5bn will be invested in rural water scheme, water supply scheme, irrigation scheme and other water related projects from SURE-P. According to NgoziIweala () in Nigeria Magazine, “These projects will not only significantly improve the

country's infrastructure, but will also create millions of jobs for Nigerians" (Nigerian Magazine, 2012).

2.2.5 Concept of Employment Generation

Employment generation is a relative term that is seen as a natural process of social development. however, many activities can fall under the rubric of employment generation including immediate short term opportunities that yield quick impact or the development of more livelihoods in the civil services or private sectors (United States Institute of Peace, n.d.). economically, employment provides income to poor families, revives domestic demand for goods and services, and stimulates overall growth. Socially, employment can also promote social healing, encourage the return of displaced persons and improve social welfare in the long run.

The economic base theory sometimes referred also to as the demand side Approach to employment generation, focuses on the principal demand-related factors responsible for the growth of employment in an economy or even its decline. This theory proposes that economic activity in a region that generate employment can be divided into basic or export activities or non-basic or local activities. The basic activities are firms and individual activities whose output are meant for export, thus bringing in foreign income into the region. In more specific terms, basic activities include farming and manufacturing activities whose outputs are sold to nonlocal markets as well as local service center such as tourism activities that attract outside visitors to region; even as non-basic activities include trade and service establishment serving markets within the community. According to Barkley (2001), this export base theory leads to increase in community income and employment through a multiplier effect.

2.3 Review of Empirical Studies

There are myriads studies that have empirically assessed the contribution of National Directorate of Employment to employment generation, youth's empowerment, entrepreneurship development and poverty reduction. Few of the reviewed ones in this study are presented below:

Ogunrinola (2008) in Federal Ministry of Youth Development on Development Action Plan 2009-2011 project examined the distribution of unemployment and its impact in the thirty-six (36) States of the Federation and the Federal Capital Territory FCT. He discovered that unemployment in Nigeria affect job seekers within the ages of 20-24 and 25-44 years more than 26 any other age groups in Nigeria. His study revealed that many energetic youths in Nigeria are without gainful employment. This research work is different to that of Ogunrinola period of study as his was in 2008, this covers the period of five years 2010 to 2015.

Amupitan (2009) examined the cause and effect of Graduate Unemployment in Nigeria, highlight various policies and programmes put in place by the Government to curb unemployment. Data was collected from both primary and secondary data while the systematic sampling method was used in determining the sample size and the opportunistic sampling method was used in its administration. Statistical tables and charts were used in the data analysis while the Average Mean Score method was used for the test of hypotheses formulated. The three hypotheses which stated "that inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment by potential beneficiaries, that inadequate skills acquisition has led to a rise in graduate unemployment in Kaduna state and that poor funding has undermined the effectiveness and capacity of the National Directorate of Employment Kaduna state It was found that inadequate awareness and poor funding of the activities of the NDE in

Kaduna State undermined its activity, and that skills acquisition is an effective tool in reducing graduate unemployment. Consequently, specific skills acquisition schemes were recommended as elements that could empower unemployed graduates in Kaduna State.

Oboromeni (2011), in a study titled "Assessment of the role of NDE in reducing graduate unemployment in Kaduna State," analyzed the various policies and programmes being put in place by Federal government in curbing the danger of graduate unemployment through its skills acquisition schemes. He also looks at problems hindering the effective performance and proffer solutions to the problems being faced by the NDE. The data for the research were collected from both primary and secondary sources. The primary data were responses from questionnaires and interviews from two local governments; Zaria and Kaduna South were chosen for the study. The study took a sample size of 150 respondents from a total population of 1200 people (both staff and beneficiaries of the NDE). He found that skills acquisition is an effective tool in an effort to reduce graduate unemployment in Kaduna State.

Charles (2011) in a study, "Evaluation of the National Directorate of Employment as an Instrument of Job Creation in Enugu State (2000-2010) looks at the extent to which the National Directorate of Employment has reduced the growing rate of unemployment in Enugu State through jobs creation. The study employed primary sources of data (observation, questionnaires) and secondary sources (such as official documents of NDE and other relevant agencies) and analyzed using quantitative, descriptive analysis and simple percentage. The study affirms that the National Directorate of Employment has not substantially reduced the growing rate of unemployment in Enugu State. The study focused largely on how to maintain an accurate data bank of unemployment as well as funding of NDE and the core programmes of the NDE were not properly reviewed as it affects the beneficiaries.

Ogunlela (2012) examined the sort of programmes that NDE had-set up to combat unemployment in Kaduna State. The study titled "Impact of the programmes of the National Directorate of Employment on graduate employment and unemployment in Kaduna State.", he uses both primary and secondary sources of data. The study discovered that the impact of NDE programmes has been low despite the fact that NDE has been existing for more than two decades. The study though, carried out in Kaduna State as this study is, it did not focus on any of the twenty-three (23) local governments of the State. There were no data presentation and analyses through the use of statistical tools (such as tables and charts), no test of hypotheses this is because there was no opinion of beneficiaries. It was also limited to only programmes that affected graduates and not non-graduates, and there were no analyses of the individual programmes' successes or otherwise.

Ajufo (2013) while examining effective career guidance as a panacea towards facing the challenges of youth unemployment in Nigeria concludes that career guidance can only be a panacea for reducing the rate of youth unemployment in conjunction with Technical and Vocational Education (TVE) and entrepreneurship. The study made use of both primary and secondary sources of data collection. He argues that, the energy, skills and aspirations of young people are invaluable assets that no country can afford to waste and holding them to realize their full potential by gaining access to employment is a precondition for poverty eradication, sustainable development and lasting peace. Ajufo only focuses on career guidance towards solving the menace of unemployment and relied on secondary sources of data collection to arrive at his conclusion.

Anyebe (2016), in a study "An overview of the National Directorate of Employment and its mandate in Nigeria" examines the NDE and its mandate in Nigeria. The study generated its data

using secondary sources such as official documents of NDE and CBN reports. The study captures the entire country and discovers that NDE as a programme has recorded a mixed bag of successes and challenges. He pointed that the successes are in the provision of employment opportunities to thousands of youth in Nigeria, while the challenges include inadequate and late release of funds from the federation account, corruption among others hinder the directorate from carrying out its duties effectively. He recommends that the Directorate be re-examined and possibly overhauled to enhance its performance. The study however, did not give attention or examples from any particular state. Similarly, the study only relied on secondary source and did not apply any of the primary sources of data collection to gather first-hand information from respondents especially (the beneficiaries of the programmes).

Oseafiana, Ajike, and Esedebe, (2017) in their study "Assessing the Contributions of the National Directorate of Employment to Employment Generation and Poverty Alleviation in Delta State, Nigeria" opined that it is no longer news that Nigeria is bedeviled with a lot of problems and chief among them is the problem of unemployment among its active age group. In a bid to tackle this menace, Nigeria has tried her hands on a lot of programs, among which is the National Directorate of Employment. So far, so much has been heard as claimed by this body as to the number of Nigerians who have gained employment. However, these claims are not affected on the economy of Nigeria. Thus, this study seeks to find out the impact of NDE on employment generation in Nigeria. Descriptive Research design was used and the major instrument for data collection was questionnaire, which was structured using five-point Likert scale. Simple descriptive table and Pearson Product Moment Correlation were employed to analyze the data obtained from the respondents. The findings revealed that there was awareness of NDE in the State among youths. Also, that the programs of NDE is often widely publicized, however, the

program has not achieved the expected impact among the indigenes in areas of poverty reduction, increase in the number of micro and small businesses and reduction in youth restiveness in the State. The study then concluded that there is a gap between government claims and the reality on ground in the area of study. Therefore, further studies should be embarked on using different method of data collection preferably through interview which will be conducted with the respondents under strict private arrangement and without any external influence.

Ofor, Kalu and Ejime (2017) conducted a study assessing the Contributions of the National Directorate of Employment to Employment Generation and Poverty Alleviation in Delta State, Nigeria. The study sought out to assess the awareness and the publicity of National Directorate of EmploymentDescriptive Research design was used and the major instrument for data collection was questionnaire, which was structured using five-point Likert scale. Simple descriptive table and Pearson Product Moment Correlation were employed to analyze the data obtained from the respondents. The findings revealed that there was awareness of NDE in the State among youths.it also found that the programs of NDE is often widely publicized, however, the program has not achieved the expected impact among the indigenes in areas of poverty reduction, increase in the number of micro and small businesses and reduction in youth restiveness in the State. The study then concluded that there is a gap between government claims and the reality on ground in the area of study.

Ogunlela (2018) in her worked titled: An Appraisal of the Various Activities and Impact of the National Directorate of Employment in Parts of Nigeria observed that Nigeria's unemployment rate has continued to be on the increase over a considerable length of time. This is high enough as to generate concern for the populace as well as the government. It is in order to effectively tackle this challenge of unemployment, particularly youth unemployment, that the federal

government of Nigeria established the National Directorate of Employment (NDE) about three decades ago. Unfortunately, by the time the government took this action, the level of unemployment in the country had become so overwhelming to the extent that it became difficult for the impact of NDE activities to be felt at the onset. As a result of the national coverage of its activities and in order to consolidate on the mandate of the NDE, several carefully designed programmes aimed at providing entrepreneurial skills and training, finding work for the youth and young adults, developing micro, small and medium level enterprises as well as developing industry and agriculture were established.

Ekong and Ekong (2019), in their research Skills Acquisition and Unemployment Reduction in Nigeria: A Case Study of National Directorate of Employment (NDE) in Akwa Ibom State observed investigated how Unemployment problem is tackled through Skills Acquisition by the National Directorate of Employment (NDE) in Akwa Ibom State, Nigeria. Different measures have been adopted by the government to tackle the challenge with very little result. Using data obtained from both primary and secondary sources for the period 1987-2012, we found that positive link exists between Skills Acquisition by NDE and Unemployment reduction in AkwaIbom State even though not without daunting challenges. However, the results of the income contributions of Skills Acquisition by NDE to the States' economy were mixed. While 48% asserted to a positive link, 40% accepted a minimal influence. Thus, we recommend more spread of NDE training centers to all the Local Government Areas in the State for more benefits to be realized, among others.

2.3.1 Study Gap

i. **Gap in Context:**In spite of the numerous extant studies on the National Directorate of Employment on employment generation in Nigeria, no extant study available on the contribution of National Directorate of Employment to employment generation among Youths in Kaduna State of Nigeria. This study, hereby is out to fill the void as well as provide a tool that will aid the relevant stakeholders in policy formulation and execution.

ii. **Gap in Methodology:** In spite of the numerous extant studies on the National Directorate of Employment on employment generation in Nigeria, no extant study available on the contribution of National Directorate of Employment to employment generation among Youths that have employed both quantitative instrument (i.e. questionnaire) and qualitative tool (i.e. interview) for data collection and analysis. This study, hereby is out to fill the void.

2.4 THEORITICAL FRAMEWORK

2.4.1 Review of Related Theories

a. **Ndebbio's Theory:** Ndebbio's theory of employment generation (1987) which opines that the hope for employment creation lies in industrialization and it is possible to industrialize a nation through the creation and promotion of Small and Medium Scale Enterprises (SMEs) and Rural Development Programmes (RDPs). He asserted that it is the need for employment generation and economic growth that explains the essence of promoting SMEs in Nigeria to help in absorbing the rapid growing labour force. This is specifically important in developing countries like Nigeria where labour is abundant and capital relatively scarce. Ndebbio's theory is related to one of the independent or predictor variables – promotion of Small and Medium Scale Enterprises (SMEs) as rural development effort. Hence, the need for its brief review in our study.

b. **Theory of Skill Acquisition (The Dreyfus' Theory of Skill Acquisition):** The study of Skill Acquisition all over the world draws from the early works of Professor Stuart Dreyfus, a Mathematician and Professor Hubert Dreyfus, a philosopher-from their study of chess players and pilots. Briefly, the Dreyfus theory posits that, in the acquisition and development of a skill, one passes through five levels of proficiency. The levels according to Adebisi and Oni (2012) are:

i. **Novice:** In the novice level, beginners have no experience with the situations in which they are expected to perform tasks. In order to give them entry to these situations, they are taught about them in terms of objective attributes. These attributes are features of the task that can be recognized without situational experience. Novice practitioners are also taught rules to guide action in respect to different attributes.

ii. **Advanced Beginner:** The advanced beginner is one who can demonstrate marginally acceptable performance. This person is one who has coped with enough real situations to note (or to have them pointed out by a mentor) the recurrent meaningful situational components, called aspects. The advanced beginner, or instructor of the advanced beginner, can formulate guidelines for actions in terms of attributes and aspects. These action guidelines integrate as many attributes and aspects as possible, but they tend to ignore the differential importance. In other words, they treat all attributes and aspects as equally important.

iii. **Competent:** Competent level typifies the period by which the learner has been on the job two to three years. It develops when the learner begins to see his or her actions in terms of long-range goals or plans. The learner is consciously aware of these plans and the goal or

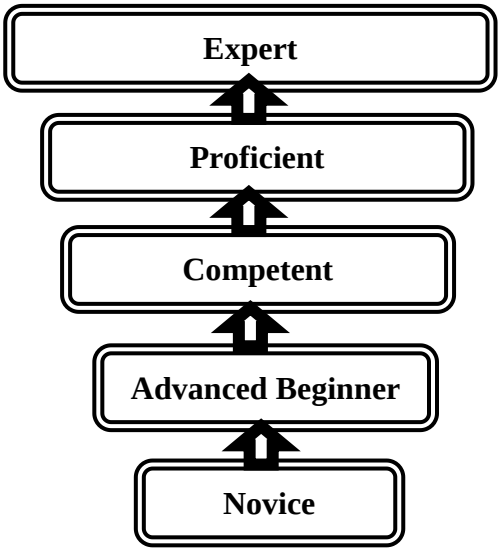
plan dictates which attributes and aspects of the current and contemplated future situation are to be considered most important and which can be ignored.

iv. **Proficient:** With continued practice, the competent performer moves to the proficient stage Characteristically, the proficient performer perceives situations as wholes, rather than in terms of aspects, and performance is guided by maxims. Because of the experience-based ability to recognize whole situations, the proficient performer can now recognize when the expected normal picture does not present itself, that is, when the normal situation is absent. The holistic understanding of the proficient performer improves his or her decision making. Decision making is now less labored since the performer has a perspective about which of the many attributes and aspects present are the important ones. At this point, he/she is beginning to act independently and become self-reliant.

v. **Expert:** At the expert level, the performer no longer relies on an analytical principle (rule, guideline, or maxim) to connect her/his understanding of life and to act to that purpose. The expert performer, with her/his enormous background of experience, has an intuitive grasp of the situation and zeros-in on the accurate region of the problem without wasteful consideration of a large range of unfruitful possible problem situations.

This is what is expected of the beneficiaries of Vocational Skill Development programme and Small-scale Enterprise programme. They are expected to pass through these aforementioned levels or stages of skill acquisition so as to become self-reliant and actindependently towards the improvement of their self-being and the development of their society.

Figure 2.1 The Levels of Theory of Skill Acquisition



Source: Adopted from Adebisi and Oni (2012)

c. **The Empowerment Theory**

2.4.3 The Underpinning Theory: Empowerment Theory

As a term, empowerment originates from American Community psychology and is associated with the social scientist Julian Rappaport in 1981. However, the roots of empowerment theory extend further into history and are linked to Marxist Sociological theory. A theory of empowerment includes both processes and outcomes (Swift and Levine, 1987). The theory suggests that activities or structures may be empowering, and that the outcome of such processes result in a level of being empowered.Both empowerment processes and outcomes vary in their outward form because no single standard can fully capture in its main meaning for all people in all contexts (Rappaport, 1984; Zimmerman, 1995). Zimmerman (1984) in his effort to illustrate the empowerment theory further states that, the behaviour necessary for a 16-year-old mother to become empowered are different for a behavior for a recently widowed middle-aged man.

Similarly, what it means to be empowered for these two individuals is not the same. Thus, empowerment is context and population specific.

It takes on different form for different people in different context. Empowerment is both a value orientation for working in the community and a theoretical model for understanding the process and consequences of efforts (e.g. vocational skill development programmes, special works programme etc.) to exert control and influence over decisions that affect one's life, organizational functioning, and the quality of community life (Perkins and Zimmerman, 1995).Empowerment theory provides principles and a framework for organizing our knowledge. As Mechanic 1991 put it as follows:

> Empowerment may be seen as a process where individuals learn to see a closer linkage between their goals (improvement in one's life) and a sense of how to achieve them (learning a skill, been self-employed or own an enterprise), and a relationship between their efforts and life outcomes (result).

2.4.3 Application of Empowerment Theory to the Study

Empowerment theoryis presumed an effective mechanism for employment generation and the satisfaction of public needs and aspirations as the lasting results at the grassroots level. This study anchors on the problem of visible small-scale enterprises; the impact of visible vocational skill centres and the impact of public works among youths(the beneficiaries)in Kaduna North and Kachia Local Government Areas. given the operational guidelines or mechanisms of the 'Theory of Empowerment' seen as a process where individuals learn to see a closer linkage between their goals (improvement in one's life) and a sense of how to achieve them (learning a skill, been self-employed or own an enterprise); it is rather pertinent to apply the theory of empowerment to this study.

CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction

The question of scientific status in research depends upon the degree to which it conforms or deviates from certain scientific principles. In other words, at each operational step in the research process one is required to choose from a multiplicity of methods and procedures of research methodology which helpsin achievingtheresearch objectives. This is where your knowledge base of research methodology plays a crucial role.This chapter contained the various strategies used in carrying out this study. It includes the research design, population and sample (sampling technique and sample size), the method (s) of data collection and data analysis.

3.2 Research Design

This study adopted explanatory sequential mixed method also known as integrating or multi method (Bryman, 2006; Tashakkori &Teddlie, 2003). The rationale behind the choice of 'explanatory sequential mixed method procedures'is to elaborate on the findings of one method (questionnaire) with another method (interview). This involved beginning with a quantitative data following up with a qualitative data (Cresswell, 2009, p. 31). The reasons why the researcher employed a mixed methods design in the study lies on its ability to broaden understanding by incorporating both qualitative and quantitative research, or to use one approach to better understand, explain, or build on the results from the other approach).

3.3 Population and Sampling of the Study

3.3.1 Population of the Study

The study was conducted in Kaduna North and Kachia Local Government Areas Kaduna State. The target population for the study comprisedof trainees in the different programmes of the NDE

under investigation. While in Kaduna North Local Government, the total number of trainees in the VSD1, SME1, and SPW1 programmes are 147, 160, and 130 respectively, in Kachia Local Government training centre, the population of trainees under the VSD, SSE, and SPW are 70, 60, and 126 respectively this gave the total population of beneficiaries of VSD, SSE, and SPW Programmes to be 716 as shown in table 3.1 below:

Table 3.1 Population Trainees/Beneficiaries of NDE Programmes in Kaduna North and Kachia LGAs according to programmes

Local Government	**Staff Category/Department**	**No. of Staff**
Kaduna North Local Government	VSD	147
	SSE	160
	SPW	130
	Total	**437**
Kachia Local Government	VSD	70
	SSE	60
	SPW	126
	Total	**256**
G. Total		**693**

Source: NDE Trainees' register, 2019.

3.3.2 Sampling Technique

On the overall, the cumulative total of the target population is six-hundred and ninety-three (693) respondents. From this figure the sample size is arrived at below with the aid of Yamane sampling technique for objective determination of representative sample size. According to Yamane (1967), for a 95% confidence level and p = 0.5, size of the sample should be calculated via the following formula:

$$n = \frac{N}{1+N(e)^2}$$

Where:

n = sample size required

N = number of people in the population

e = allowable error or Level of Precision (±5%)

Let this formula be used for our population, in which N = 693, with ±5% precision. Assuming 95% confidence level and p =0.5, we get the sample size as

$$\mathbf{N} = \frac{693}{1 + 693\,(0.05)^2} = \underline{\mathbf{254}}$$

The sample size as depicted in the computation of Yamane is distributed as shown in table 3.2 below:

Table 3.2 Sample Size Distribution according to Programme

Programmes	Population	Sample Size Distribution
VSD	217	217/693 ×254 = 80
SSE	220	220/693×254= 81
SPW	256	256/693×254= 93
Total	693	254

Source: Researchers Computation, 2021.

3.3.3 Sample Size

As depicted above from our Yamane computation, the sample size is two-hundred andfifty-four (254) arrived at through Taro Yamane sampling technique.Among this sample size, the principal officersof National Directorate of Employment (NDE) Office, Kaduna State – which include NDE's State Director, Headof VSD, SSE and SPW programmes and the Coordinators of training centresin Kaduna North and Kachia Local Government Areas were interviewed for corroboration of information generated through questionnaire who were selected via purposive and snowball sampling (i.e. chain referral sampling) techniques.

3.4 Method of Data Collection

Categorically, data were collected from both the primaryand secondary sources. The primary sources of data are those collected through questionnaire and face-to-face interview as discussed as follows:

3.4.1 Primary Instruments of Data collection

a. **Questionnaire**: Questionnaire is constructed base on the research questions posed and hypotheses posited. The questionnaire consists of two parts; part "A" contains questions on the personal data of the respondents. Part "B" contains questions relating to the research questions, objectives and hypotheses. The questionnaire is structured using Likert scale (summated rating scale). The choice of Likert scale is not by accident but because it is attitudinal in nature and by far, one of the most popular measuring scales in use in social science research which not just measure the absolute intensity of the response but simply measures it in relation to another response (Kumar, 2005).

b. **Face-to-Face Interview:** Another major source of primary data for the study is face-to-face interview. As stated earlier, the principal officers of National Directorate of Employment (NDE) Office, Kaduna State – which include NDE's State Director, Head of VSD, SSE and SPW programmes and the Coordinators of the training centres in Kaduna North and Kachia Local Government Areas were interviewed for corroboration of information generated through questionnaire.

3.4.2 Secondary Instruments of Data Collection

The following useful secondary documents were explored in this study:

i. NDE Official annual reports and statement of accounts;

ii. National Bureau of Statistics (NBS).

iii. Local Governments' Gazette, Kaduna State, 2019

3.5 Validity of Instrument

In order to ensure that the instrument measures what it intends to measure, the instrument were subjected to content validity. Babbie (2008) stated that validity describes a measure that accurately reflects the concept it is intended to measure. It is equally important that the items and questions covered the full range of the issue or attitude being measured, assessment of the items of an instrument in this respect is called content validity (Kumar, 2011, p. 167). In addition, the coverage of the issue or attitude should be balanced; that is, each aspect should have similar andadequate representation in the questions or items (Kumar, 2011, p. 167). In order to ensure content validity of the instrument, the questionnaire as adapted from previous research works were given to experts to validate the content of the instruments to ensure that the instrument measures what it supposed to measure.

3.6 Reliability of the Instrument

The reliability of the instrument was conducted through the use of Cronbach Alpha with the help of Statistical Package for Social Sciences (SPSS) version 23.0 The bench mark was 70%. This means that if the output from Cronbach Alpha is 70%, it means the pre-test of the instrument is reliable; it is relatively high when it is 80% and excellent when it is 90% (Taber 2016). In order to ensure internal consistency of the questionnaire, a pilot study was conducted among 15

respondents and the Cronbach's Alpha output result from the SPSS was 96.8% showing that the instrument is reliable to proceed with analysis.

Table 3.4 Reliability Statistics

Cronbach's Alpha	N of Items
.968	15

Source: Output from SPSS 2021.

3.7 Method of Data Analysis

Since the study depended on mixed methods of data collection, a mixed technique was equally used for data analysis. Quantitative data collected from respondents through questionnaire was analyzed both descriptively and inferentially. The descriptive statistics is the use of tables to assess the respondent's views; while inferential statistics is the use of statistical methodthat enabledthe realization of logical inferences. The inferential statistical method appropriate for the study is multiple regressions where the *F* statistic was used to test the joint significance of all the variables in the model. The rationale behind the choice of multiple regression lies on the fact that it is multi-causal relationship (2 or more independent variables against one dependent variables) (Cresswell, 2009, p. 144). This was done with the help of Statistical Package for Social Sciences (Version 23.0).

On the other hand, the responses from the interview schedule were thematically analyzed. Thematic analysis is a method of analyzing data by putting similar responses in the same category (Kerlinger, 1986). He added that … the goal of a thematic analysis is to identify themes, i.e. patterns in the data that are important or interesting, and use these themes to address the research questions. The rationale behind the choice of thematic analysis was that 'the approach can produce an insightful analysis that answers the research questions'.

CHAPTER FOUR
BACKGROUND INFORMATION OF KADUNA NORTH AND KACHIA LOCAL GOVERNMENT / OVERVIEW OF NATIONAL DIRECTORATE OF ENPLOYMENT

4.1 Introduction

This chapter covers the background information of Kaduna North and Kachia Local Government Areas including the ideal organizational structure of Local Governments in Kaduna State. It further presents the establishment/mandate of the NDE, sub-programmes of NDE, as well as the funding of the National Directorate of Employment

4.2 Background Information of Kaduna North Local Government

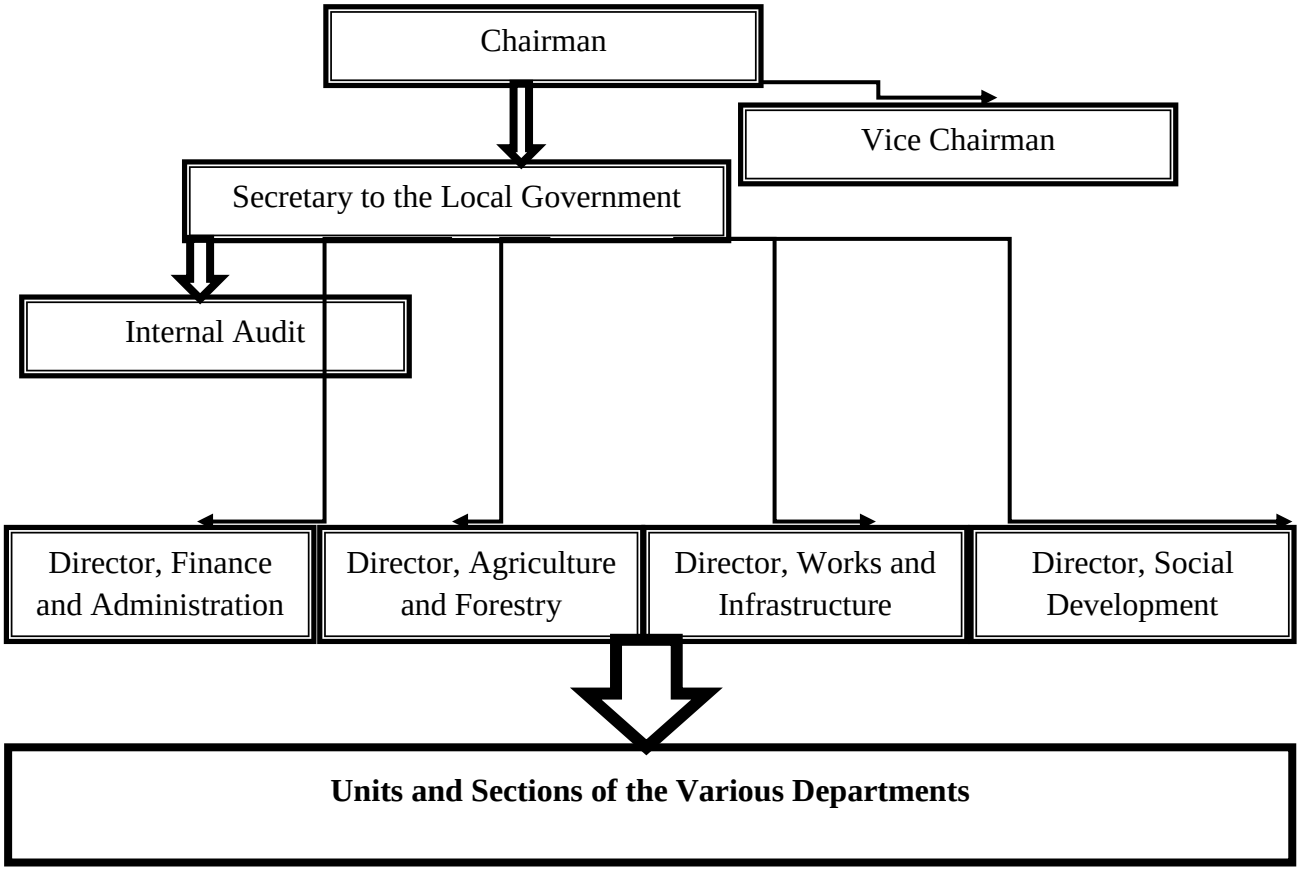
Kaduna North Local Government often referred to aspioneer Local Government is a Local GovernmentArea in Kaduna State, Nigeria. It is a capital of Kaduna State and its headquarters are in the town of Doko. It has an area of 70.2 km^2. Kaduna North is located between the latitudes 1035 north and longitudes 725 East. It is bordered by Igabi Local Government to the South, West and Southeast, by Kaduna South, Chikun, Kajuru Local Governments to the Northeast. It has an area of 72 $km^2$and density of 5,883.2 inh./km2. The population of Kaduna North Local Government is at 423,580 as of 2006 Nigeria Population Census (Kaduan State Local Government Gazette, 2019).

4.3 Background Information of Kachia Local Government

Kachia is a Local Government in southern Kaduna State, Nigeria. It is a town and doubles as the council headquarters among other communities of the area such as Agunu, Kwaturu, Awon, Ankwa, Gumel, Kachia Urban, Katari, Doka, Bishini, Gidan Tagwai, Kurmin Musa and Sabon-Sarki. It has an area of 4,632 km^2 and a population of 244,274 at the 2006 census. Kachia Local Government shares boundaries with Zangon Kataf Local Government Area to the northeast,

Kagarko Local Government Area to the south, Jaba Local Government Area to the southeast, Chikun Local Government Area to northeast and Niger State to the west, respectively (Missamari, 2014). The following is the organisational structure of Kachia Local Government Area (Kaduan State Local Government Gazette, 2019).

Fig 4.1 Organisational Structure Local Governments in Kaduna State



Source: Local Governments' Gazette, Kaduna State, 2019

4.4 Establishment and Mandate of the NDE

The worldwide economic depression of the early 80's caused a rapid economy deterioration in Nigeria. Industrial output shrugged to all-time low and commercial activities consequently reduced, leading to loss of employment opportunity for millions of Nigerians. By the end of

1985, the unemployment situation in Nigeria reached desperate and alarming proportions. In urban areas, where the educated tend to congregate, the unemployment rate was especially high, running to over 10%. In the rural areas, it was no less severe. The youths and graduates were mostly affected. Of all unemployed Nigerians (ranging upwards of 3 million) three quarters were under 25 years of age. With the growing joblessness there was increase despondency among youths and their parents.(NDE 2011)

On 26th March 1986, the President Ibrahim Babangida appointed a committee to deliberate on strategies for dealing with mass unemployment under the auspices of the Federal Ministry of Employment, Labour and Productivity. The report of the Chukwuma Committee, as it became popularly known, was approved by the Federal Government in October, 1986. Based on its recommendations, the National Directorate of Employment (NDE) was established on November 22, 1986 and its initial core programmes were formally launched on 30th January, 1987, by the Chief of General Staff, Vice Admiral Augustus Aikhomu, on behalf of the President and Commander-in-Chief of the Armed Forces, General Ibrahim Babangida. The NDE is the nation's apex agency for employment creation through programmes of direct intervention on school leavers and graduates. The Directorate, a scheduled organization with a well-established pension's scheme, was established by Act 25 CAP 250 of the laws of the Federal Government of Nigeria. The Act was published in the Federal Government (Extra-ordinary) Gazette No. 61 of 20th October, 1989.The President in his 1987 budget speech directed the new body to "concentrate its efforts on the re-activation of public works, promotion of direct labour, promotion of self-employment, organization of artisans into co-operatives, and encouragement of a culture of maintenance and repairs." To ensure effective implantation of the President's directive, a Board of Directors representing a cross section of all interest groups from industry,

commerce, agriculture, finance, employers, labour and government was established to define policy and supervise operation (NDE 2011). The law establishing the National Directorate of Employment has the following 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 potential;
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 Section 3 of its enabling Act. The NDE, therefore derives its routine functions from this mandate. The main function is to combat mass unemployment through skills acquisition, self-employment and labor-intensive work scheme (NDE 2012).

4.5 Sub-Programmes of NDE

According to Adebisi and Oni the philosophy of the NDE is self-enterprise, which emphasizes self-employment and self-reliance in preference to wage employment. This philosophy is pursued through policy planning and well-articulated programmes of Rural Employment Promotion (REP), Vocational Skills Development Programme (USD), Special Public Work Programme (SPWP), and Small Scale Enterprise Programme (SSE). These programmes are set up across the nation in an effort to alleviate unemployment problems in the nation.

i. **National Youth Employment and Vocational Skills Development Programme:** This programme takes care of the majority of Nigerian Youths who have noproductive and marketable skills. The programme is run through the nationalopen apprenticeship scheme, waste to wealth scheme, schools on wheels'scheme and disabled work scheme. Under the

programme the participants are required to register with the Federal Ministry of Employment, Labour and Productivity's local labour exchanges before being accepted as traineeswhen they have completed their period of apprenticeship thereby acquiringthe necessary skills, they become potential candidates for employer'sconsideration and absorption. Alternatively, those who can go into self-employmentare encouraged to do so. This presupposes that technical and vocational education institutions can respond to the different socio-economic and academic backgrounds and prepare the participants for general employment and sustainable livelihoods. Thus, the youth, the poor and the vulnerable of society can benefit from vocational/technical education (Olayinka, 2014).

a) **National Open Apprenticeship Scheme:** This is aimed at providing unemployed youths with basic skills that are needed in the economy. This is achieved by attaching the youth as apprentices to companies, ministries, parastatals and professional craftsmen and women. Some of them are given admission into vocational training institutions or centers to learn trades. All participants in this scheme are required to register with the Federal Ministry of Employment, Labour and Productivity's local labour exchanges prior to being accepted as trainees. This formal registration enables accurate tracking of employment trends and labour statistics which is required for realistic national planning. Upon completion of their apprenticeships, the participants should possess the necessary skills that are considered valuable by potential employers while those with entrepreneurial skills go into self-employment. Approved training organizations and individual craftsmen are paid a fee for imparting their skills to the beneficiaries of this scheme.Each participant is paid a monthly stipend towards his or her maintenance whilst in training. Furthermore, under this programme, the various artisans in rural and urban areas are organized into Cooperative

Societies to facilitate the provision of financial and other assistance from the government and the organized private sector. Over 70,000 previously unemployed youths benefited from this scheme by December, 1987, and an expanding array of skills learned. These include: Auto-mechanics, Electrical/Electronic maintenance, Welding/Foundry/Metal fabrication, plumbing works, Carpentry and Joinery, Leather works, Photography, Interior design, Architectural draughtsman ship, Printing, Computer operation, Catering/Bakery/Confectionery, Hair-dressing/Barbing, Auxiliary nursing, Typing and Shorthand, Tailoring/Fashion designing and Modeling (NDE 2013).

a. **Waste to Wealth Scheme:** This scheme is created to encourage the conversion of hitherto neglected raw materials and other scrap and waste materials into useful, marketable products. For example, by sheer inventiveness, it is possible to use snail shells, corals, cane materials, coconut shells and other scrap materials to make furniture items, house décor objects, ash-trays, apparels, containers, toys, and other functional items. Apart from crating employment opportunities for those concerned, this scheme helps in developing a culture of inventiveness and self-reliance in resource use, thereby curtailing wastefulness and importation of items that can be produced locally. The period of orientation is two weeks. After training, the participants are given small loans to set-up on their own. Participants can establish on individual basis or operate together as cooperatives (NDE 2013).

b. **Schools on Wheels Scheme:** The Directorate recognizes some companies in the rural areas capable of offering apprenticeships, and therefore subdues the danger of urban migration via the Open Apprenticeship Scheme. To avert this and give equal opportunity to the rural youths, the Directorate developed the “Schools on Wheels” Scheme. This

involves taking fully equipped mobile vocational training facilities to the rural areas. This scheme creates a pool of artisans who will become cornerstone of rural employment and development (NDE 2013).

ii. **Small Scale Industries and Graduate Employment Programme:** The SSIGEP is designed by NDE to assist the unemployed people setuptheir own businesses. This is done after it has conducted courses inentrepreneurship and its job creation loan scheme. The participant isrequired to submit a feasibility study of the intended venture, which is studiedby a bank. The loan for the venture where given by a bank is collateralizedby the applicants' degree certificates and guaranteed by NDE. Such loanis repayable within a period of 5years at an interest rate determined by theCentral Bank of Nigeria. The NDE is disposed to such small businessesas candle making, soap and detergent making, restaurants, agriculturalproduction. Refuse collection, printing and publishing, fashion designing, textiles and garment making, among others (Adebayo, 2016). This is sub-divided into job-creation loan graduate scheme, matured people's scheme and skilled youth job creation loan scheme as explained below:

a. The Job Creation Loan Guarantee Scheme: This is the scheme for unemployed graduates of tertiary institutions. The finance available to them ranges from N10, 000 to N35, 000. To qualify for loans, unemployed graduates who have successfully gone through the two-week training in entrepreneurship organized by NDE, and who want to benefit from the particular concessional loans, must submit:

- ✓ A comprehensive business plan or feasibility report of the intended enterprise;
- ✓ A statement of the amount of loan needed;
- ✓ Names and addresses of two guarantors;
- ✓ Curriculum Vitae:

The NDE forwards the business plans to the participating bank (PBs) for scrutiny and approval. Applicants who have satisfied the above requirements and whose business plans have been approved by the PBs are further required to submit to the PBs the originals of their degree, diplomas or certificates and testimonials as collateral. For loans ranging between N35,000 to N50,000, require a personal guarantor. As the enterprises expanded additional financing are provided as loans to enable the beneficiaries to continue successfully, particularly in creating employment for others. The loan is expected to be repaid within a five-year period with varying periods of moratorium, ranging from six to twelve months. A concessionary rate of interest of 13 per cent is charged. Participants in the scheme whose projects require larger loans than those guaranteed by the NDE have to negotiate the balance with the banks based on normal bank lending practices and conditions, which may involve higher interest rates and more concrete or valuable collateral. Between 1987 and 1989 2,335 loans totaling N65, 805,075 in value were made (NDE 2012).

b. **Mature People's Scheme**: This is the scheme for those retired or those preparing to retire from paid employment in the public or private sectors of the economy. The NDE maintains that these beneficiaries have the capability and experience of handling relatively large sums of money and managing larger enterprises than the unemployed young graduates. Accordingly, they may be given loans of up to N150, 000. To benefit from the scheme, participants must successfully complete the Mature People's EDP training organized by the NDE. They must submit bankable projects, which must be scrutinized and approved by the PBs and attracts 9 per cent bank interest.

c. **Skilled Youth Job Creation Loan Scheme**: This scheme is designed for young people who are not graduates of polytechnics or universities or equivalent institutions, but must have attended primary or secondary schools or technical, vocational or trade institutions. The beneficiaries must graduate from the NDE skills acquisition programme. They apply for the loans by submitting bankable business plans. The amount of loan varies from N 5,000 to N 10,000 and is repayable in five years at an interest rate of 11 per cent. As can be observed, the Skilled Youth Job Creation Loan Scheme is designed to provide young people with financial and technical assistance to start mini-or cottage enterprises with the hope that these would grow into small, medium and even large enterprises. In all the three categories of beneficiaries described above, direct loans are provided by the participating banks (PBs) most of which have head offices in Lagos, but with branches in almost all States of the Federation. The NDE had, early in the establishment of the Job Creation Loan Guarantee Scheme, deposited N35 millions with 20 PBs as guarantee for the loans, subject to the maximum amount of loans as specified for each category. Each PB is directed to disburse up to 150 per cent of the amount it received as a guarantee for the loans from NDE. The scheme is a revolving loan scheme, in that the beneficiaries are urged to repay the loans promptly after the moratorium period so that the banks can grant loans to other potential beneficiaries. The beneficiaries of the training programme are also encouraged to utilize other sources of financing outside the scheme.

d. **Management Support Services:** These services (MSS) form the third main component of support provided under the programme. MSS have been designed to provide the young entrepreneurs with information, counseling and consulting services. The NDE started to provide MSS to the entrepreneurs in 1988 by employing participating consultants (PCs)

and a coordinating consultant (CC) to serve in all the States of the Federation. Presently, there are 45 PCs: two PCs in each of the 36 States and the Federal Capital Territory. The Centre for Management Development (CMD) is the CC and involves 25 of its senior staff in this assignment to analyze reports from the PCs and submit quarterly reports to NDE.

iii. **Agricultural Sector Employment Programme:** This programme is designed to provide self-employment in the agricultural sector. The ASEP is run in collaboration with state governments who provide the land. Applicants registered for this programme is allocated 5 hecters of cleared farmland to take off and with an agreed amount of loan. This is an important component of the NDE programme (Olayinka, 2014).

iv. **Special Public Works Programme:** NDE seeks to give temporary employment to a pool of the unemployed inmaintaining public work. The state governments in collaboration with theNDE identify projects to which participants are deployed. These include: construction and maintenance of roads, buildings and other infrastructure, tree planting, environmental sanitation, land clearing and other farm support services (Adebayo, 2006).

v. **Disabled Work Scheme:** The Directorate has initiated schemes that bring the disabled into the main stream of the gainfully employed by providing them with special facilities. This is to enable them acquire appropriate skills and training which can lead to self or gainful employment. Many disable lack only ambulatory capability, but usually possess full mental and manual dexterity. They can therefore be trained in high technology and information management skills such as assembly of electronic equipment and computer operations.

4.6 Funding of the National Directorate of Employment

Due to the high cost of materials and equipment needed for the training and pilot resettlement of some trained persons, the NDE requires adequate funds to effectively implement its programmes.

It is however worrisome to note that annual budgetary allocations for the execution of employment programmes have dwindled in recent years. Generally, the amount approved for the execution of employment-creation programmes, which includes vocational/business training, enterprises creation, etc. falls below 20% of actual requirement (www.ndeonline.net). Furthermore, the allocations have hardly taken cognizance of the inflationary trend in the economy. For example, between 1986 and 1988, it cost a conservative amount of N25, 000.00 to train and assist a graduate to establish an enterprise.

Today, it would cost the Directorate about N400, 000.00 to do same. If one takes into account that about 130,000 graduates come out of tertiary institutions and about 3 million from secondary and other schools annually (in recent years), it becomes obvious that the budgetary requirements to make reasonable impact cannot be attained. The poor funding situation has therefore not allowed the Directorate to create maximum impact in the labour market.

The NDE can do more, and would definitely do better if given sufficient funds. Despite government's efforts to generate employment through the activities of the NDE, the labour market still shows that unemployment in Nigeria is still far from abating reasonably due to the unfavorable macro-economic environment. For a country like Nigeria, with a population of about 120 million, the rate of Gross Domestic Product (GDP) growth that would provide reasonable employment opportunities for all should be about 8%. Unfortunately, the GDP has an average of about 2.5% for more than a decade. The unemployment problem in Nigeria remains persistent and even growing by the day with a labour force of approximately 3 million persons (mostly youths) annually moving into the job market. To meet this challenge, an annual target to create one million direct jobs and at least 2 million indirect jobs through multiplier effect would be

desirable over a long period in order to bring the problem to socially and politically acceptable levels (www.ndeonline.net).

Unemployment is the most difficult challenge facing Nigeria, and it's the greatest obstacle to the pursuit of sustainable socio-economic growth (NEEDS, 2006). NEEDS (2006) adds that unemployment in Nigeria is also caused by inadequate economic growth. The lack of economic growth is compounded by the volatility of the economy. Other factors that have contributed to the high level and evolution of unemployment in Nigeria include problems in the production sector, weak governance, poor infrastructural development widening income inequality, poor funding from the government and gender issues. The point stressed by Holmes et al (2013), Islam (2004) and Adepegba (2010) is supported by the Millennium Summit in 2000 where the international community agreed that to escape from poverty, the poor need productive jobs that can lead to high income. The summit under the leadership of the United Nations, adopted the Millennium Development Goals (MDGs). The first MDG focuses on the eradication of poverty and hunger. Following the widespread conviction that poverty can only be reduced if people have decent and productive jobs, a new target was added under MDG 1 in 2006: achieving full and productive employment and decent work for all, including women and young people. The United Nations Conference on Trade and Development argues that poverty reduction in the least developed countries requires a "paradigm shift" so that national and international policies will focus on developing productive capacities and creating productive jobs.

This research agrees with the position of Usiwoma and Mgbor (2005) in the sense that youth development and empowerment are vital stages in life for building the human capital that allows young people to avoid poverty and lead to better, and fulfilling life. The human capital formed in youth is thus an important determinant of long term growth that a nation can invest on. Hence, it

is important that youths are well prepared for their future by implementing poverty reduction schemes in Kaduna State and Nigeria in general.

CHAPTER FIVE
DATA PRESENTATION AND ANALYSIS

5.1 Introduction

The chapter deals with the data presentation and analysis. It presented, analysed and discussed the data collected through the questionnaire and interview with regards to the objectives and hypotheses postulated in chapter one. Data collected are presented in tables and analysed using frequency tables and percentages. Moreover, the responses of the interview were also presented afterwards. The chapter also test the hypotheses earlier postulated in chapter one using multiple regression analysis through SPSS computer package (Version 20.0) in order to draw inferences and establish relationship between the independent or predictor variable (i.e.(i.e.Vocational Skill Development programme, Small Scale Enterprise programmeand Special Public Works programme) and criterion or dependent variable (i.e. employment generation) among the youths in Kaduna North and Kachia Local Government Areas, Kaduna State.

5.2 Data Presentation and Analysis

A total oftwo-hundred and fifty-four(254) questionnaireswere administered to the beneficiaries of NDE sub-programmes – Vocational Skill Development programme, Small Scale Enterprise programme and Special Public Works programme with eighty (80) copies administered to VSD beneficiaries; eighty-one (81) to SSE beneficiaries and ninety-three (93) to SPW beneficiaries. Though, the cumulative questionnairesprinted and distributed to the beneficiaries of NDE are two-hundred and fifty-four(254), only one-hundred and ninety (190) questionnaires representing 74.8% of the total questionnaire were duly filled and returned,while 64 questionnaire representing 25.2% of the total questionnaire were not returned.Therefore, one-hundred and

ninety (190) questionnaires formed the basis for analysis and interpretation. Needless to state here that, though the beneficiaries are from different sub-programmes, they in one way or the other intertwined. For example, beneficiaries of Vocational Skill Development programme are likely to be owners of Small Scale Enterprise. So they were all given same questions as they have a good experience over the other sub-programmes.

5.2.1 Bio Data of the Respondents

Table 5.1 Gender of the Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	110	57.9	57.9	57.9
Female	80	42.1	42.1	100.0
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.1 depicts the analysis of data collected with respect to gender of the respondent. It shows that 110 representing 57.9% of the respondents are male and 80 representing 42.1 of the respondents are female. This translates to mean that majority of the respondents are male. This implies that majority of the respondents sampled for the survey are males.

Table 5.2 Age of the Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Below 30	50	26.3	26.3	26.3
31-45	100	52.6	52.6	78.9
46 and above	40	21.1	21.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.2 depicts the analysis of data collected with respect to age distribution of the respondents. It depicts that 26.3% of the respondents fall below 30 years, 52.6% of the respondents fall under 31-45 years, 21.1% of the respondents are within 46 years and above.

Judging from the frequency distribution table above, the highest frequency is 100 with 52.6%, this translate to mean that majority of the respondents have their age between 31-45 years.

Table 5.3 Educational Qualification of the Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Post-Primary Certificate	88	46.3	46.3	46.3
Post-Secondary Certificate	100	52.6	52.6	98.9
M.Sc./Ph.D.	2	1.0	1.0	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.3 shows the analysis of data collected with respect to educational qualification of the respondent. It depicts that 88 respondents representing 46.3% of the respondents have post-primary certificate, 100 respondents representing 52.6% have post-secondary certificate, while only 2 respondents representing 1% have postgraduate qualification amongst the respondents. Judging from the frequency distribution table 5.3, the highest frequency is 100 with 52.6%. This translates to mean that majority of the respondents have post-secondary school certificate.

5.2.2 Questions related to Vocational Skill Development programme (IV_1) in Kaduna North and Kachia Local Governments

Table 5.4 VSD job related skills imparted to the beneficiaries in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	20	10.5	10.5	10.5
Disagree	22	11.6	11.6	22.1
Undecided	14	7.4	7.4	29.5
Agree	54	28.4	28.4	57.9
Strongly agree	80	42.1	42.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.4 shows the analysis of data with respect to whether VSD job related skills imparted to the beneficiaries in Kaduna North and Kachia Local Governments. The result revealed that

42.1% and 28.4% given accumulative percent of 70.5 of respondents strongly agree and agree that VSD job related skills imparted to the beneficiaries in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 20 respondents representing 10.5% and 22 respondents representing 11.6% given a cumulative percent of 22.1 of the respondents strongly disagree and disagree respectively. Based on the response in this table, one may come to a conclusion that VSD job related skills imparted to the beneficiaries in Kaduna North and Kachia Local Governments.

Table 5.5 The trainers and craftsmen of VSD are qualified to impart skills to traineesin Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	20	10.5	10.5	10.5
Disagree	22	11.6	11.6	22.1
Undecided	14	7.4	7.4	29.5
Agree	54	28.4	28.4	57.9
Strongly agree	80	42.1	42.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.5shows the analysis of data with respect to whether the trainers and craftsmen of VSDare qualified to impart skills to traineesin Kaduna North and Kachia Local Governments. The result revealed that 42.1% and 28.4% given accumulative percent of 70.5 of respondents strongly agree and agree that the trainers and craftsmen of VSDare qualified to impart skills to traineesin Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 20 respondents representing 10.5% and 22 respondents representing 11.6% given a cumulative percent of 22.1 of the respondents strongly disagree and disagree respectively. Based on the response in this table, one may come to a conclusion that the trainers and craftsmen of VSDare qualified to impart skills to traineesin Kaduna North and Kachia Local Governments.

Table 5.6 There is sufficiency of beneficiaries' resettlement loanin Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	8	4.2	4.2	4.2
Disagree	12	6.3	6.3	10.5
Undecided	15	7.9	7.9	18.4
Agree	55	28.9	28.9	47.3
Strongly agree	100	52.7	52.7	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.6 depicts the analysis of data with respect to whether there is sufficiency of beneficiaries' resettlement loanin Kaduna North and Kachia Local Governments. The result revealed that 100 and 55 respondents representing 52.7% and 28.9% respondents given accumulative percent of 81.6%of respondents strongly agree and agree that there is sufficiency of beneficiaries' resettlement loanin Kaduna North and Kachia Local Governments; 15 respondents representing 7.9% of the respondents are undecided; while 8 and 12 representing 4.2 and 10.5 of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that is sufficiency of beneficiaries' resettlement loanin Kaduna North and Kachia Local Governments.

Table 5.7 There is increased number of beneficiaries under National Open Apprenticeship Scheme in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	8	4.2	4.2	4.2
Disagree	12	6.3	6.3	10.5
Undecided	15	7.9	7.9	18.4
Agree	55	28.9	28.9	47.3
Strongly agree	100	52.7	52.7	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.7depicts the analysis of data with respect to whether there is increased number of beneficiaries under National Open Apprenticeship Schemein Kaduna North and Kachia Local

Governments. The result revealed that 100 and 55 respondents representing 52.7% and 28.9% respondents given accumulative percent of 81.6%of respondents strongly agree and agree that there is increased number of beneficiaries under National Open Apprenticeship Schemein Kaduna North and Kachia Local Governments; 15 respondents representing 7.9% of the respondents are undecided; while 8 and 12 representing 4.2 and 10.5 of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is increased number of beneficiaries under National Open Apprenticeship Schemein Kaduna North and Kachia Local Governments.

5.2.3 Questions related to Small Scale Enterprise programme (IV_2) in Kaduna North and Kachia Local Governments

Table 5.8 The trainees are highly equipped with entrepreneurial skills in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	20	10.5	10.5	10.5
Disagree	22	11.6	11.6	22.1
Undecided	14	7.4	7.4	29.5
Agree	54	28.4	28.4	57.9
Strongly agree	80	42.1	42.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.8depicts the analysis of data with respect to whether thetrainees are highly equipped with entrepreneurial skillsin Kaduna North and Kachia Local Governments. The result revealed that 80 and 54 respondents representing 42.1% and 28.4% respondents given accumulative percent of 70.5% of respondents strongly agree and agree that thetrainees are highly equipped with entrepreneurial skillsin Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 20 respondents representing 10.5% and 22 respondents representing 11.6% given a cumulative percent of 22.1% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to

a conclusion that thetrainees are highly equipped with entrepreneurial skillsin Kaduna North and Kachia Local Governments.

Table 5.9 There is Start-Up Development Training Scheme funds given to the beneficiaries in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	20	10.5	10.5	10.5
Disagree	22	11.6	11.6	22.1
Undecided	14	7.4	7.4	29.5
Agree	54	28.4	28.4	57.9
Strongly agree	80	42.1	42.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.9depicts the analysis of data with respect to whether there is Start-Up Development Training Scheme funds given to the beneficiaries in Kaduna North and Kachia Local Governments. The result revealed that 80 and 54 respondents representing 42.1% and 28.4% respondents given accumulative percent of 70.5% of respondents strongly agree and agree that there is Start-Up Development Training Scheme funds given to the beneficiaries in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 20 respondents representing 10.5% and 22 respondents representing 11.6% given a cumulative percent of 22.1% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is Start-Up Development Training Scheme funds given to the beneficiaries in Kaduna North and Kachia Local Governments.

Table 5.10 There is Enterprise Creation Fund for Graduates beneficiaries in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	20	10.5	10.5	10.5
Disagree	22	11.6	11.6	22.1
Undecided	14	7.4	7.4	29.5
Agree	54	28.4	28.4	57.9
Strongly agree	80	42.1	42.1	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.10depicts the analysis of data with respect to whether there is Enterprise Creation Fund for Graduates beneficiaries in Kaduna North and Kachia Local Governments. The result revealed that 80 and 54 respondents representing 42.1% and 28.4% respondents given accumulative percent of 70.5% of respondents strongly agree and agree that there is Enterprise Creation Fund for Graduates beneficiaries in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 20 respondents representing 10.5% and 22 respondents representing 11.6% given a cumulative percent of 22.1% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is Enterprise Creation Fund for Graduates beneficiaries in Kaduna North and Kachia Local Governments.

5.2.4 Questions related to Special Public Works programme (IV_3) in Kaduna North and Kachia Local Governments

Table 5.11 The beneficiaries are equipped with environmental sanitation skills in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.11shows the analysis of data with respect to whether the beneficiaries are equipped with environmental sanitation skills in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that the beneficiaries are equipped with environmental sanitation skills in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents

representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that the beneficiaries are equipped with environmental sanitation skills in Kaduna North and Kachia Local Governments.

Table 5.12 The beneficiaries are equipped with traffic control skills in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.12shows the analysis of data with respect to whether the beneficiaries are equipped with traffic control skills in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that the beneficiaries are equipped with traffic control skills in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that the beneficiaries are equipped with traffic control skills in Kaduna North and Kachia Local Governments.

Table 5.13 The beneficiaries are equipped with immunization exercise skills in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.13shows the analysis of data with respect to whether the beneficiaries are equipped with immunization exercise skills in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that the beneficiaries are equipped with immunization exercise skills in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that the beneficiaries are equipped with immunization exercise skills in Kaduna North and Kachia Local Governments.

5.2.5 Questions related toEmployment Generation (DV_1) in Kaduna North and Kachia Local Governments

Table 5.14 There is reduced welfare challenges among youths in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.14shows the analysis of data with respect to whether there is reduced welfare challenges among youths in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that there is reduced welfare challenges among youths in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is reduced welfare challenges among youths in Kaduna North and Kachia Local Governments.

Table 5.15 There is reduced number of people living below poverty line among youths in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.15shows the analysis of data with respect to whether there is reduced number of people living below poverty line among youths in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that is reduced number of people living below poverty line among youths in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of

the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that is reduced number of people living below poverty line among youths in Kaduna North and Kachia Local Governments.

Table 5.16 There is reduction of social vices among youths in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.16shows the analysis of data with respect to whether there is reduction of social vices among youths in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that there is reduction of social vices among youths in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is reduction of social vices among youths in Kaduna North and Kachia Local Governments.

Table 5.17 There is increased number of people with productive skill among youths in Kaduna North and Kachia Local Governments

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.17shows the analysis of data with respect to whether there is increased number of people with productive skill among youths in Kaduna North and Kachia Local Governments. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that there is increased number of people with productive skill among youths in Kaduna North and Kachia Local Governments; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and disagree respectively. Based on the response in this table, we have come to a conclusion that there is increased number of people with productive skill among youths in Kaduna North and Kachia Local Governments.

Table 5.18 The youths in Kaduna North and Kachia Local Governments are stimulated to make buy and sell

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	12	6.3	6.3	6.3
Disagree	10	5.3	5.3	11.6
Undecided	14	7.4	7.4	19.0
Agree	64	33.7	33.7	52.7
Strongly agree	90	47.4	47.3	100
Total	**190**	**100**	**100**	

Source: Researcher's survey, 2021.

Table 5.18shows the analysis of data with respect to whether youths in Kaduna North and Kachia Local Governments are stimulated to make buy and sell. The result revealed that 90 and 64 respondents representing 47.4% and 33.7% respondents given accumulative percent of 81.1% of respondents strongly agree and agree that youths in Kaduna North and Kachia Local Governments are stimulated to make buy and sell; 14 respondents representing 7.4% of the respondents are undecided; while 12 respondents representing 6.3% and 10 respondents representing 5.3% given a cumulative percent of 11.6% of the respondents strongly disagree and

disagree respectively. Based on the response in this table, we have come to a conclusion that youths in Kaduna North and Kachia Local Governmentsare stimulatedto make buy and sell.

5.3 Preliminary Analysis and Diagnostic Tests

Regression analysis as a parametric tool for empirical conclusions has certain assumptions which must be fulfilled in order to avoid spurious regression. The data must meet some of the regressions assumptions of linearity, normality, multicollinearity, homoscedasticity and auto correlation. This section presents the necessary tests for these assumptions as they relate to the data used in this study.

5.3.1 Normality Test

Among the statistical tests necessary to be conducted before regression analysis can be conducted is make sure the data residual of the data is normally distributed. The normality test result revealed that the data has normal distribution as evidenced in the histogram and P-P plots, where the curve of the histogram has a bell shape and secondly the P-P plots conform to the diagonal normality line indicated in the plot (See Appendix 5 c).

5.3.2 Homoscedasticity Test

The homoscedasticity of the residuals is another assumption of linear regression. Homoscedasticity means having equal variances of dependent variable at each observation of the independent variable. This can be evaluated from the Partial plots. Where independence is assumed, it implies that the samples are not dependent on one another. The assumption of homoscedasticity requires that the variance of the dependent variable is the same at all values of independent variable or constant variance of the error term and the partial plots will show no

discernible pattern (Gupta, 1999). These are fulfilled in the partial plots displayed (See appendix 5 c).

5.3.3 Linearity Test

Linearity means that the predictor (independent) variables in the regression have a straight-line relationship with the outcome (dependent) variable. If your residuals are normally distributed and homoscedastic, you do not have to worry about linearity (Gupta, 1999). However, the scatter plots for the residuals of our regression are displayed in Appendix 5 c. The plot shows that the residual scores are concentrated at the centre along the zero (0) point, thus, suggesting the linearity assumption was not violated.

5.3.4 Multicollinearity Test

Another assumption of linear regression is that of multicollinearity. Multicollinearity increases the variance of regression coefficients and threatens the validity of the regression equation. In this study, multicollinearity has been examined between the independent variables using Variance Inflated Factor (VIF) and tolerance values. Below is the correlation matrix of the variables:

5.4 Test of Hypotheses

Table 5.19 Regression Output 1

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1802.639	3	600.880	3476.407	.000[b]
	Residual	67.237	389	.173		
	Total	1869.876	392			

a. Dependent Variable: EMPLOYMENT_GENERATION
b. Predictors: (Constant), VSD, SSEAND SPW_PROGRAMMES
Source: SPSS Output, 2021.

Table 5.19 above shows the result from the multiple regression analysis which tests the effects of the independent variables (VocationalSkill Development programme, Small Scale Enterprise programmeand Special Public Works programme) on employment generation among youths in Kaduna North and Kachia Local Governments. The F-statistic for analysis of variance (ANOVA) which measures the adequacy and goodness of fit of the model and test the joint significance of the variables in the study model stood at 3476.407 with a p-value of 0.000^{b} which is significant at 5%; this shows that the model is absolutely fit for the data.

Table 5.20 Regression Output 2

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.982[a]	.964	.964	.41575	1.65

a. Predictors: (Constant), VSD, SSE AND SPW_PROGRAMMES
b. Dependent Variable: EMPLOYMENT_GENERATION

Source: SPSS Output, 2021.

Table 5.20 above shows the summary of the multiple regression analysis. The empirical findings show that R – the multiple correlation coefficient, stood at 0.982^{a} which indicates a correlation; R^2, the multiple coefficient of determining the variables stood at 0.964 indicating that about 96.4% of the total variation in employment generation among youths in Kaduna North and Kachia Local Governments, is explained by variations in the 'independent variables' (Vocational Skill Development programme, Small Scale Enterprise programme and Special Public Works programme) captured in the study. Thus, the remaining 4.2% of the variation in the dependent variable can be explained by other variables not captured in the study. The adjusted R^2 being 0.964 also indicates that the independent variables will still explain 96.4% of the variations in grant managementeven if other variables were added to the study.

The rough rule of Durbin-Watson statistics state that – if the Durbin-Watson statistics is substantially less than 2 but above 1, there is evidence of positive serial correlation, but on the contrary, from the same rough rule of thumb, if Durbin-Watson statistics is less than 1.0, there may be cause for alarm. From our result, the Durbin-Watson statistics stood at 1.65 which means that there is positive serial correlation between the IVs and the DV.

Table 5.21 Regression Output 3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.036	.104		.348	.728
	VSD_PROGRAMMES	.606	.022	.837	27.385	.000
	SSE_PROGRAMMES	.149	.018	.199	8.248	.000
	SPW_PROGRAMMES	.135	.024	.042	5.642	.000

a. Dependent Variable: EMPLOYMENT_GENERATION

Source: SPSS Output, 2021.

Table 5.21 above shows the outcome of the respective variables on employment generation. Upon the fulfilment of the assumptions of regression analysis, multiple regression analysis was considered suitable in testing the research hypotheses. The respective hypotheses as tested in table 5.21 are discussed as follows:

$H0_1$ Vocational Skill Development programmeof the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

The unstandardized coefficient of "Vocational Skill Development programme" stood at 0.606 which is positive. This implies that an increase in Vocational Skill Development programmeof the National Directorate would contribute more to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. However, the significance of this can be judged from the P value represented as "sig".

The t statistics of "Vocational Skill Development programme" stood at 27.385 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level. This implies that the study does not have enough statistical evidence to accept the null hypothesis. Based on the above analysis, the study failed to accept the null hypothesis $H0_1$, which states that "Vocational Skill Development programmeof the National Directoratehas not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State".

$H0_2$ Small Scale Enterprise programme of the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

The unstandardized coefficient of "Small Scale Enterprise programme" stood at 0.149 which is positive. This implies that an increase in Small Scale Enterprise programme of the National Directorate of Employment would contribute more to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State". However, the significance of this can be judged from the sig (P value).

The t statistics of "Small Scale Enterprise programme" stood at 8.248 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level. This implies that the study does not have enough statistical evidence to accept the null hypothesis. Based on the above analysis, the study failed to accept the null hypothesis $H0_2$, which states that "Small Scale Enterprise programme of the National Directorate of Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State".

$H0_3$ Special Public Works programme of the National Directorateof Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

The unstandardized coefficient of "Special Public Works programme of the National Directorate of Employment" stood at 0.135 which is also positive. This implies that an improvement in Special Public Works programme of the National Directorate of Employment would contributemore to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State". However, the significance of this can be judged from the sig (P value).

The t statistics of "Special Public Works programme of the National Directorate of Employment" stood at 5.642 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level. This implies that the study does not have enough statistical evidence to accept the null hypothesis. Based on the above analysis, the study failed to accept the null hypothesis $H0_3$, which states that "Special Public Works programme of the National Directorate of Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State".

5.5 Analysis of Interview Responses Using Thematic Analysis

S/N	Name/Identity	Position	Code	Date
1.		Kaduna State's NDE Director	(D_1)	12/06/2021
2.		Kaduna State's Head on VSD	(D_2)	12/06/2021
3.		Kaduna State's Head on SSE	(D_3)	13/06/2021
4.		Kaduna State's Head on SPW	(D_4)	13/06/2021
5.		NDE Coordinator of training centres, Kaduna North Local Government	(D_5)	14/06/2021
6.		NDE Coordinator of training centres, Kachia Local Government	(D_6)	14/06/2021

***Source*:** Researcher's survey 2021.

Theme I: Vocational Skill Development Programme and Employment Generation among youths in Kaduna North and Kachia Local Governments

Sub-theme 1_a. The contribution of Vocational Skill Development programme to employment generation among youths in Kaduna North and Kachia Local Governments?

> According to the beneficiaries,Vocational Skill Development programme has contributed by generating employment opportunities among youths in Kaduna North and Kachia Local Governments. The youths were equipped with necessary skills like tailoring, carpentry, weaving, catering etc. These skills are not only for works in the agency – (NDE) but is beneficial to them in the near future (D_1, D_2, D_3, D_4, D_5, D_6).

Theme II: Small Scale Enterprise programmeand Employment Generation among youths in Kaduna North and Kachia Local Governments

Sub-theme 2_a. The contribution of Small Scale Enterprise programmeto employment generation among youths in Kaduna North and Kachia Local Governments?

There is unanimous agreement among thebeneficiaries as regards the contribution of Small Scale Enterprise programmeto employment generation among youths in Kaduna North and Kachia Local Governments. They stressed that "Small Scale Enterprise programme has equipped the youths with necessary skills like entrepreneurial skillsand enterprise creation skills that will be useful in the future to make the beneficiaries self-reliant" (D_1, D_2, D_3, D_4, D_5, D_6).

Theme III: Special Public Works programmeand Employment Generation among youths in Kaduna North and Kachia Local Governments

Sub-theme 3_a. The contribution of Special Public Works programme to Employment Generation among youths in Kaduna North and Kachia Local Governments?

Similar response was received from the respondents in respect to the contribution of Special Public Works programme to Employment Generation among youths in Kaduna North and Kachia Local Governments. They stated that:

> Special Public Works programme has equipped the youths with the relevance of environmental sanitation to human life; it also equipped the youths with traffic control skills and immunization exercise skills. This in the long run can gain them full employment (D_1, D_2, D_3, D_4, D_5, D_6).

Available data from the NDE indicate that about 36,400 unemployed youth were recruited for vocational training in 80 different trades nationwide under the National Open Apprenticeship (NOA) in 1998 compared with 32,000 in 1997. Also, 2000 youths were trained on the conversion of waste to decorate objects under the Waste-To-Weis alth Scheme (NDE report, 2011 – 2013).

This is in line with the report of Central Bank of Nigeria (2012) and Reports of the NDE (2011 – 2013) that: Since its establishment in 1986, the NDE has been able to record some achievements in the pursuance of its mandate – from designing employment – generating programmes and training schemes to actually empowering thousands of unemployed persons. According to the report, 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.

5.6 Summary of Major Findings

The study assessed the contribution of National Directorate of Employment to employment generation in Kaduna North and Kachia Local Government Areas, Kaduna State. From the presentation and analyses of dataa number of findings were arrived at which are discussed below.These findings were discovered from both questionnaire analysis and interview reports above under their respective themes.

i. Vocational Skill Development programmewith unstandardized coefficient of 0.606 has highly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. The t statistics of "Vocational Skill Development programme" stood at 27.385 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level, indicating that Vocational Skill Development programme of the National Directorate has significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. In line with the questionnaire result, the beneficiaries in the interview section, (sub-theme 1 a.) reported that: "The youths were equipped with necessary skills like tailoring, carpentry,

weaving, catering etc. These skills are not only for works in the agency – (NDE) but is beneficial to them in the near future".

ii. The study also found out that Small Scale Enterprise programmewith unstandardized coefficient of 0.149 has highly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. The t statistics of "Small Scale Enterprise programme" stood at 8.248 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level. This implies that the study does not have enough statistical evidence to accept the null hypothesis. Therefore, the study indicates that Small Scale Enterprise programme of the National Directorate of Employment has significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. In line with the questionnaire result, beneficiaries in the interview section, (sub-theme 2 a.) reported that: "Small Scale Enterprise programme has equipped the youths with necessary skills like entrepreneurial skills and enterprise creation skills that will be useful in the future to make the beneficiaries self-reliant".

iii. On the hypothesis III and objective III, it was found that Special Public Works programme of the National Directorate of Employment with unstandardized coefficient of 0.135 has highly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. The t statistics of "Special Public Works programme of the National Directorate of Employment" stood at 5.642 with a p-value of 0.000. The p-value is less than 0.05, indicating that the relationship depicted in the model is significant at 95% confidence level. This shows that Special Public Works programme of the National Directorate of Employment has significantly contributed to employment generation among the youths in

Kaduna North and Kachia LGAs, Kaduna State. In line with the questionnaire result, beneficiaries in the interview section, (sub-theme 2 a.) reported that: “Special Public Works programme has equipped the youths with the relevance of environmental sanitation to human life; it also equipped the youths with traffic control skills and immunization exercise skills. This in the long run can gain them full employment”.

CHAPTER SIX
SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 Summary

The studyassessed the contribution of National Directorate of Employment to employment generation in Kaduna North and Kachia Local Government Areas, Kaduna State.The study study specifically examined the extent to which Vocational Skill Development programme of the National Directorate has contributed to employment generation among the youths; assessed the extent to which Small Scale Enterprise programme of the National Directorate of Employment contributed to employment generation among the youths and determined the extent to which Special Public Works programme of the National Directorate of Employment contributed to employment generation among the youths in Kaduna North and Kachia Local Government Areas, Kaduna State.

The study reviewed literature within the confine of the study variables by different scholars. Various textbooks, journals, articles and other scholarly materials were depended on to get conceptual meaning of terms, concepts as well as professional viewpoints. To get reliable data however, the study relied on both primary and secondary data. While the primary data was based on questionnaire and interview, secondary data was sourced from relevant documents. Relevant among them includes: NDE Official annual reports and statement of accounts; National Bureau of Statistics (NBS) and Local Governments' Gazette, Kaduna State, 2019; NDE report, 2011 – 2013; report of Central Bank of Nigeria (2012).The data collected through questionnaire were descriptively (via frequency tables and percentages) and inferentially analysed(through the use of multiple regression technique of analysis) with the help of Statistical Package for Social Sciences (SPSS, Version 23.0).

For the purpose of this study, three hypotheses were postulated. The hypotheses were stated thus:Vocational Skill Development programme of the National Directorate of Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State; Small Scale Enterprise programme of the National Directorate of Employment has not significantly contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State and finally, Special Public Works programme of the National Directorate of Employment has not significantly contributed to employment generation among the youthsin Kaduna North and Kachia LGAs, Kaduna State.The hypotheses were tested and all rejected because the unstandardized coefficient ofVocational Skill Development programme stood at 0.606 which is positive. This implies that an increase in Vocational Skill Development programme of the National Directorate would contribute more to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. More so, the unstandardized coefficient of Small Scale Enterprise programme stood at 0.149 which is positive. This implies that an increase in Small Scale Enterprise programme of the National Directorate of Employment would contribute more to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State. lastly, the unstandardized coefficient of "Special Public Works programme of the National Directorate of Employment" stood at 0.135 which is also positive. This implies that an improvement in Special Public Works programme of the National Directorate of Employment would contribute more to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.Based on the above analysis, the study failed to accept the null hypotheses and therefore rejected the hypotheses. On the whole, National Directorate of Employment has contributed to employment generation among the youths in Kaduna North and Kachia LGAs, Kaduna State.

6.2 Conclusion

The study drew conclusion based on data generated from questionnaire during field work, including submissions from secondary documents complemented by results of interviews. Consequently, we have offered recommendations designed to ensure subsequent programmes will perform better than National Directorate of Employment.One conclusion from the findings of this study is that the NDE as a directorate set up to curb unemployment in Nigeria has recorded some successes though with some challenges. NDE as a directorate set up to curb unemployment in Nigeria has recorded a mixed bag of some successes and continuing challenges. Thus, any attempt to reposition the NDE for effective operation and by extension, effective service delivery, should include an overhaul of the modus operandi of the Directorate to enhance the achievement of its objectives.The challenges affect its operation and, consequently, its service delivery. The challenges include: inadequate funding and late release of funds from the Federation Account, managerial deficiency, policy distortions and corruption.

6.3 Recommendations

i. Government at all levels should increase the funding of Vocational Skill Development programmes of National Directorate for Employment to enable them continue and increase their present capacity to accommodate more beneficiaries for Vocational Skill Acquisition programmes to generate youth employment in Kaduna North and Kachia LGAs of Kaduna State.

ii. Secondly, Government should increase the funding of Small Scale Enterprises programmes of National Directorate for Employment to enable them continue and increase their present capacity to accommodate more beneficiaries for Small Scale Enterprises programmes to

generate youth employment in Kaduna North and Kachia LGAs of Kaduna State. The Directorate must not only ensure that more unemployed graduates are engaged in the programme but also ensure that they are settled with loan sufficient enough to finance business startups.

iii. Finally, Government should increase the funding of Special Public Works programmes of National Directorate for Employment to enable them continue and increase their present capacity to accommodate more beneficiaries for Special Public Works programmes to generate youth employment in Kaduna North and Kachia LGAs of Kaduna State.

iv. Additionally, NDE should spread to the different communities instead of concentrating on the urban centres. This is needed so as to catch up with more youths in the rural areas for entrepreneurship skills acquisition. Besides, Government should mandate all the 774 local government areas in Nigeria to create NDE farms in their areas. This will not only enhance food production but also provide more employment in the agricultural sector.

6.4 Suggestions for Future Studies

Further research can assess the contribution of NDE programmes to employment generation in other local governments of Kaduna State or other states in Nigeria. Further researches can also investigate the contribution of these programmes to employment generation to a larger scale such as using a Geo-Political Zone. Furthermore, future research may conduct a comparative study on contribution of NDE programmes to employment generation between two states in Nigeria or two local Government Areas.

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APPENDICES

Appendix (A): Questionnaire for the beneficiaries of VSD, SSE and SPWP

AHMADU BELLO UNIVERSITY, ZARIA
FACULTY OF ADMINISTRATION,
DEPARTMENT OF LOCAL GOVERNMENT AND DEVELOPMENT STUDIES

Dear Respondent,

I am M.Sc. student undertaking a study on the topic: "**Contribution of National directorate of Employment to Employment Generation in Kaduna North and Kachia Local Government Areas, Kaduna State**". Your responses shall be used only for the purpose of this research and will be treated with utmost confidentiality.

Thank you.

Section A: Socio-Demographic Characteristics of the Respondents

1. **Sex**: (a) Male ( )
(b) Female ( )

2. **Age**: (a) Below 30 ( )
(b) 31-45 ( )
(c) 46 and above ( )

3. **Educational Qualification**

(a) Below Primary School ( )
(b) Post Primary Certificate ( )
(c) Post-Secondary Certificate ( )
(d) M.Sc./Ph.D. ( )

Section B: Major Issues Relating to the Objectives, Research Questions and Hypotheses

The Contribution of National directorate of Employment to Employment Generation in Kaduna North and Kachia Local Government Areas, Kaduna State; please indicate the extent to which you agree or disagree with the following statement by ticking (√) the appropriate response.

Note: Strongly Agreed = (SA) – 5; agreed = (A) – 4; Undecided = (U) – 3; Disagree = (D) – 2 and Strongly Disagreed = (SD) – 1

Evaluation Criteria		**Rating Scale**				
		5	**4**	**3**	**2**	**1**
	The following are the Sub-programmes of NDE and the indicators of measurement.	SA	A	U	D	SD
A.	**Vocational Skill Development programme**					
1.	VSD job related skills imparted to the beneficiaries					
2.	The the trainers and craftsmen of VSDare qualified to impart skills to trainees					
3.	There is sufficiency of beneficiaries' resettlement loan					
4.	There is increased number of beneficiaries under National Open Apprenticeship Scheme					
B.	**Small Scale Enterprise programme**					
5.	The trainees are highly equipped with entrepreneurial skills					
6.	There is Start-Up Development Training Scheme funds					
7.	The is Enterprise Creation Fund for Graduates					
C.	**Special Public Works programme**					
8.	The beneficiaries are equipped with environmental sanitation skills					
9.	The beneficiaries are equipped with traffic control skills					
10.	The beneficiaries are equipped with immunization exercise skills					
D.	**Employment Generation**					
11.	There is reduced welfare challenges among youths in Kaduna North and Kachia Local Governments					
12.	There is reduced number of people living below poverty line among youths in Kaduna North and Kachia Local Governments					
13.	There is reduction of social vices among youths in Kaduna North and Kachia Local Governments					
14.	There is increased number of people with productive skill among youths in Kaduna North and Kachia Local Governments					
15.	The youths in Kaduna North and Kachia Local Governments are stimulated to make buy and sell.					

Appendix (B): Interview Schedule

Section A: Bio-Data of the Respondents

i. Date of Interview

ii. Name/Identity of the Respondent

iii. Position of theRespondent

Theme I: Vocational Skill Development Programme and Employment Generation among youths in Kaduna North and Kachia Local Governments

i. How has Vocational Skill Development programme contributed to employment generation among youths in Kaduna North and Kachia Local Governments?

Theme II: Small Scale Enterprise programme and Employment Generation among youths in Kaduna North and Kachia Local Governments

i. In what ways has Small Scale Enterprise programme contributed to employment generation among youths in Kaduna North and Kachia Local Governments?

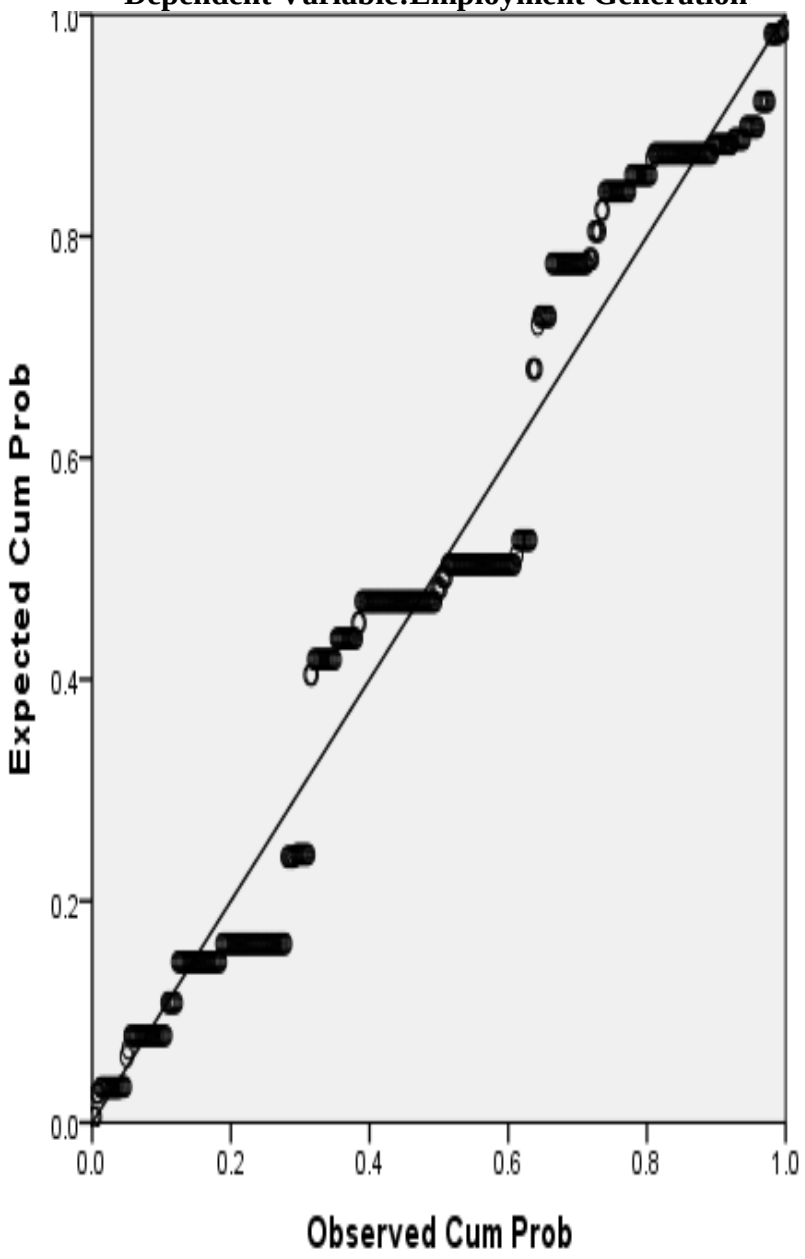
Theme III: Special Public Works programme and Employment Generation among youths in Kaduna North and Kachia Local Governments

i. How can you affirm the contribution of Special Public Works programme to Employment Generation among youths in Kaduna North and Kachia Local Governments?

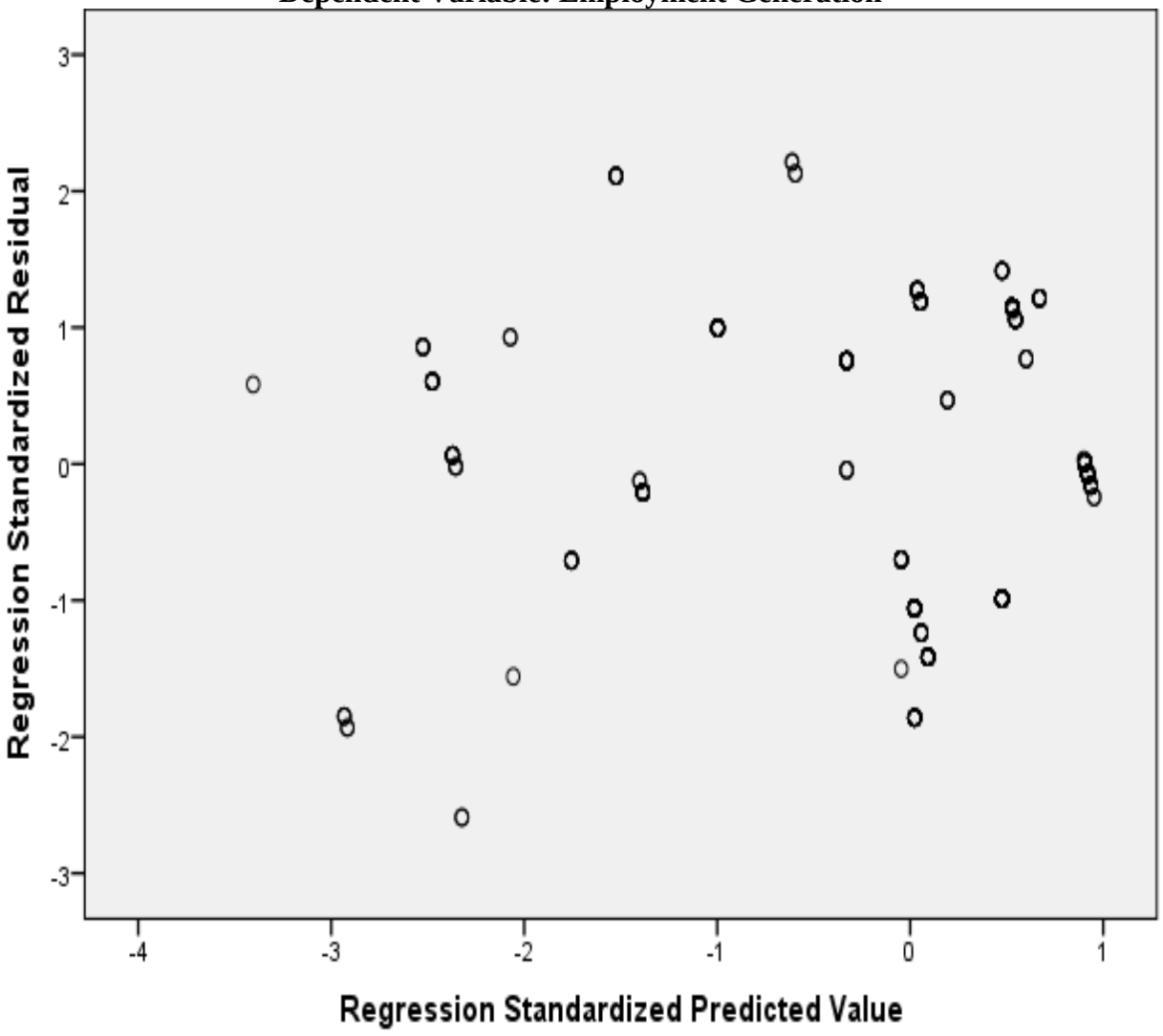
Appendix (C): Preliminary Analysis and Diagnostic Tests Plots

Normal P –P Plot of Regression Standadised Residual

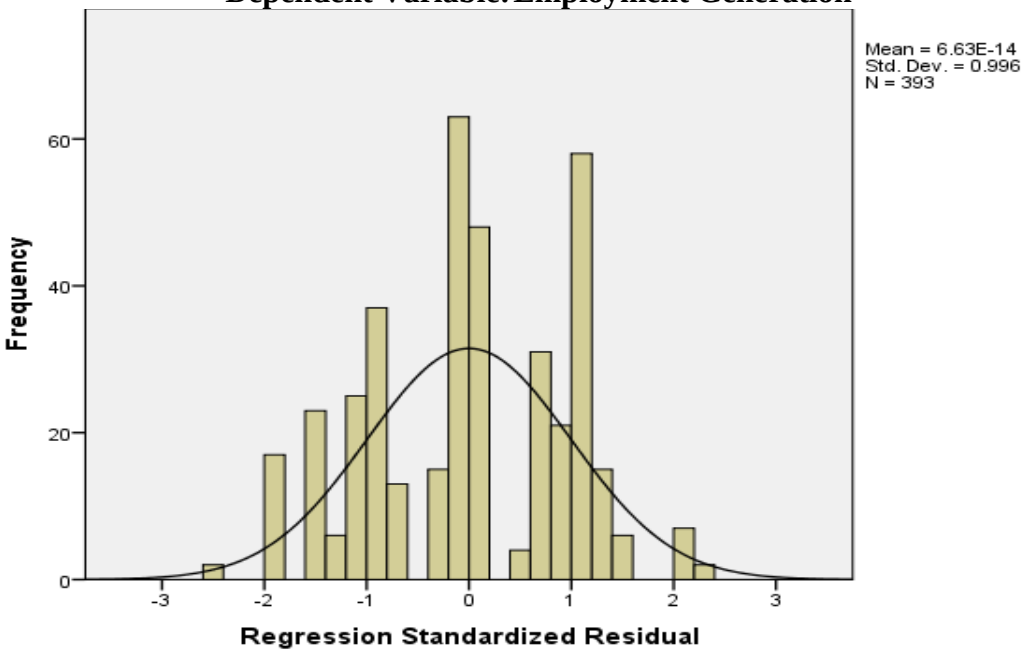
Dependent Variable:Employment Generation



Scatter Plot
Dependent Variable: Employment Generation



Histogram
Dependent Variable: Employment Generation



Appendix (D): Photo Gallery as Evidence of Research Survey





The Researcher and some interviewees in Kachia Local Government, Kaduna State





The Researcher and some interviewees in Kaduna North Local Government, Kaduna State





The researcher and the beneficiaries of NDE programme in Kaduna North &Kachia Local Governments, Kaduna State.




JOBS FOR ALL
KADUNA TRAINING CENTRE