

**EVALUATION OF THE HUMAN CAPITAL DEVELOPMENT PROGRAMS OF THE
NIGER DELTA DEVELOPMENT COMMISSION, 2000-2015**

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**A THESIS SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES,
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DECLARATION

I hereby declare that this thesis titled “Evaluation of the Human Capital Development Programs of the Niger Delta Development Commission, 2000-2015” has been undertaken by me in the Department of Sociology, under the supervision of Dr B. Tanimu and Dr A.J. Oluwabamide. The information derived from the literature has been duly acknowledged in the text and a list of references provided. No part of this work has been previously presented for another degree or diploma at any institution.

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CERTIFICATION

This thesis titled“Evaluation of the Human Capital Development Programs of the Niger Delta Development Commission, 2000-2015”meets the regulations governing the award of the degree of Masters Degree in Sociology of the Ahmadu Bello University and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

To my late father, Richard Omote Uvwo (1940-2013) who departed knowing about this programme but did not witness my graduation.

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I thank God Almighty for His love and blessings that He granted me throughout the course of this program.

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LIST OF ABBREVIATIONS

ADB- African Development Bank

NDDB-Niger Delta Development Board

NDBDA-Niger Delta Basin Development Authority

OMPADEC-Oil Mineral Producing Areas Development Commission

NDDC- Niger Delta Development Commission

NDCCF- Niger Delta Christian Consultative Forum

MDG- Millennium Development Goals

REAP- Retail Empowerment App Programs

HCDP- Human Capital Development Programs

UNDP- United Nation Development Programmes

NEEDS- National Economic Empowerment Development Strategy

ICT- Information and Communication Technology

FDI- Foreign Direct Investment

NIMASA- Nigerian Marine and Safety Agency

SPDC- Shell Petroleum Development Company

UNIFEM- United Nation Fund for Economic Empowerment of Women

OBC- Oil Bearing Communities

ABSTRACT

Over the decades, the Nigerian government established a range of institutions and initiatives to address poverty, youth restiveness, conflict and under-development in the Niger Delta region. This study is an Evaluation of the Human Capital Development Programs of the Niger Delta Development Commission, 2000-2015. The objectives of the study were to examine the nature of Human capital development programs (HCDPs) of NDDC, identify the beneficiaries of NDDC's HCDPs, assess the impact of NDDC's HCDPs on the people, examine the people perception of NDDC's HCDPs and identify the challenges of NDDC's HCDPs. Literature were reviewed in line with the study's objectives. Human capital theory served as the theoretical framework for the study. The study was carried out across three local government areas of Delta State; namely, Udu, Uvwie and Warri South. The study adopted quantitative and qualitative methods of data collection. The quantitative data instrument was a structured questionnaire. Four hundred copies of the questionnaire were administered to respondents across the three local government areas, out of which, three hundred and seventy-seven copies were returned. In addition, the qualitative technique of in-depth interview (IDI) was used. To this end, ten key informants were interviewed. The quantitative data was analyzed through simple statistical analysis and interpretation, while the qualitative data was analyzed in a thematic form. On the nature of NDDC's HCDPs, the study revealed that, scholarship and skill acquisition were the most provided HCDPs. The study further revealed that, the poor, illiterate and rural areas benefited less from NDDC's HCDPs. The study also found that, the HCDPs of NDDC have not substantially impacted on the socio-economic development of the people as poverty is high and the anticipated peace and stability goals of NDDC's HCDPs are yet to be attained. The result of the study further indicated that NDDC's HCDPs is seriously affected by corruption and favoritism. On the basis of the study's findings, it was recommended that, NDDC's leadership must have a strong political will to address corruption through leadership by example. In addition, persons of proven integrity should manage the HCDPs of NDDC. Also, the HCDPs of NDDC should be diversified to include agriculture, particularly fishery and poultry. The study also recommended that, the rural areas should be carried along through the establishment of more training centers in those areas.

CHAPTER ONE

INTRODUCTION

1.1 Background of Study

The socio-economic development of a society is vital for its progress and sustainability. In view of this, the various political regimes in Nigeria have embarked on development projects in the Niger Delta region that were executed by various commissions. This was aimed at improving the living conditions of the people in order to address problems of underdevelopment. Gandu (2011) asserted that there are widespread concerns and acknowledgement that unemployment is one of the major problems in the Niger Delta. Also, due to the neglect of oil-producing communities by successive governments in Nigeria, poverty is endemic in the region. Economic activities have been destroyed by oil-prospecting operations. In addition, only a tiny few individuals (Chiefs/elites) are benefiting from contracts awarded by oil companies to the detriment of the general community (NDDC Act, 2000).

These prevailing conditions have resulted to militancy and youth restiveness in the region which have affected meaningful socio-economic development of the region. The prevailing situation of poverty and human development according to Egbogah (2010) paints a dismal picture, particularly when the region is compared with other oil – producing regions in the world. The results of this low level of human capital development program are disillusionment and frustration. In 2000, the United Nations Development Programme (UNDP) observed most of the problems facing the economy of Niger Delta region are a reflection of the poor quality of the human development and management.

There have been several attempts to develop the Niger Delta region right from the pre-independence period. The first was Willink's Commission of Enquiry of 1958 to investigate whether or not the grievances and demands of the Niger Delta region were true or ill-founded. The commission submitted its report to the British parliament on July 30, 1958. The report indicated that the Niger Delta region was "poor, backward and neglected". Thus, the Niger Delta Development Board (NDDB) was established by an Act of parliament in April 1961. It became clear that after nine years of its establishment, NDDB did not develop the region, as a result of inherent structural administrative and funding problems (Dappabiriye, 1995). In an effort to develop the region, subsequent bodies were set up. The Niger Delta Basin Development Authority, (NDBDA) was established in 1976 (Etekpe, 2009). It failed woefully due to organizational problem and representation problem based on the fact that none of the board members appointed by the federal government to run the project came from Niger Delta region (National Development Review, 2009).

During the civilian administration of President Shehu Shagari, the administration decided to reinstate the principle of derivation and pay 1.5% of revenue to the oil-producing areas. It also set up a Presidential Task Force to administer the fund. That amount was considered inadequate and the level of restiveness intensified. This compelled the president Ibrahim Babangida to raise it to three percent (3%) and to set up the Oil Mineral Producing Areas Development Commission (OMPADEC) in July 1992 to administer it. Despite the huge resources injected into OMPADEC, it left a legacy of uncompleted projects (Ekpiwhre, 1998). During the Abacha/Abdulsalami regime, the Niger Delta got thirteen percent. It must be stated that, most of these derivation funds have been badly utilized by the civilian governors in the Niger Delta States (Okunnu, 2008). A year after President

OlusegunObasanjo emerged as the President, he established the Niger Delta Development Commission (NDDC), with the sole mandate of developing the oil- rich Niger Delta (NDDC Profile, 2001). In September 2008, late President UmaruYar'Adu'a who succeeded President Obasanjo, announced the formation of a Niger Delta Ministry, with the Niger Delta Development Commission to become aparastatal under the ministry.

Human Capital Development Programs is aimed at ensuring that human resource endowments of a country are skilled, knowledgeable, innovative and productive to engender economic growth through further optimal exploitations of resources.The world over, it was held and quite credibly too that true development begins and ends with man. This underpins the critical importance of man in society's development process. It is in realization of this that the NDDC administration quite wisely laid emphasis on human capital development aspiration and as the anchor for berthing of its Delta beyond oil voyage.

However, it is widely asserted that NDDC has not bequeathed significant improvement in welfare of the Niger Delta people. For most part, the legacy of NDDC programs translates into a picture of missed opportunities, low value for money and not least, enormous disappointment by the people. The inhabitants of the region, which include elders, women, children andyouths, had resorted to various forms of resistance due to their continued low level of development. These have resulted in demonstrations and protests, petition writing, legal activism, hostage- taking, kidnapping, pipeline damage and vandalism that have assumed new and alarming dimension (Oviasuiyi and Uwadiae, 2010).

1.2 Statement of the Research Problem

There has been the contention that the people of the Udu, Uvwie, and Warri South LGAs, who are indigenes of the region, lack the requisite skills to get engaged in the oil and gas companies. In 2002, a string of demonstrations were carried out by women who protested the lack of employment opportunities offered to their sons and husbands by the oil industry. In addition, some Nigerian and foreign non-governmental organizations have complained that few local people are employed by the oil companies, except in lowly paid security or catering capacities. The NDDC was established to tackle these concerns and in an attempt to satisfy the demands of the Niger Delta's population, it focused attention on human capital development programs. It is in this context that, this study evaluates the human capital development programs of NDDC in Udu, Uvwie and Warri South local government areas of Delta State.

Human capital development is very important to address the current skills shortages and the increasing demands of advanced expertise needed in the development of the Niger Delta region. The inhabitants of the Niger Delta regions are required to have specialized skills to develop their area, contribute and participate actively in their own development (NDDC Profile, 2001). NDDC was constituted to serve the oil producing communities as a result of the lingering crises and abysmal performance of extant commissions in the region. In order to engender meaningful socio economic development, NDDC introduced human capital development programs of NDDC with the emphasis of providing the requisite skills needed by the teeming youth of the region to effectively participate in the economy of the region.

The commission has adopted a new model that is centered on human beings for the development of the region. In pursuance of this model, NDDC put in place human capital development programs, skill-acquisition, computer training and vocational training programs. The imperative for a new development agenda arises from the fact that the past development plans had failed to adequately address the region's needs in spite of the efforts of the federal and state governments, the (NDDC) and oil companies.

So far, NDDC has achieved meager results due to failures of transparency and accountability. Misplaced projects, faults in implementation strategy, duplication of project and non-participation of the expected beneficiaries have emerged as problems of the commission amongst others. Idemudia (2007) asserts that the capacity of NDDC to deliver on its partnership responsibility is undermined by political interference. This problem has led Emmanuel Aguariavwodo, the former managing director and chief executive officer of NDDC in 2006 to state that, the only way to develop the region is to remove politics from developmental efforts.

Given the socio-political characteristics of Niger Delta region, it was not surprising that NDDC became the honey pot of political actors, traditional rulers, retired generals and their cronies, who saw it as their foot hold to the national cake. Ogbogo (2008) argues that the huge amount of resources required has led to neglect of the region by successive governments. Also, most communities are economically impoverished and feel neglected in terms of development, no consideration is given to host communities with regard to employment and contract works, which could have created more harmony and greater sense of participation and involvement of the human capital development programs of NDDC.

In Udu, Uvwie and Warri South LGAs of Delta State, the result of poor development of human capital development programs have been disillusionment, frustration among the people about their increasing deprivation and deep-rooted mistrust. Long years of neglect and conflict have fostered a siege mentality, especially among youths who feel they are condemned to a future without hope. Declining economic performance leading to rising unemployment or underemployment and the lack of access to basic necessities of life like water, shelter food and clothing are challenges confronting the youths in the State.

Having noted these concerns regarding NDDC, can its human development programs and the manner it is executed be said to adequately fulfill its mandate of providing the requisite skills needed by the people of the region to meet the aspired socio-economic development. More so, there is limited knowledge on the evaluation of NDDC's human capital development program as most researchers have extensively dwelt on evaluating the commission's challenges and the amnesty program. For instance, Akinwale (2010), focused on amnesty and human capital development, John (2011), impact of NDDC as perceived by ordinary Niger Deltans, Saliu, and Omotola, (2007) assessed OMPADEC and NDDC's response to insecurity. It is therefore, important to evaluate the human capital development programs of the NDDC in order to fill the existing gap in knowledge. This study examines the human capital development programs of NDDC by identifying the categories of beneficiaries of the programs; to know whether the program is creating a class of new elites in the area or not; assessing the impact and public perception of the programs and the challenges in implementing it. The essence is to know whether or not this strategy of development has met the yearning of the people.

1.3 Research Questions

1. What is the nature of human capital development programs of NDDC in Udu, Uvwie and Warri South LGAs of Delta State?
2. What categories of people benefit from human capital development programs of NDDC in Udu, Uvwie and Warri South?
3. How has the human capital development programs of NDDC impacted on the socio-economic lives of the people of Udu, Uvwie and Warri South?
4. What are the people's perception of human capital development programs of NDDC in Udu, Uvwie and Warri South?
5. What are the challenges of human capital development programs of NDDC in Udu, Uvwie and Warri South?

1.4 Aim and Objectives of the Study

The aim of the study is to evaluate human capital development programs of NDDC in Udu, Uvwie and Warri South. However, the specific objectives of the study are as follows;

1. To examine the nature of human capital development programs of NDDC in Udu, Uvwie and Warri South LGAs of Delta State.
2. To identify the categories of people that benefit from the human capital development programs of NDDC in Udu, Uvwie and Warri South.
3. To assess the impact of human capital development programs of NDDC on the socio-economic lives of the people of Udu, Uvwie and Warri South.
4. To examine the people's perception of human capital development programs of NDDC in Udu, Uvwie and Warri South.

5. To identify the challenges of human capital development Programs of NDDC in Udu, Uvwie and Warri South.

1.5 Significance of the Study

NDDC activities have been vastly studied or researched by different scholars or interests. However, the degree, direction and dimension of development activities differ from one society to another. The study therefore is significant in the following aspects:

First, it will fill the knowledge gap identified with regard evaluation of NDDC's human capital development program.

Second, it would provide information aimed at improving human capital development programs of Niger Delta Development Commission.

Third, it would provide a scientific basis for policy making by governmental and non-governmental institutions toward better understanding of development strategies.

Fourth, it would provide an evidence-based data on the human capital development programs of NDDC.

Fifth, the recommendations of the study would be relevant to government, non-governmental organization, students and researchers in development studies.

1.6 Scope of the Study

The research was basically confined to evaluate human capital development programs of NDDC from 2000-2015. It covered the nature of HCDPs of NDDC, categories of beneficiaries of HCDPs of NDDC, socio-economic impact of HCDPs of NDDC, people perceptions of HCDPs of NDDC, the challenges of HCDPs of NDDC and possible way

of improving HCDCPs of NDDC in the study areas, The study was conducted in Delta State. However, the focus is on three selected local government areas within the State namely: Udu, Uvwie and Warri South. The purpose of selecting these local government areas is because of their proximity to the oil companies. In addition, the area is densely populated with indigenes seeking for employment in the oil companies. The research focused on the evaluation of human capital development programs of Niger Delta Development Commission.

CHAPTER TWO

LITERATURE REVIEW AND THEORITICAL FRAMEWORK

2.1 Introduction

The review is based on the study objectives and is presented in sections. Also, human capital theory served as a theoretical frame work to address the problem of study. The sub-headings in the literature review capture; human capital development, nature of human capital development programs of NDDC, Categories of beneficiaries of NDDC's human capital development programs, human capital development programs and socio-economic development, people's perceptions of human capital development programs of NDDC, challenges of NDDC's human capital development programs and the theoretical framework.

2.2 Human Capital Development

Rodney (2005: 109) views development in human society is a many sided process. At the level of individuals, it implies increased skill and capacity building, greater freedom, creativity, self-discipline, responsibility and material wellbeing. At the level of social groups and the nation, development implies an increasing capacity to harness both natural and other resources for the benefit of and upliftment of the group.

Amao (2008) defined human capital development as the combination of skills, competencies, knowledge and personality attributes embodied in the ability to perform tasks and assignment which produce economic value. This attributes are gained through education, training experience, learning and development. In addition, Abang (2007) noted that human capital development requires creating and cultivating environments in which human beings can rapidly learn and apply new ideas, skills, behaviors and attitudes.

Human capital development is described as an end or objective of development. It is a way to fulfill the potential of people by enlarging their capabilities and this necessarily implies empowerment of people, enabling them to participate actively in their own development. Human capital development is also a means since it enhances skills, knowledge productivity and inventiveness of people through a process of human capital formation broadly conceived. Thus human capital development is a people centered strategy and goods centered or production centered strategy of development. What really matters is the empowerment of the people to identify their own priorities and to implement programs and projects of direct benefit to them (Ogujiuba and Adeniyi, 2003).

Human capital development has become the most probable means and major consideration that present itself as a low hanging fruit for achieving any major recordable success. Human capital development programs is aimed at ensuring that human resource endowments of a country are skilled, knowledgeable, healthy, innovative and productive to engender economic growth through further optimal exploitations of resources (Gupta and Verhoeven, 2001). Akpotor (2012) stated that, the NDDC pursued proactive and effective policies and measures to enhance development and utilization of human resources.

According to 2010 human development report, Nigeria's human development index (HDI) is 0.423. Nigeria is paradoxically classified among the 25 poorest countries in the world despite its rich oil reserves, natural resources, impressive human resources, agricultural and emerging industrial potentials. According to the recent Global Competitiveness report, in basic requirement, Nigeria is ranked 127th of 139 countries considered. Thus, it becomes imperative to empirically investigate the efficiency and effectiveness of government spending on human capital development of the country (UNDP, 2010).

Effective investment in human capital development programs is a key component of long term economic growth and increased productivity. African Development Bank Report (2001), human capital development programs are essential means to sustain economic growth and poverty reduction and also an end in itself. A World Bank (1995) assessment of 192 countries indicated that, human capital development programs on the average, accounts for 64% of the total wealth, while physical and natural capital accounts for 16% and 29% respectively.

Amao (2008) opined that, to alleviate poverty and increase the value of human capital development, Nigeria must embark upon value – adding activities such as:

- Increasing the national budget on education from 6.12% to 26%.
- Infrastructure development and development of youth friendly schools.
- Teacher training, learning and development
- Upgrade of science laboratories
- Upgrade of curriculum to stimulate experimental know-how and applied knowledge.
- Promotion of merit based certification
- Implementation of international certification and accreditation of programs.
- Promotion of industry and government sponsored entrepreneurship and leadership programs.

China is one of the countries that have adopted human capital development programs. The Chinese government pursued proactive and effective policies and measures to enhance the development and utilization of human resources. In 2000, nine year compulsory education was made universal throughout the country and illiteracy among the people between the age of 20 and 50 years was basically eliminated and vocational education was enhanced (China

Human Resources, 2010). Human development programs as a panacea to eliminate poverty in the Niger Delta. Abang (2007) asserted that, economic development policies of government gave a lot of priority to the development of human capital and begin economic development from the development of man, this strategy of development is responsible for a change in China from a developing nation to one of the advanced economic of the world.

The National Economic Empowerment Development Strategy (NEEDS) recognizes the centrality of human capital development in achieving economic growth. In order to achieve this, the strategy was designed to address the following crucial issues:

- Faithful implementation of the free, compulsory universal basic education law.
- Review of schools circular from primary to tertiary to incorporate vocational or entrepreneurial skills.
- Re-tooling and repositioning of technical schools to be able to address the technical manpower needs of the economy.
- Establishment of more vocational centers to encourage Nigerians to embrace vocational education.
- Review of school curricula at all levels to incorporate the study of information and communication technology (ICT), (National Planning commission, 2004).

There is the need for youth training and empowerment in Delta. So that Nigeria becomes a top 20 country by the year 2020 with skilled Nigerian engaged in the rehabilitation and development of the Niger Delta. Also, investment in human capital development programs translates in the medium long term into socio-economic development which in turn attracts foreign direct investment (FDI). Foreign direct investment will always gravitate towards where there are vast consumer markets, highly skilled labor lower cost of labor and

maturing, industry clusters. A young workforce with a passion for learning in science, engineering and technology is relevant to the future of and emerging economy (Amao, 2008).

In general, the oil and gas industry in Delta must develop people toward provision of quality goods and services that are relevant to the Nigerian, global oil and gas industry. There is a need to refocus the government attention to quality education and human capital development programs in a holistic manner within the frame work of national development plan. Olateye (2009) advised that government empowerment programs should be structured in order to make them more participatory in approach and that greater investment in human capital investment of youth should be encouraged.

2.3 Nature of Human Capital Development Programs of NDDC

The NDDC Act (2000) states categorically that as an intervention agency in the Niger Delta, its primary mission is to implement programs for sustainable development, prosperity and peace in the region. This is to be achieved through well designed plan for infrastructural, technological, economic, ecological and human resources. For this purpose, the NDDC Logo has its mottoas “Equity, Peace and Prosperity.” The strategy focused on human capital development programs in partnership with financial institutions that would assist the youths with micro credits. They also insisted that the beneficiaries of skill- acquisition programs form cooperatives before they could assess the credit scheme. This strategy of development provided opportunity for youths to be trained in highly respected institutions within and outside the country.

The NDDC new administration adopted measures including the re-kitting of existing technical colleges in the States and unfolded plans to build more as part of efforts to enable Deltans not gifted in pure academics to imbibe viable life-long skills for self- sustenance and job creation (Delta State Government, 2014). NDDC collaborated with the World Bank in 2006 to organize workshop on conflict resolution and peace-building in the Niger Delta. The NDDC also collaborated with the Christian religious bodies in 2008 to form the Niger Delta Christian Consultative Forum (NDCCF). The aim of the collaboration is to commit the issues of conflict resolution and peace into the hand of God, themed “Reconciliation and Restoration (of peace) in the Niger Delta for a New Beginning (Etekpe, 2009).

The NDDC’s master plan was principally designed to develop rural communities and reduce rural-urban-migration. It was based on three (3) phases namely, the foundation phase (2006 – 2010), the expansion phase (2011 -2015) and the consolidation phase (2016 – 2020), (African Research Bulletin, 2007 and Barret, 2008). The major goal was to reduce poverty, induce industrialization and ensure social economic transformation of the area, raising the people’s standard of living in accordance with the nation’s Vision 2020 and the Millennium Development Goals (MDGS) (Aigbokhan, 2007).

The NDDC was created largely as a response to the agitation of the people of the Niger Delta region, (NDDC Profile, 2001). With the mission of facilitating rapid, even sustainable development of the Niger Delta region into a region that is economically prosperous, socially stable, ecologically regenerative and politically peaceful. To achieve its mandate, the NDDC board identified the following areas of focus, development of social and physical infrastructures, technology and economic revival, and human capital development programs.

2.4 Categories of Beneficiaries of NDDC's Human Capital Development Programs

The human capital development programs of NDDC has enlisted three hundred and fifty (350) youth drawn from the nine States covered by the Commission in a new scheme designed to create successful entrepreneurs using the mobile phone technology platform. The program was tagged NDDC Retail Empowerment App Program (REAP). Against the back drop of dwindling revenue from crude oil, the NDDC has restated its resolve to boost agriculture production at a reliable economic base for the country. The contribution of the commission to the agricultural sector was flagged off at the agricultural entrepreneurial training of farmers at Vika farms in Uyo, AkwaIbom, State ([nddc.gov.ng/news and events](http://nddc.gov.ng/news_and_events), 2014).

Ebegbulem (2010) disclosed that, the NDDC collaborated with the Nigeria marine and safety Agency, (NIMASA) to train at least one thousand (1,000) youths from the area as seafarers with a view to take advantage of the over fifty thousand (50,000) vacancies in that area in the nation marine industry. Ogbodo cited in Codewit (2011) asserted that, the commission has trained two hundred and fifty (250) graduates in film production. The beneficiaries were trained in collaboration with a New York based film academy with Stephanie Okereke as the local co-coordinator. Also recently, a set of twenty four (24) welders out of twenty five (25) sent to the South Africa Institute ofWelding returned to Nigeria after intensive training programs and certification in South Africa. Ugwoha (2011) indicated that, one thousand youths had been sent to Namibia and Norway to undergo training in underwater welding, cabling and rig maintenance.

The commission in partnership with Shell Petroleum Development Company (SPDC) Niger Delta sponsored beneficiaries in overseas postgraduate scholarship scheme, who traveled to

the United Kingdom in 2010 for the post graduate programs in oil and gas related engineering disciplines (Olaniyi, 2012). The NDDC has teamed up with Shell Petroleum Development Company SPDC to broaden its skill acquisition programs to especially target rural women across the oil rich region. It stated skills such as hat, bread making, dye and juice processing, interior decoration, soft furnishing, cloth weaving, basket/mat making etc.

United Nations Fund for Economic Empowerment of Women (UNIFEM, 2010), corroborated this view by stating that, Nigeria develop programs to empower women in selected communities of the Niger Delta region. To actualize their economic potentials through enhanced access to information, technical and organizational skills, finance and technology support to guarantee their individual rights and security. Phaccima (2012) the Chief Executive Officer of the Commission, that some of the commission human capital development programs include NDDC Technical Aid Corp Scheme, which has benefited two thousand (2,000) unemployed graduands, disbursement of five million naira to one hundred and ninety one (191) co-operative societies under NDDC credit entrepreneurial development scheme. As well as the training of two thousand five hundred (2,500) graduands in computer training programs, and the restructure of welding and fabrication training programs (Phaccima, 2012).

This position was reiterated by Ogonnaya (2010), he added that NDDC has continued to collaborate with the maritime Academy of Nigeria, Oron, to train about two hundred and fifty (250) youths of the regions in differed maritime trades. Also, sixty five (65) engineering graduates were trained in drilling and petroleum technology and recently, the commission flagged off NDDC solar power program. Ugwuoha (2011), corroborated this view by stating that a total of ninety one (91) Niger Delta youths trained by the NDDC in

welding and drilling technology in Turkey have been certified international welding specialist and drilling technicians, forty (40) of them were trained in comprehensive international welding inspectors course, while fifty one (51) benefited from the safety quality and maintenance training.

In furtherance to its human capital development programs, the NDDC has conducted electronic examination for four thousand candidates who applied for the commission post graduate scholarship scheme for 2014. The two hundred and ten (210) beneficiaries of the NDDC post graduate foreign scholarship programs have received the award letters (nddc.gov.ng 2014).

Jimitota (2012) believed that, human capital development programs will enhance indigenous participation in the industry. According to him, those trained in construction, testing, formation and design, would continue to be relevant to the economy on matters relating to exploration. The Nippon foundation and its affiliates such as the Sasakawa peace foundation and the Tokyo foundation have implemented a variety of people exchange and human resource development projects over the past decades. Sackneynoted that, almost thirty thousand (30,000) beneficiaries of these projects represent a vast and diverse reservoir of talents that span the globe (Africa Development Bank, 2011).

2.5 Human Capital Development Programs and Socio-Economic Development

Salami (2011) assessed the social impact of NDDC projects in Edo State, he found out that it had positive social impact on the people, as overwhelming majority opined that basic infrastructures were provided and they have better living condition.

Mansur (2011) stated that no country can achieve sustained economic development without substantial investment in human capital development. The human capital development of a nation is a primary determinant of its strength. A productive and educated work force is paramount in achieving long term sustainable economic growth.

Onduku observed with reference to the Niger Delta, that, development does not start with goods. It starts with people and their education, organizations and discipline. Development can succeed only if it is carried forward as a broad, popular movement of reconstruction with primary emphasis on human capital development with full utilization of the drive, enthusiasm, intelligence and labor power of every one (Onduku, 2001).

Oboh (2012) maintained that, if a nation is to benefit from the various skill acquisition programs, the training must take place in recognized institutions with the right caliber of personnel and facilities. Awopegba (2011) stated that, rapid socio-economic development has been observed to depend essentially on the caliber of human capital development programs in a nation. Although, Nigeria is one of the most populous nations in Africa, the country is still largely under developed. This can be attributed partly to unplanned efforts toward the development of human capital through education and training. Consequently, the country has been scored low by the United Nations in terms of its human development indicators such as life expectancy, literacy, economic growth rate and low level of development in the Niger Delta region (Ogbogo, 2008). In line with this view, Baris (2007) noted that, increase in human capital development programs will not only improve economic growth and social development, but also provide a fertile ground for profound and sustainable democracy. Ohiokhai et al (2011) were of the view that, the Niger Delta region today is a paradox of poverty amidst plenty as it suffers a wide range of problems. This

includes low level of human capital development programs, high disease burden and very high mortality rate among children. Zakaria (2006) said that more than seventy percent of the people of the region are in abject poverty, living below the poverty line, and one third survive on less than US one dollar a day. This figure includes an army of youth center in Niger Delta who struggle to eke out living by hawking chew sticks, bottled water, handkerchiefs, belts, etc. It is marked by violence and disruption of lawful activities.

The Niger Delta is so relevant, and has thus attracted national and international concern partly because it has been engine of Nigeria economy for the past five decades. The region presents a perfect example of the paradox of excruciating poverty and misery in the midst of stupendous wealth, as the level of human capital development is relatively low, as the resources of the region have barely touched on their pervasive poverty (Okaba, 2005). Azaiki (2009) in a study on views of low level of development in the Southern Nigeria, observed that, through the utilization of human capital development programs and material resources for the provision of goods and services to the petroleum industry within acceptable quality, health and safety environment standards, the development of indigenous capabilities, leadership and entrepreneurial training will be stimulated.

In some developing and developed countries, the human capital development programs strategy have been adopted and this proved significant success. Ifeec's (2009) study revealed that, South Africa improved its engineering skill system through technological innovation and the production of new knowledge. South Africa continues to promote high technology investment in space science to ensure that local researchers and beneficiaries of human capital development programs are able to participate in international astronomy. Luis (1996) in his study in Latin America argued that, only a rapid increase in human capital

development programs can address poverty quickly. It will substantially accelerate growth; totally eliminate the excess of inequality in the region and up- grade the standard of living for seventy percent (70%) of Latin America living below the poverty line.

Fenerty (2007) in his study in China, opined that unabated influx of foreign investment to set up and expand new production facilities continue to exert a high demand for skilled and talented human capital agent. More and more of the human resources departments see shift from the formerly purely recruitment oriented activities to human capital development activities. Leeuwen (2007) posited that, Japan's human capital is used entirely to apply to their technological development and a strong growth of the industrial sector. Japan achieved greatness not by the quantity of oil in their soil but by the quality of human capital development and the patriotism of their people. The success story of the Asian-Tigers has continued to inspire government institutions across the world to place emphasis on human capital development programs (Webster, 2011).

Sackney explained how improved access to education had a direct positive impact in improving human development life indicators, particularly life expectancy, per-capita income and reduction of child mortality. Though, Sub-Saharan Africa lag behind all other regions in education accessibility, Sackey noted that there has been an upward trend in human capital development programs in countries like Zambia, Kenya, and Ghana (Africa Development Bank, 2011).

2.6 People's Perception of Human Capital Development Programs of NDDC

The study carried out by Etekpe (2007) on NDDC and peace building, discovered that its approach has been based on fire-brigade approach of reacting to violent eruption and has not addressed the remote causes of violence. Ohiokhai et al (2011) are of the view that, it has been documented how the people of Niger Delta see one government sponsored development agency after another come and go, without any significance changes in their lives or the quality of their delicate physical environment. The report identified poor governance to be at the core of low level of human capital development programs of the Niger Delta. Idemudia (2007) maintained that, the failure of governments to meet its contribution to the commission has meant that insufficient funds continue to undermine the ability of Niger Delta Development Commission NDDC to deliver both on its development programs and on its partnership responsibility.

Despite recognition of the importance of Niger Delta Development Commission, in Niger Delta development, the rate of development is very slow as attested to by the former Chairman of the Commission. He stated that, despite billions of Naira channel into the Commission and other government agencies and institutions for development of the Niger Delta. The conditions of life of the people in the area have worsened. In addition, the new managing director of Niger Delta Development Commission, asserted that the system he met was stagnant, a situation which made the task of running the commission slightly difficult (Ugochukwu, 2003 and Oboh, 2012). The history of non-performing government palliatives contribute to the incidence of poverty in the region. The pervasiveness of poverty in the Niger Delta is therefore not due to lack of significant resources earmarked for the development of the region, but the problem seems that resources budgeted for the

development of oil bearing communities (OBC) do not always get to the grass-root to address the basic developmental need of local inhabitants (Gandu, 2011).

Dafinone (2007) suggested that, the Niger Delta Development Commission may be unproductive and misleading without considering its capacities for entrenching practical legacy of excellent implementation of projects and positive transformation needed in the region. Okereke (2007) observed that insecurity arising from the activities of the social movements in the oil rich Niger Delta has been a major drawback to the execution of NDDC projects. Saliu and Omotola (2007) opined that, the exploitative tendencies of multinational oil companies partly orchestrated development enigma in the region and truncated sustainability of development in the indigenous environment. Similarly, the various governments in the region have not judiciously used their accrued revenues from the federation account and this has created development impediment in the Niger Delta region.

Okowa (2007) in a study on views of NDDC mandate maintained that, NDDC that was established by government to tackle the problem of development of the region is characterized by corruption and mismanagement. Although, corruption is a global scourge, Niger Delta region appear to suffer the most from it because the leaders are pathologically corrupt, over the years, the NDDC earned huge sum of money from federal government account, which has gone down the sinkhole created by corruption. Iyayi (2008) asserted that, it has been documented that the government of the Niger Delta received from federal sources over one trillion from 1999-2005. This excluded internally generated revenues and funds provided to NDDC. Yet, these huge receipts did not translate into any tangible development results in the area, largely because of the fact of corruption.

The master plan for the development of Niger Delta was crafted by expatriate (the German) with collaboration of few political elites and imposed on the Niger Delta people (Dafinone, 2007). The Niger Delta communities have been excluded in the management of the upstream and downstream operations in the oil industry through the petroleum Act promulgated in 1969. Corruption remains another problem of human capital development programs of NDDC, as suggested by the fact that the leadership of NDDC has been changed three times in less than six years, and the issue of corruption that led to indefinite suspension of Mr Godwin Omene the managing director of NDDC, is very much a re-enactment of history (Jike, 2005). In similar vein, Davies (2009; 5 cited in Gandu, 2011) states that unemployment is a serious problem in the Niger Delta because Nigeria's oil industry employs only about 30,000 workers, satisfying vitally none of the demands for jobs. Ifeka (2006; 722 cited in Gandu, 2011) also attests to this by stating that 'restive' youth are recruited for menial low paid casual work in and outside oil terminals. According to Chukuezi (2009) that with little or no government and private paid employment, a large proportion of the people, particularly the youth face massive unemployment and a bleak future. There is also arson and lawlessness epitomized by the incidence of kidnapping of oil workers, occupation of oil sites, seizure of facilities and vandalization of oil installations.

2.7 Challenges of Human Capital Development Programs of NDDC

The challenges and opportunities in the region cannot be tackled effectively by the NDDC alone in the absence of co-operation and collaboration across the public, private and non-governmental sectors. The delivery of sustainable development stand a chance of success but only if the lessons of the past are taken on board and used to formulate realistic programmes and projects in partnership with organizations that already have or can inspire

the confidence and meaningful involvement of the local people (Niger Delta 2001, Regional Development Master Plan). Also, the culture of corruption and cronyism robs it of effectiveness as major development programs are embarked upon without due consultation. The legal and administrative framework of NDDC does not make for transparency and accountability. Some of the development programs are highly over-estimated in costs and often serve the political interest of politician and the economic interest of the contractors (Idemudia, 2007).

The challenge of human capital development programs of NDDC identified by Agbu (2012) was the engagement of incompetent organizations and individuals to handle the training programs. Although, such programs are sometimes advertised to fulfill all righteousness, those given the assignment are often make-shift trainers, who up till the commencement of scheme had no training facilities or experiences but never the less, handpicked because they have the right connection.

Ikenga (2012) acknowledges that, the challenges of the Niger Delta arose mainly from the inadequacies of previous attempts at meeting the yearnings and aspirations of the people in terms of human capital development, for sustain development of the region. Whereas certain elements of the Niger Delta populace have resorted to unlawful means of agitation for the development of the region including militancy thereby jeopardizing peace, security, order and good governance. Agbo (2008) assert that, the government seems to have developed the habit of withholding funds that should accrue to the various institutions over the years. Community leaders, who opposed the policies and activities of both the government and transnational oil companies, are often arrested, detained and some of them lost their lives. There is no doubt that, the Nigerian oil industry has affected the Niger Delta

Region in a variety of ways. On the one hand, it has fashioned a remarkable economic landscape for the country. However on the negative side, petroleum exploration and exploitation also have adverse effects on the environment of the oil producing communities in the region (Enyia, 1997; Ibeanu, 1997; Kiama, 1998; Nna 2001; Human Right Watch, 2005 and Federick, 2008).

The problem of conflict and security is destabilizing the Niger Delta Region's peace process. The fact is that whenever conflict occurs, the development of the society in most cases is seriously affected. The Niger Delta conflicts are mainly as a result of poverty rooted on continued criminal neglect of the region over the years by federal government of Nigeria and the transnational oil companies (Journal of peace, conflict and development, 2010).

UNDP (2006) opined that, there is a general concern that some peoples, particularly unscrupulous politicians and political organizations benefit from the violence, and they sponsors some of the youth gangs in the region. In spite of the substantial flow of oil money to the State and local governments, many communities see no sign of government presence in terms of human capital development programs. Gandu (2011) stated that, the implementation of government palliatives for the Niger Delta has not been accompanied by social justice and equity. In other words, the political leadership in the Niger Delta (especially Governors and local government Chairmen) are alleged to have 'squandered' enormous resources that they would have used to develop the region. They are therefore said to be complicit in the underdevelopment of the region (Ebeku, 2008: 418). Okereke (2008) observed that the problems in the Niger Delta has gone beyond the logics of oil exploration to include the activities of criminal gangs that sometimes masquerade as

liberation movements to engage in oil bunkering and kidnapping activities. The region has become a zone of strategic danger characterized by economic exploitation, ecological degradation, state coercion and a breeding place for oil bunkering and armed insurgency.

2.8 Theoretical Framework

Human Capital Theory

Human capital theory resurged in the 1960's primarily through the work of American economists, Theodore Schultz (1902 – 1998) and Gary Becker in early 1990. Human capital theory is the most influential economic theory, setting the framework of government policies as the basis for much workforce development effort. It is seen increasingly as a key determinant of economic performance. A key strategy in understanding economic performance has been the conception of individuals as human capital and various economic metaphors such as training, technological change, research innovation, productivity, education and competitiveness (Becker, 1994).

Smith (1976) formulated the first basis of what was later to become the science of human capital. The first school of thought can be distinguished between acquired capacities that were classified as capital and humans beings. A second school of thought claimed that human beings themselves are capital. In modern human capital theory, all human behavior is based on the economic self-interest of individuals operating within freely competitive markets.

In relating human capital theory and human capital development programs of NDDC, Fitzsimon (1997) view provided a prominent explanation, as he stressed that the significance of education and training are the key to participation in the new global

economy. In keeping with human capital theory, it has been argued that, the overall economic performance of countries is increasingly more directly based upon their knowledge, stock and their learning capabilities.

Bringing this theory to bear on this study, it has been observed that, concerns about underdevelopment of the Niger Delta region started during the pre- colonial period, as the people complained that the region was underdeveloped despite the available resources extracted from their land. At domestic level, there were trade relation among the ethnic groups, for instance the Ijaw were known for the construction of boats, canoes and paddles and the sales of such articles of trade to other groups. The Itsekiri sold to the Urhobo and the Isoko salt, fish, mat and earthen pots because of their proximity to the water bodies. In return both Ijaw and the Itsekiri got their food stuff i.e yam, maize, pepper, starch, bushmeat, cocoyam from both Urhobo and Isoko group, (Ayomike, 1988). With the discovery of oil and its exploration in the Niger Delta area, the area has experienced overwhelming degradation of her environment which has adversely affected the livelihood of the people.

The predecessor of NDDC, such as NDDDB, OMPADEC and NDBDA e.t.c had embarked on infrastructural development projects. The NDDC abandoned infrastructural development projects and focused on human capital development program taking into cognizance the peculiarity of the environment that, the people of the Niger Delta region lacked the skills, talents and training necessary to work in the oil industry. Thus, NDDC saw the need to connect the people to the oil and gas economy which is capital intensive and required specialized skills. This philosophy informed their drive in human capital development in the area, where oil and gas sector accounts for about ninety percent (90%) of the economy.

The choice of human capital theory provides explanation on the significance of education and training for development. The human capital theory best explains the human capital development programs of NDDC. In the sense that, the predecessors of NDDC embarked on infrastructural projects such as roads, markets, school that did not meet the people yearning. Hence, NDDC saw the need for the people to have the necessary skills and talents that will enable them participate in the oil and gas economy. The NDDC ensured that, some of the indigenes are trained to have the necessary skills, in order to be either self-employed or employed in the oil and gas industries.

Ugwuoha (2011) opined that, the key to lasting peace and long term development of the region lies in the development of human capital. The ultimate aim is to enable people and organizations to learn continuously and be self-sustaining. Human capital development programs offer learning and coaching solutions that are tailored for specific organizations and a suite of approaches that have been problem effective across the globe. Developing human capital requires creating and cultivating environment in which human being can rapidly learn and apply new ideas, skill, behaviors and attitudes.

Marxist Perspective

Marx based his studies of the various societies on a materialist interpretation of history. According to this approach, the analysis of development and a society must begin from the process of production; which in turn, contains two crucial aspect- the forms of production and the relations of production. The forces of production are generally assumed as the sum of material condition of production-raw materials, tools, machinery etc as well as human beings themselves with their knowledge and experiences. The relations of production are the

relationship between human being during the process of production, exchange and distribution of the material utilities in the society. The forces of production are developed and renewed continuously along with human knowledge of nature and technology development. According to Marx, the origins of all historical changes may be found in the conflict between the forces and the relations of production. When the latter do not correspond with the former, development in society is slowed down and the obsolete social relations must be disposed of and replaced by the new and more advanced one (Blomstrom and Hettne, 1988).

The Marxist perspective is adopted to explain the underpinnings of underdevelopment of the region. With regard to the forces of production in the oil economy in the area, human resource in terms of knowledge and experience is important in order to participate. However, the citizens lack the requisite skills and expertise to actively participate in such economy. It is a mineral extractive industry that requires skilled labour, most of the local population were unemployable because they lack the requisite professional training and skills. Part of the problem is that majority of the local population remain marginalized and trapped in a distorted low-productivity subsistence economy (Gandu, 2011) by working as menial labourers in oil terminals. In addition, the exchange and distribution of material resources have alienated the masses at the advantages of the elite, oil companies and bourgeoisie in the area. Subsequently, the masses experience high level of poverty, unemployment and poor socio-economic development.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This section of the research covers the description of the study areas (Udu, Uvwie and Warri South LGAs of Delta State), the types and sources of data, population and sampling procedures, techniques of data collection. It also includes the instrument for data collection, techniques for data analysis, as well as the problem encountered in the course of the research.

3.2 Description of Research Location

The study was conducted in Udu, Uvwie and Warri South local government areas of Delta State, Nigeria. Udu, Uvwie and Warri South are major oil cities in Delta State, with a population of over 643,173 people according to the national population figures for 2006 (National Bureau of Statistic, 2010). The people of Udu, Uvwie and Warri South LGAs are mainly the Urhobos, Itsekiris and Ijaws, but other ethnic groups such as Isokos, Okpes, Delta Igbos etc also live in the city. Udu, Uvwie and Warri South is predominantly Christian, as is most of Southern Nigeria. The city is known nationwide for its unique Pidgin English (<http://www.population>).

Geographically, Udu, Uvwie and Warri South LGAs are in the tropical rainforest and swamp. The region experiences high rainfall and high humidity for most part of the year. With mean annual temperature of 32.8°C and the annual rainfall amount of 2673.8mm. The natural vegetation is of rainforest with swamp forest in some areas. The forest is rich in timber trees, as well as fruit trees (<http://www.population>).

Economically, there is a refinery located at Ubeji in Warri South LGA with majority of international and local oil companies operating in Nigeria having their operational offices there. One of Nigeria's sea ports is sited within the city.

Palmer (2005) said that Warri South sits on the bank of the Niger Delta. The city's history dates back to the 15th century, when it was visited by Portuguese missionaries. Warri was later established as a provincial headquarters by the British in the early 20th century. Warri South is the economic nerve of the State and also the most populated. It is located in the Southern end of the State. Udu, Uvwie and Warri South are among the areas NDDC embarked on human capital development programs, in order to empower the youth with skills, talents and knowledge required in the oil industry and for the development of the people. Thus, embarking on the study in Udu, Uvwie and Warri South LGAs provide the necessary information for the study on human capital development programs of NDDC's.

Warri South LGA; Warri the headquarter of Warri South LGA, is an important seaport in the country and the commercial nerve center of the state. The area is predominantly riverine with large expanses of mangrove forests and has a land area of approximately 1520 square kilometers with a population of about 311,970 people. The LGA harbours many industrial establishments including all the major oil companies operating in Nigeria and also the seat of the Olu of Warri, a major traditional ruler. The LGA consists of several communities namely, Ode-Itsekiri, Agbassa, Orugbo, Ogunu, Obodo, Igbudu, Omadino, Edjeba, Ijala, Ekurede Ugbori, Okere Ikpisan, Ifie-Kporo, Ubeji, Ajamimogha and Alders Town (NBS, 2010).

Uvwie LGA;Effurun is the headquarters of Uvwie LGA, which was carved out of the then Okpe LGA along with Udu LGA on the 4th of December, 1996. The indigenous inhabitants are the Uvwie people, organized into four (4) quarters. Each quarter is headed by a traditional administrator known as the Umuevworo and at the pinnacle of the traditional administrator of the people is the paramount ruler, the Ovie. The LGA is urban with an estimated population of 188,728 (NBS, 2010). The towns are; Effurun, Ekpan, Ugberikoko, Ugboroke, Ugbomro, Enerhen and others.

Udu LGA; Udu is one of the Urhobo kingdoms and it has its own king, or Ovie. It has a population of approximately 142,480 people and it is about five minutes drive away from Warri airport (NBS, 2010). Its Local Government headquarters is Otor-Udu. The villages that make up Udu LGA are grouped in three sub-clans. They are;

Evwirhe, which comprises Aladja, Ovwian, Emadadja, Egini, Obubu, Ubogo, Oleri, Otor-Udu, Ogbe-Udu, Ukpiovwin, Ayama, Ekrota, Ugbisi, Owrode, EketeOboto, EketeUburhie, OkoloUburhie, OkoloUboto, Ovworhokpokpo, Eriepihi, Egiegi, Epame, Ujevwu, Oghior and Ohwase. Omere, which is made up of Orho-Uwherun, (Uwherun Settlement), Igbogidi and DSC Township at Aladja Steel Township; and Uheredjo, which comprises Opete, Okpaka and Enerhen.

Udu natural resources include rubber and rubber products, palm oil and palm products, cassava, fruit, vegetables, and maize available in large quantities. Silica is available in nearby town for the manufacture of glass while crude oil, natural gas and other minerals are for the petro-chemical industry.

The choice of Udu, Uvwie and Warri South LGAs of Delta State for this study was influenced by the following; the fact that the researcher is familiar with the area and HCDPs of NDDC is a common issue in the study areas. English language is widely spoken, and as a result communication barrier is of no problem; Udu, Uvwie and Warri South are relatively large for the study as they comprise three Local Government Councils; It is also a melting point for many ethnic groups as the oil city, and as such has heterogeneity of people and diversity of orientations especially as regard residents; and of course, it was convenient for the completion of the study within the limited time.

3.3 Types and Sources of Data

The types of data used for this study were derived from both primary and secondary. The sources of primary data were interviews, questionnaires administer in the residents of Udu, Uvwie and Warri South LGAs of Delta State; while, the sources (for the secondary data) were official documents of NDDC human capital development programs in Udu, Uvwie and Warri South LGAs .

3.4 Study Population and Sampling Techniques

Sample Size Formula

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

Where:

n = Sample size

N = Total population

e = Level of significance (0.05)²

$$= \underline{643,173}$$

$$\begin{aligned}
& 1 + 643,173 (0.5)^2 \\
& \frac{643,173}{2} \\
& = 643,174 \times 0.25 \\
& = 160,793.5 \div 643,173 \\
& = 399.9
\end{aligned}$$

The populations for the study were both males and females within the ages 15 – 40 years in Udu, Uvwie and Warri South LGAs. Household served as the unit of analysis while respondents in the household were the unit of response for the study. A household in this study is defined as all the people living together in a house, connected with looking after a house and the people living in it. The probability sampling technique of multi – stage was adopted for the study due to the vast area. The sampling was done in stages, in the first stage, simple random sampling was adopted to select a ward from each of the local government areas. As such three wards were selected. From each of the selected ward, two communities were selected through simple random sampling. This procedure was adopted in the six communities that constitute the study areas. In Udu LGA, Aladja and Orho-Uwherun communities were selected. In Uvwie LGA, Effurun and Enerhen communities were selected while in Warri South LGA Ode-Itsekiri and Ekurede were selected.

Households were selected for the study through systematic sampling. This was done by selecting four main streets in the community and every fourth numbered house on both side of the street was selected in administering questionnaires. A house with one to three households, one household was selected randomly, house with four to six households, two households were surveyed, while those with seven or more, three households were chosen. Within each household in the selected community, either a male or female was selected.

Household with more than one male and one female, through a simple random sampling a male and female were selected.

The population that constitutes the study areas have similar characteristic such as religion, culture, language and occupation. The copies of survey questionnaires assigned to each LGA were distributed unevenly due to the estimated population of the study areas. More respondents were drawn from Warri South LGA than Udu and Uvwie due to the fact that, Warri South LGA is the most populated compared to the other two LGAs. Warri South LGA has oil companies, seaport and it is a commercial nerve for business activities. One hundred and forty(140) respondents were drawn from Warri South, one hundred and thirty (130) from each of the other LGAs Udu and Uvwie.

In- depth interview with key persons were selected through a non-probability sampling which was purposive sampling. Key persons for the study were NDDC staff, beneficiaries of NDDC's human capital development program that completed the program and those that did not complete the program. Ten key persons were interviewed, out of whom five were beneficiaries of NDDC that completed their programs and two beneficiaries who could not complete their training programs. Also, in-depth interview was conducted with three staff of NDDC with each selected from the local government area of the study.

3.5 Methods of Data Collection

This study used both quantitative and qualitative methods. Isuigo-Abanihe (2002) asserted that quantitative method enables for wide coverage of respondents particularly when the population for study is relatively high. It also helps in easy statistical analysis. However, the method does not give the researched the opportunity to explain the problem under study, as

he/she is confronted with already structured or made questions and options to choose answers from. The quantitative data was collected through survey method which was self-administered questionnaire

Gyong (2011) sees qualitative method as a research method that emphasizes the study and analysis of the nature and character of social phenomenon based on lived or everyday experiences of the being studied. In other words, qualitative method gives the researcher the opportunity to see things from the perspective of the researched and thereby reducing the imposition of the researcher. In this study, In-Depth Interview (IDI) was used. An IDI is a method designed to elicit a vivid picture of participants' perspective on a research problem. It is usually face to face conversation between the interviewer and the key informant. For the purpose of this study, IDI was conducted with beneficiaries of human capital development programs of NDDC. The choice of the beneficiaries was basically to enable the researcher have an explicit understanding of human capital development programs of NDDC. In addition, three NDDC staff were interviewed. Finally, two beneficiaries who could not complete their training in human capital development programs of NDDC were also interviewed.

3.6 Instruments of Data Collection

Instruments of data collection are vehicles or means through which primary data are generated for a research. For this study, questionnaire and IDI guide were used.

3.6.1 Instrument for Quantitative Data Collection

Questionnaire was used as an instrument for the collection of quantitative data, which was self-administered. Questionnaire is a 'list of preset questions' (Haralambos and Holborn,

2008; 822). The questionnaire captured the objectives of the study. It consisted of six sections namely; socio-demographic variables (personal data), nature of human capital development programs (HCDPs) of NDDC, beneficiaries of HCDPs of NDDC, impact of HCDPs of NDDC, people's perceptions of HCDPs of NDDC and the challenges of HCDPs of NDDC.

The questionnaire also contained closed and open-ended questions. On the one hand, closed-ended questions restricted the respondents to certain options, as provided by the researcher to choose from. The closed-ended questions for this study were presented with options for the respondents to make their choice. One great advantage of this kind of question was that, it aided easy statistical analysis of the quantitative data. However, the questions were difficult to set. On the other hand, the open-ended questions gave the respondents the opportunity to answer as they deem fit for each question asked without predetermined options by the researcher. In other words, the respondents were at liberty and they choose their own answer. The open-ended questions were easy to set but very difficult to analyze, as respondents gave variety of views on a particular question asked.

The choice of questionnaire was clearly to guarantee relative coverage of the subject (residents of Udu, Uvwie and Warri South LGAs of Delta State), just as observed by Gyong (2011) quantitative technique is basically survey which emphasizes the collection of mass data from a large body of individuals. The researcher strongly believed that the use of questionnaire helped in supplying information that were statistically analyzed and provided the needed basis for generalization of findings. To this end, the questionnaire helped to elicit large volume of primary data.

3.6.2 Instrument for Qualitative Data Collection

For the collection of qualitative data, the study used IDI guide as an instrument. The IDI guide consisted topic guides which ensured that important issues were not forgotten during the interview. On the whole, key informants answered questions that were unstructured and flexible. Again, the guide was constructed and administered in English Language, as the language is widely spoken by the residents of Udu, Uvwie and Warri South LGAs.

3.7 Methods of Data Analysis

Quantitative and qualitative methods of data analysis were employed for this study.

3.7.1 Quantitative Data Analysis

These data generated through questionnaire were processed, edited and analyzed using computer software called the Statistical Package for Social Sciences (SPSS) version 17.0. The analytical technique of univariate analysis was used. The univariate analysis involved the use of descriptive statistics such as frequency distribution, tables and percentages. Bivariate analysis involved cross tabulation of variables which were tested using chi-square at the significant level of 0.5.

3.7.2 Qualitative Data Analysis

The qualitative data generated from IDIs were critically analyzed through what could be referred to as thick description approach (Gyong 2011). First and foremost, there was transcription of the interviews conducted from the recorded tape into paper or written form, which was done within forty eight (48) hours after the interview had taken place. After the transcription of the tapes, the researcher thoroughly read both the transcribed documents

and the field notes or hand written records with the solitary aim of getting the patterns and directions of the participants or informants responses. In addition, important responses that have bearing with the research issue are carefully studied, as well as the nuances (non-verbal expression) of the key informants were not left out in the analysis.

Furthermore, efforts were also made to compare the alternative inferences that could be drawn from the fundamental occurrences from the researched ideas and the underlying issues. This helped to know the areas of similarity and differences. There was also verbatim statement from the key informants. Finally, the overall analytical conclusions based on meticulous examinations of these issues were captured in the file pertaining to the underlying issues.

After the separate analyses of both quantitative and qualitative data had been done, the findings were synergized in order to identify area of convergence and divergence between the data generated from both techniques. On the whole, the process of triangulation was applied to accommodate the results from all the techniques used in this study.

3.8 Problems Encountered in the Field

In the course of the field work or collection of data, respondents complained that filling the questionnaires took time. This was due to the number of questions they responded to. As such, some were reluctant to provide responses but after being persuaded responses were given. However, few of them did not provide responses to the question. Also, there were some respondents who were of the view that the researcher was paid for the study, but the researcher had to convince them that there nothing of such. At the end of the field work three hundred and seventy seven (377) questionnaires were retrieved out of the four hundred

(400) questionnaires administered. The unaccounted ones were missing or not filled. The researcher could not interview one NDDC staff who was on leave. Nevertheless, a staff was interviewed in Warri South. In all IDI were held with the staff of NDDC human capital development programs.

CHAPTER FOUR

ANALYSIS AND INTERPRETATION OF DATA

4.0 Introduction

This chapter consists of the analysis and interpretation of data collected from respondents in the field. The section deals with the respondents socio-demographic characteristics; nature of human capital development programs of NDDC, categories of beneficiaries of HCDPs of NDDC's, the socio-economic impact of HCDPs of NDDC's, the people's perception of HCDPs of NDDC's, and the challenges of human capital development programs of NDDC. A sample population of four hundred and ten (410) four hundred (400) survey respondents and ten (10) IDI informants were used for this study. Out of this number, four hundred (400) questionnaires were distributed in the community survey but the analysis is based on three hundred and seventy seven (377) returned questionnaires. Data from the survey and IDI are triangulated.

4.1 Socio-Demographic Characteristics of Respondents

This section presents background information of respondents in terms of their sex, age, marital status, religion, educational attainment, occupation and monthly income. The socio-demographic characteristics of survey respondents are presented in Table 4.1.1 below.

Table 4.1.1 Socio- Demographic Characteristics of Respondents

Variables	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Sex				
Male	90 (72.0)	91(72.8)	91(71.7)	272(72.1)
Female	35(28.0)	34(27.2)	36(28.3)	105(27.9)
Total	125(100)	125(100)	127(100)	377(100)
Age				
15 -24yrs	42(33.6)	32(25.6)	37(29.1)	111(29.4)
25-34yrs	65(52.0)	76(60.8)	70(55.1)	211(55.9)
35-44yrs	12(7.2)	9(7.2)	10(7.8)	31(8.2)
45yrs & Above	6(4.8)	8(6.4)	10(7.8)	24(6.3)
Total	125(100)	125(100)	127(100)	377(100)
Marital status				
Single	81(64.8)	70(56.0)	74(58.3)	225(59.7)
Married	39(31.2)	49(39.2)	36(36.2)	134(35.5)
Divorced	4(3.2)	4(3.2)	5(3.9)	13(3.4)
widowed/widower	1(0.8)	2(1.6)	2(1.6)	5(1.3)
Total	125(100)	125(100)	127(100)	377(100)
Religion				
Christianity	120(96.0)	119(95.2)	121(95.2)	360(95.4)
Muslim	3(2.4)	3(2.4)	4(3.1)	10(2.6)
Traditional	2(1.6)	3(2.4)	2(1.5)	7(1.8)
Total	125(100)	125(100)	127(100)	377(100)
Formal Education				

Primary				
Secondary	10(8.0)	21(16.8)	14(11.0)	45(11.9)
NCE/BSC	65(52.0)	60(48.0)	63(49.6)	188(49.8)
Others	47(37.6)	44(35.2)	48(37.7)	139(36.8)
Total	3(2.4)	-	2(1.6)	5(1.3)
	125(100)	125(100)	127(100)	377(100)
Occupation				
Civil servant	54(43.3)	44(35.2)	55(43.3)	153(40.6)
Business/trading	30(24.0)	44(35.2)	32(25.2)	106(28.1)
Farming/Fishing	15(12.0)	24(19.2)	18(14.1)	57(15.1)
Others	26(20.8)	13(10.4)	22(17.3)	61(16.2)
Total	125(100)	125(100)	127(100)	377(100)
Monthly income				
₦10,000-N29,000	60(48.0)	62(49.6)	58(45.6)	180(47.7)
₦30,000-N4900	40(32.0)	42(33.6)	47(37.0)	129(34.2)
₦50,000-N69,000	19(15.2)	16(12.8)	17(13.3)	52(13.7)
₦70,000 & Above	6(4.8)	5(4.0)	5(1.3)	16(4.2)
Total	125(100)	125(100)	127(100)	377(100)

Table 4.1.1 above shows that 272(72.1%) of the respondents are males, while 105(27.9%) of the respondents are females. This signifies that, there were more males respondents than females based on the fact that most of the training programs are for males. The age distribution of the respondents' shows that majority of the respondents are between the ages of 25 – 34 years (55.9%). This indicates that most of the respondents, who took part in the research, are relatively within the working age population. The marital status of the

respondents show that majority of the respondents; constituting 225 (59.7%) are single, 134 (35.5%) are married, while 13 (3.4%) are divorcee.

Furthermore, majority of respondents 123 (95.2%) practice Christianity, while 10 (3.1%) are Muslim and 2 (1.5%) are traditional worshippers. The study area is a Christian dominated areas, as such they constituted majority of respondents. The distribution of respondents by their educational status reveals that 45 (11.9%) of them have their primary education; 188 (49.8%) attained secondary school, 139 (36.8%) HND/B.SC and higher qualification, while 5(1.3%) have no formal education. This obviously shows that the respondents are relatively literate. The Table also revealed that, 153 (40.6%) are civil servants, 106 (28.1%) are into business activities; 57 (15.1%) were involved in farming and fishing, while 61 (16.2%) engaged in other occupations. Concerning estimated monthly income, 180 (47.7%) earned N20,000 – N29,000, 129 (34.2%) earned N30,000 – N49,000, 52 (13.7%) earned N50,000 – N69,000, and 16 (4.2%) earned above N70,000. Based on the estimated monthly income of majority of respondents, it implies that they are low income earners.

4.2 Nature of Human Capital Development Programs of NDDC

This section explores the nature of human capital development programs provided by NDDC.

Table 4.2.1 Respondents views on implementation of Human Capital Development Programs of NDDC

Nature of HCDPs of NDDC	Udu	Uwie	Warri South	Total

	f (%)	f (%)	f (%)	f (%)
Provision of scholarship to youths				
Yes	111(88.8)	125(100.0)	117(92.1)	353(93.6)
No	12(9.6)	-	10(7.9)	22(5.8)
No response	2(1.6)	-	-	2(0.5)
Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)
Training youths within oil and gas sector				
Yes	101(80.8)	121(96.8)	112(88.2)	334(88.6)
No	23(18.4)	4(3.2)	15(11.8)	42(11.1)
No response	1(0.8)	-	-	1(0.3)
Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)
Empower women through skill acquisition				
Yes	100(80.0)	114(91.2)	105(82.7)	319(84.6)
No	23(18.4)	11(8.8)	22(17.3)	56(14.9)
No response	2(1.6)	-	-	2(0.5)
Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)
Provision of soft loan for establishment of business				
Yes	48(38.4)	50(40.0)	47(37.0)	145(38.5)
No	76(60.8)	75(60.0)	79(62.2)	230(61.0)
No response	1(0.8)	-	1(0.8)	2(0.5)
Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Provision of vocational training such as welding and carpentry				
Yes	95(76.0)	112(89.6)	102(80.3)	309(82.0)
No	29(23.2)	13(10.4)	23(18.1)	65(17.2)
No response	1(0.8)	-	2(1.6)	3(0.8)
Total	125(100)	125(100)	127(100)	377(100)

Table 4.2.1 indicates that, 93.6% of the respondents were of the view that NDDC provided scholarship. This view is supported by a staff of the NDDC in Warri who point out during the IDI that in order to reduce youth restiveness scholarship were provided for the youths. Additional evidence from IDI aligned with the above agreement. According to the NDDC staff in Warri, “in order to improve the level of education of youths in this area, various categories of undergraduate and postgraduate scholarships are offered to students who can undergo their programs either in Nigeria or outside the country”. However, there are 22% of the respondents who are of the view that scholarship were not provided to the youth because the beneficiaries of the programs are selected from the urban centers not the rural areas.

Majority of the respondents, (88.6%) indicated that NDDC trained youths in the oil and gas sector. Similarly, NDDC staff were unanimous that NDDC train youths within Delta State and other oil producing States in Nigeria. Why 11.1% are of the view that training of youth within oil and gas sector was not provided. Also 84.6% of the respondents indicated that women empowerment through skill acquisition were provided by NDDC. Likewise, NDDC staff interviewed indicated that women are trained in areas such as hair dressing, tailoring, soap making etc. The Table also reveals that NDDC gave loan to some people to established business, 38.5% agreed with this, while 61% disagreed that loan was not given to them.

In an interview with NDDC staff he gave the reason why the loan is not accessible to all as follows:

Due to difficulty in repaying soft loan by most beneficiaries, it makes it difficult to effectively manage the scheme. Also, some of the beneficiaries of the loan do not use the money to establish business instead the money is used for a different purpose that is not meant for (NDDC Staff in Warri South).

However, some beneficiaries interviewed indicated that nepotism by NDDC staff is responsible for inaccessibility of the loan. The quote below from a beneficiary captures it:

It is wrong for NDDCs to be giving loan to only their relatives without the consideration of others. The NDDC staff give people the impression that the money given to them as loan was government money. Their non-payment is due to the fact that those whom loan were giving to have people working with NDDC (Female Beneficiary in Uvwie).

Table 4.2.1 also shows that majority of respondents 309(82.0%) affirmed that NDDC provides vocational training such as welding and carpentry. All key informants affirmed that NDDC provides this form of human capital development program. While 17.2% of the respondents are of the view that NDDC did not provide vocational training.

Table 4.2.2 Participation in Human Capital Development Programs of NDDC by Participants

Variable	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Participated in HCDP of NDDC				
Yes	51(40.8)	65(52)	63(49.6)	179(47.5)
No	74(59.2)	60(48)	64(50.4)	198(52.5)
Total	125(100)	125(100)	127(100)	377(100)
Type of program participated in				
Vocational training	25(49.0)	40(61.5)	27(42.9)	90(50.3)
Computer training	18(35.5)	15(23.1)	20(31.7)	51(28.5)

Engineering training	7(13.7)	10(15.4)	12(19.0)	28(15.6)
Loan scheme	1(2.0)	-	1(1.6)	2(1.1)
Total	51(100.0)	65(100.0)	63(100.0)	179(100)

Table 4.2.2 shows that, most respondents 52.5% did not participate in HCDPs of NDDC, while 47.5% participated. Majority of the participants 50.3% were mostly trained in vocational training, 28.5% received computer training and 15.6% participated in various engineering training. Similarly, most of the beneficiaries interviewed received vocational training. Three of the beneficiaries interviewed were trained in welding and fabrication, the female beneficiary acquired sewing skill, while the ex-militants was trained in Marine Engineering. One of the beneficiaries trained in welding and fabrication revealed the reason for more trainees in vocational skill as follows:

What NDDC majorly embarked upon is to provide vocational training and basic computer lesson for the youths. There are other specialized training and scholarships but it is meant for who know who and the big boys.

NDDC staff interview said that most of the youth participated in trainings that have short-time duration. Also, with little amount of money the beneficiaries can easily established their business. In addition vocational and computer training are more available to the youth compared to intensive training programs which are for ex – militants and those who have people in position. Yet another NDDC staff disclosed that:

The ex- militants were mostly trained abroad in various engineering courses, so that with the number of years they will spend undergoing the training programs would make them have a change of thought and the environment will change their mode of thinking.

The data implies that most youth participated in training that requires fewer resources in terms of finance and expertise. In addition, vocational and computer training were more available for the youth compared to intensive training which were for ex-militants.

Table 4.2.3 Places, Type and Duration of Training for the participants

Variable	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Place of training				
Delta state	35(68.6)	36(55.4)	34(54.0)	105(58.7)
Other states in Nigeria	15(29.4)	29 (44.6)	27(42.9)	71(39.7)
Abroad	1(2.0)	-	2(3.2)	3(1.6)
Total	51(100.0)	65(100.0)	63(100.0)	179(100.0)
Form of training received				
Apprenticeship	38(74.5)	48(73.8)	42(66.7)	128(71.5)
Formal education	12(23.5)	17(26.2)	20(31.7)	49(27.4)
Others	1(2.0)	-	1(1.6)	2(1.1)
Total	51(2.0)	65(100.0)	63(100.0)	179(100)
Duration of training				
3 months	10(19.6)	16(24.6)	15(23.8)	41(22.9)
6 months	27(52.9)	37(56.9)	34(54.0)	98(54.7)
1 year and above	14(27.5)	12(18.5)	14(22.2)	40(22.3)
Total	51(100.0)	65(100.0)	63(100.0)	179(100.0)

Table
4.2.3
shows
that
58.7%
of
particip

ants in HCDPs of NDDC received their training mostly in Delta State, 39.7% were trained in other States in Nigeria, while 1.6% were trained abroad. A beneficiary of HCDPs of NDDC who was trained in marine engineering from South Africa revealed that, those trained abroad are mainly ex-militants and those who have god- fathers.

The form of training received by most participant 71.5% was apprenticeship, 27.4% received formal education. The span of training was between three months to more than one

year. Most respondents 54.7% spent six months doing their training programs. Likewise, beneficiaries indicated that their training was from six months to a year.

About 146(83.0%) completed their training but 33(8.8%) could not complete their training.

The reasons offered were financial difficulties 19(57.6%) and health challenges 14(42.4%).

One of the beneficiaries indicated that financial difficulty is a major reason for non-completion of program. His view is as thus:

“Initially when the program started monthly stipend were given to participants as transport allowance. But they stopped and because of this many youths that reside in rural areas who could not afford to transport themselves to the town dropped out of the program. The bus that was meant for transporting participants from their villages to the place where they are trained is used for different purpose by the NDDC staff.”

However, one of the participants interviewed who did not complete his training, gave his reason as follows:

“I was unable to complete my training due to the fact that the money given to me by my supervisor is lower than what my co-trainees from other local government were receiving. Since the gap is much, I decided to stop”.

The survey and interview data disclosed that some participants do not complete their programs as a result of perceived injustice, financial difficulties and far distance where the training centers are situated.

Table 4.2.4 Employment, Type and Economic Empowerment of Participants of Human Capital Development Programs of NDDC

Variable	Udu f(%)	Uvwie f(%)	Warri south f(%)	Total f(%)
Employed at the end of training				

Yes	26(51.0)	44(67.7)	38(60.3)	108(60.3)
No	25(49.0)	21(32.3)	25(36.7)	71(39.7)
Total	51(100.0)	65(100.0)	63(100.0)	179(100.0)
If yes, nature of employment				
Oil company	3(11.5)	7(15.9)	9(23.6)	19(17.6)
Private institution	8(30.8)	15(34.1)	12(31.6)	35(32.4)
Government	2(7.7)	3(6.8)	3(7.9)	8(7.4)
Self- employment	13(50.0)	19(43.2)	14(36.8)	46(42.6)
Total	26(100.0)	44(100.0)	38(100.0)	108(100.0)
Empowered economically as expected				
Yes	29(56.9)	31(47.7)	36(57.1)	96(53.6)
No	22(43.1)	34(52.3)	27(42.9)	83(46.4)
Total	51(100.0)	65(100.0)	63(100.0)	179(100.0)

Table 4.2.4 shows that most participants 60.3% that completed their training were employed, 39.7% of participants were not employed. The reason why some were unemployed according to the staff of NDDC interviewed is that “most institutions have limited vacancies and NDDC has not put in place measure to address the situation. In the long run, some are self-employed while others remain unemployed.

Government institutions are the least employers of the participants of HCDPs of NDDC. This is because only 7.4% were employed by government institution while Oil Company employed 17.6% of the participants. Majority of the participants 42.6% were self-employed, while 32.4% are employed in private institutions. Similarly, only three of the

beneficiaries of the program interviewed were self- employed at the end of the program. Interestingly, most participants 54% opined that they were empowered economically as expected but 46% disagreed. Also, some beneficiaries interviewed indicated that they were economically empowered with the skills acquired as they now have means of earning a living and an improved quality of life. One of the beneficiaries who is a sewing mistress and a single mother of two children narrated her experience as follows:

Before, I started this program, I see myself as a beggar because I depended on friends and relatives for money. My children barely ate three square meals and learn, good education was a problem because I did not have money to pay where they can get quality education. But now, I don't only feed them, I give them quality food, they attend good school and instead of depending on friends and relatives, I am assisting others. So being a beneficiary of the program has uplifted me.

However, one of the beneficiaries felt he has not been economically empowered because the skill (carpentry) he acquired had not been able to provide him enough to sustain his family.

Based on the above data, it can be concluded that the nature of employment of most participants of HCDPs of NDDC is self-employment. Some beneficiaries believed participation in the program have empowered them and improved their well- being.

4.3 Categories of Beneficiaries of NDDC's HCDPs

This section examined the categories that benefit from HCDPs of NDDC. In addition, this section identifies the method used in selection of beneficiaries of HCDPs of NDDC's. Table 4.3.1 below presents views of respondents on categories of beneficiaries of HCDPs of NDDC's across the socio-economic classes, gender and literacy levels.

Table 4.3.1 Respondents' Views on Categories of Beneficiaries of NDDC's HCDP

Variable	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Socio-economic class that benefit most	Lower class	5(4.0)	4(3.2)	2(1.6)	11(2.9)
	Working class	46(36.8)	77(61.6)	61(48.0)	184(48.8)
	Middle class	18(14.4)	13(10.4)	15(11.8)	46(12.2)
	Upper class	47(37.6)	29(23.2)	43(33.9)	119(31.6)
	No response	9(7.2)	2(1.6)	(4.7)	17(4.5)
	Total		125(100.0)	125(100.0)	127(100.0)
Category of people that benefit most base on literacy	Illiterate	10(8.0)	8(6.4)	4(3.1)	22(5.8)
	Literate	56(44.8)	80(64.0)	75(59.1)	211(56.0)
	Both	50(40.0)	35(28.0)	42(33.1)	127(33.7)
	No response	9(7.2)	2(1.6)	6(4.7)	17(4.5)
	Total		125(100.0)	125(100.0)	127(100.0)
Gender category that benefit most	Male	53(42.4)	72(57.6)	73(57.5)	198(52.5)
	Female	14(11.2)	27(21.6)	14(11.0)	55(14.6)
	Both	49(39.2)	24(19.2)	34(26.8)	107(28.4)
	No response	9(7.2)	2(1.6)	6(4.7)	17(4.5)
	Total		125(100.0)	125(100.0)	127(100.0)

Table 4.3.1 indicates that the majority of respondents representing 49% were of the view that working class benefit from HCDPs of NDDC, while 31.6% identified the upper class and the least beneficiary of the HCDPs of NDDC is the lower class with 3%. Account of key informants in the IDI agreed with the above reasons given. According to one of the beneficiaries, “the working class benefit from the HCDPs of NDDC due to the fact that, they are the first to get the information, most especially those that have relatives in the NDDC office, before they would announce it, they have already shared the position among themselves”. Similarly, the opinion of NDDC staff interviewed support the survey findings according to him.

The poor are not really benefiting from the program because they reside in rural areas where there is no access to this program. Secondly, they rarely know people that move and shake things in this place. So at last they are left behind. The few of them that benefit are the ones that have people in government.

Another beneficiary revealed that:

Some of these people that already have money are still hijacking this program. They are the ones that are awarded contract to buy machine and other things. At the end, they enrich themselves. Just imagine, participants are paid N6, 000 per month instead of N25, 000. This is because most of the money has been shared by NDDC staff. These NDDC are working but they are not contented.

Literate persons’ are the major beneficiary of NDDC’s HCDPs across the three areas. Majority of respondents 56% identified were literate. Next is 33.7% both literate and illiterate persons’ while about 6% identified were illiterate.. The data implies that being literate is a potential for participating in HCDPs of NDDC. Thus, in most situations, those that are illiterate are at a disadvantage in participating in programs such as computer training that require some level of literacy.

Males are the major beneficiaries of HCDPs of NDDC. This view is shared by most respondents 53%, next 28% identified both males and females as beneficiaries while about

15% identified females. Similarly, the NDDC staff interviewed shared the same view with the survey finding. He indicated that “the people that benefit most are males but females are not discriminated”. This is not unexpected because most of the HCDPs of NDDC are tilt toward male oriented types of work such as carpentry, welding and engineering.

Urban areas benefit from HCDPs of NDDC than rural areas. This view is shared by most respondents 45.6% as against 19.6% that disagreed. However, some respondents opined that both areas benefit as 31% think so.

Based on the above analysis, it can be concluded that poor people are not benefiting substantially from HCDPs of NDDC rather it is the working and upper socio-economic class. Literate persons and males benefit most from HCDPs of NDDC due to the nature of programs offered by NDDC. Some of the programs require some level of literacy while some are male oriented works. Likewise, rural areas are not benefiting much from the program as program centers are not located in their domain.

Table 4.3.2 Respondents’ Views on Method Used in Selecting Beneficiaries of Human Capital Development Programs of NDDC

Variable	Categories Methods of selection	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Method Used in Selecting Beneficiaries	Examination	13(10.4)	14(12.2)	9(7.1)	36(9.5)
	Interview	33(26.4)	50(43.5)	42(33.1)	125(33.2)
	Personal relationship with NDDC staff	54(43.2)	39(33.9)	56(44.1)	149(39.5)
	Others				
	No response	17(13.6)	12(10.4)	7(5.5)	36(9.5)

	Total	8(6.4)	-	13(10.2)	21(5.6)
		125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.3.2 shows that selection of beneficiaries in HCDPs of NDDC is mostly by personal relationship with NDDC staff and next to this method is interview but examination is the least used method of selecting beneficiary. These views are shared by about 40% and 33% of respondents respectively. Similarly, all the beneficiaries interviewed indicated that they were selected on the basis that they had somebody in NDDC. One of the beneficiaries that acquired computer training captured this view as follows:

On my own I did not know anybody in NDDC but my uncle had a friend who knew one of the people in-charge of the program that was how he gave my name and I was selected.

However, interview with the staff of NDDC revealed that various methods were used in selection of beneficiaries. He revealed that;

The commencement of selection of participants for skill acquisition is not advertised in the newspaper. It is through the notice board of NDDC. In addition, NDDC sends to each local government area for people to come to the office for registration. Participants are randomly selected. For scholarship at university level, beneficiaries are selected from community, they write examination and successful candidates are selected. However, these processes I have listed are part of the due process, you cannot remove the issue of corruption and connection.

The data shows that selection process into the human capital development programs of NDDC to a large extent is not influenced by merit and due process rather it is based on whom one knows.

4.4 Impact of Human Capital Development Programs of NDDC

This section presents the impact of human capital development programs of NDDC with regard to poverty reduction, addressing youth restiveness, level of participation in higher education and socio economic development in the area.

Table 4.4.1 Respondents' Views on the most beneficial Human Capital Development Programs of NDDC in their Community

Variables	Categories Most beneficial program	Udu f (%)	Uwie f (%)	Warri South f (%)	Total f (%)
Programs of HCDPs of NDDC community benefit most	Scholarship	52(41.6)	49(39.2)	51(40.2)	152(40.3)
	Skill acquisition	50(40.0)	63(50.4)	58(45.7)	171(45.4)
	Job opportunities	16(12.8)	13(10.4)	13(10.2)	42(11.1)
	Others	7(5.6)	-	1(0.8)	8(2.1)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.4.1 shows that, generally community benefited most in two aspects from HCDPs of NDDC which are skill acquisition and provision of scholarship for youths. This view was presented by majority of respondents' 45.4% and 40.3% respectively. In Uvwie and Warri South, they benefited most in skill acquisition followed by scholarship while in Udu, it was scholarship followed by skill acquisition.

Table 4.4.2 Respondents' Views on impact of Human Capital Development Programs of NDDC on Level of Poverty in the Area

Variables	Categories Poverty Level	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Level of poverty in the area due to NDDC's HCDP	High	46(36.8)	72(57.6)	60(47.2)	178(47.2)
	Low	37(29.6)	22(17.6)	27(21.3)	86(22.8)
	Moderate	42(33.6)	31(24.8)	40(31.5)	113(30.0)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.4.2 indicates that the level of poverty in the area is high in spite of NDDC's HCDPs in the area. This view was supported by most respondents 47.2%, although 30% think it is moderate while 22.8% believe it is low. Similarly, the NDDC staff view supports the survey finding. He revealed that the programs have not reduced poverty to the desirable level. Much is still left to be done. This implies that HCDPs of NDDC have not effectively addressed poverty among the people. The rate of poverty is high in the study areas, based on the fact that they have limited job opportunities. Also, NDDC staff shed more light on the situation as thus, the lack of jobs for the youth make them involve in crimes. They do not have any source of income, while those that participated in HCDPs of NDDC do not have the money to establish their own business.

Table 4.4.3 Respondents Views on Impact of Human Capital Development Programs of NDDC on Youth Restiveness

Variables	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
HCDPs of NDDC reduced level of youth restiveness	Yes	81(64.8)	97(77.6)	102(80.3)	280(74.3)
	No	44(35.2)	28(22.4)	25(19.7)	97(25.7)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.4.3 shows that HCDPs of NDDC has reduced youth restiveness in the area. Majority of respondents 74% believe the programs have reduced youth restiveness but 26% did not think so. However, the NDDC Staff disagreed with the above view that youth restiveness has not been reduced as he believed that the program has not been successful. According to him;

“The program has achieved 30% with regards addressing youth restiveness. Most of the youths were trained but have no job at the end of the program. This is why some of the militants that were trained have returned to the creek to continue their criminal activities”.

The above data suggest that there is no consensus from the survey and interview data with regards to the impact of the program on youth restiveness in the area.

Table 4.4.4 Respondents’ Views on impact of HCDPs on Increased Participation of Youths in Higher Education

Variables	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
HCDPs of NDDC increased the level of youth participation in higher education	Yes	89(71.2)	108(86.4)	105(82.7)	302(80.1)
	No	36(28.8)	17(13.6)	22(17.3)	75(19.9)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.4.4 shows that HCDPs of NDDC increased participation of youths in higher education as indicated by significant majority of respondents (80%) whereas 20% disagreed. The NDDC staff interview indicated that “although the scholarship programs have increased the opportunity for higher education among the people. However, the benefit is not felt by the less privileged members of the society because they do not have anybody in higher position that will help them to participate in the programs.

Table 4.4.5 Respondents’ views on the Aspect of Socio-Economic Activity that HCDPs of NDDC impacts most

Variables	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Economic development	Employment	21(16.8)	34(27.2)	25(19.7)	80(21.2)
	Increased business	17(13.6)	19(15.2)	17(13.4)	53(14.1)

HCDPs of NDDC impacted most	activities in the area				
	Youth empowerment	76(60.8)	70(56.0)	75(59.1)	221(58.6)
	Granting of loans	4(3.2)	2(1.6)	1(3.1)	7(1.9)
	Others	7(5.6)	-	5(3.9)	12(3.2)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)
Area HCDPs NDDC impacted on socio-economic life of the people	Increased job creation	29(23.2)	28(22.4)	31(24.4)	88(23.3)
	Improved educational attainment of the people	31(24.8)	30(24.0)	33(26.0)	94(24.9)
	Reduction of poverty	16(12.8)	24(19.4)	17(13.4)	57(15.1)
	Establishment of more economic activities in the area	39(31.2)	39(31.2)	42(33.1)	120(31.8)
	More peace and stability in the area	10(8.0)	4(3.2)	2(1.6)	16(4.2)
	Others				
	Total	-	-	2(1.6)	2(0.5)
		125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.4.5 indicates that in all the study areas, HCDPs of NDDC impacted most in the aspect of youth empowerment as indicated by 58.6%. Granting of loan which is less than 1.9% is the least aspect NDDC program impacted economically. On a general note, HCDPs of NDDC has impacted on the socio-economic life of the people in the following ways: establishment of more economic activities in the area, improved educational attainment of the people and increased job creation. These views were presented by 31.8%, 24.9% and 23.3% respectively. However, the programs have not translated to more peace and stability

in the areas. Since it is only less than 5% of the respondents indicated that HCDPs of NDDC improved peace and stability in the area.

4.5 People's Perception of HCDPs of NDDC

This section examines people's perception of HCDPs of NDDC. The views of participants and non- participants of HCDPs of NDDC were cross-tabulated in order to determine whether views on HCDPs of NDDC were influenced by being a participant or not.

Table 4.5.1 Respondents' Views on Highly Performed Aspect of Human Capital Development Programs of NDDC

Variable	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Area that HCDPs of NDDC highly performed	Scholarship	19(15.2)	12(9.6)	15(11.8)	46(12.2)
	Youth empowerment	77(61.6)	95(76.0)	92(72.4)	264(70.0)
	Employment	13(10.4)	12(9.6)	10(7.9)	35(9.3)
	Restoration of peace in the area	10(8.0)	6(4.8)	7(5.5)	23(6.1)
	Others	6(4.8)	-	3(2.4)	9(2.4)
	Total		125(100.0)	125(100.0)	127(100.0)
HCDPs of NDDC to a great extent brought more development to the area	True	94(75.2)	99(79.2)	102(80.3)	295(78.2)
	False	31(24.8)	26(20.8)	25(19.7)	82(21.8)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.5.1 indicates that majority of the respondents; representing 70% believed that HCDPs of NDDC increased youth empowerment programs in their areas. Also, 12.2% of respondents identified scholarship while 9.3% and 6.1% were for youth employment and restoration of peace in the area. The data implies that HCDPs of NDDC is a viable tool for youth empowerment and development in the study areas. This position was further allied to when majority of the respondents of IDI expressed similar view. According to one of them, most of the youths are not idle again, they have something doing, there are those that are working as computer operators in the cyber café. Also, those who could not further their education again, went back to school with the aid of the HCDPs of NDDC scholarship scheme.

Table 4.5.2 Views of Participants and Non Participants on Aspects where Human Capital Development Programs of NDDC performed highly

Participated in HCDPs of NDDC	Area HCDPs of NDDC Performed Highly					
	Scholarship f (%)	Youth empowerment f (%)	Employment creation f (%)	Restoration of peace f (%)	Others f (%)	Total f (%)
Participants	17(9.5)	133(74.3)	14(7.8)	10(5.6%)	5(2.8)	179(100.0)
Non participants	29(14.6)	131(66.2)	21(10.6)	13(6.6)	4(2.0)	198(100.0)
Total	46(12.2)	264(70.4)	35(9.3)	23(6.1)	9(2.4)	377(100.0)

Df= 4 X^2 value = 0.393 Level of significance=0.05 Table X^2 value = 9.488

Table 4.5.2 is a bivariate analysis of the views of participants and non- participants on highly performed aspect of HCDPs of NDDC. Calculated X^2 value is lesser than the table

X^2 value, it implies that being a participant or not does not influence perception on aspect HCDPs of NDDC highlyperformed. Majority of respondents' in respective of their status as participant or non-participant indicated that, the program highly performed in youth empowerment as shown by the major response of 74% for participant and 66% for non-participants.

Table 4.5.3 Views of Participants and Non Participants on impact of Human Capital Development Programsof NDDC on Poverty Level in the Area

Participated in HCDPs of NDDC	Poverty level in the area due to HCDPs of NDDC					
	Very high f (%)	High f (%)	Moderate f (%)	Low f (%)	Very low f (%)	Total f (%)
Participant	53(29.6)	85(47.5)	30(16.8)	5(2.8)	6(3.4)	179(100.0)
Non participant	66(33.3)	93(47.6)	27(13.6)	3(1.5)	9(4.5)	198(100.0)
Total	46(12.2)	264(70.4)	35(9.3)	23(6.1)	9(2.4)	377(100.0)

Df= 4 X^2 value = 0.720 Level of significance=0.05 Table X^2 value = 9.488

Table 4.5.3 investigates whether being a participant or non- participant of HCDPs of NDDC influenced view on the impact of the program on poverty level in the area. The calculated X^2 -value is lesser than the table X^2 value. This implies that views on the impact of NDDC programs are not influenced by peoples' status as a participant or not. Both categories of respondents indicated that poverty is still high in the area as indicated by 48% respectively.

Table 4.5.4 Views of participants and non- participants on whether Human Capital Development Programs of NDDC reduced youth restiveness

Participated in	HCDPs of NDDC reduced Youth Restiveness
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HCDPs of NDDC	Yes f (%)	No f (%)	Total f (%)
Participants	140 (78.2)	39(21.8)	179(100.0)
Non participants	155(78.3)	43(21.7)	198(100.0)
Total	295(78.2)	82(21.8)	377(100.0)

Df=1 X^2 value = 0.987 Level of significance=0.05 Table X^2 value = 3.841

The Chi-square test did not show significant relationship between status of respondents with regards to participants/non participant and view expressed. Since the calculated X^2 value is lesser than the table X^2 value, it implies that being a participant or not does not influence perception on impact of HCDPs of NDDC on youth restiveness. All respondents indicated that the programs have reduced youth restiveness as shown by 78% respectively.

Table 4.5.5 Views of Participants and Non Participants in Human Capital Development Programs of NDDC on whether their Programs Increased Youth Participation in Higher Education

Participated in HCDPs of NDDC	HCDPs of NDDC Increased Youth Participation in Higher Education		
	Yes f (%)	No f (%)	Total f (%)
Participants	157 (87.7)	22(12.3)	179(100.0)
Non participants	164(82.8)	34(17.2)	198(100.0)
Total	321(85.1)	56(14.9)	377(100.0)

Df=1 X^2 value = 0.183 Level of significance=0.05 Table X^2 value = 3.841

Similar to observations in the previous Tables, the Chi-square test did not show significant relationship between status of respondents with regards to participants/non participant and view expressed. The calculated X^2 value is lesser than the table X^2 value, this implies that

being a participant or not does not influence perception on impact of HCDPs of NDDC on increased participation of youths in higher education. This is because, majority of respondents in respective of their status as participant or non- participant indicated that the program has increased youths participation in higher education as 88% of participants and 83% of non- participant agreed.

Based on the data presented above, it implies that people’s perception of HCDPs of NDDC is not influenced by their status as participant or non-participant. In respective of their status, respondents indicated that, HCDPs of NDDC have highly performed in youth empowerment, reduced youth restiveness and increased youth participation in higher education. However, the programs have not impacted positively on poverty since it is still high.

4.6 Challenges of HCDPs of NDDC and Ways to Improve their Programs

This section delves into the challenges that affect effective performance of HCDPs of NDDC and the possible ways to address the challenges.

Table 4.6.1 Respondents’ Views on Challenges of Human Capital Development Programs of NDDC

Variable	Categories	Type of	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Challenges	Corruption		59(47.2)	61(48.8)	63(49.6)	183(48.5)
	Favoritism		37(29.6)	34(27.2)	32(25.2)	103(27.3)
	Inadequate equipment	training/	19(15.2)	12(9.6)	16(12.6)	47(12.5)
	Trainees are not		5(4.0)	14(11.2)	9(7.1)	32(8.5)

	adequately established				
	Others	4(3.2)	2(1.6)	5(3.9)	11(2.9)
	No response	1(0.8)	2(1.6)	2(1.6)	5(1.3)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.6.1 shows that corruption and favoritism are major challenges of NDDC’s HCDPs. These challenges were identified by majority of respondents 48.5% and 27.3% respectively. Also, stated are inadequate training and equipment 12.5% and inadequate establishment of trainees 8.5%. The NDDC staff interviewed had this to say: most times, god fathers hijack the programs by influencing selection process, the method of selection of beneficiaries in the area negatively affects program management and NDDC is underfunded. Corruption is a major challenge to effective delivery of the programs. He gave an instance as follows:

Recently, machines for training of participants were brought and shown to the staff in-charge of training. But later the machines were nowhere to be found. This is because, those that brought them, connived with some of the staff and sold the machines.

Beneficiaries interviewed revealed that sometimes, NDDC just give out equipment to people and at the end, such tools are not used for the intended purpose. An instance was given as thus:

Sewing machines, hair dryers and generators are given to the women in rural areas to empower them. On the contrary, these women sell the equipment at cheap price to other people. The reason is that they have no skill to operate them. Also, those that received the equipment were based on the fact that they knew someone in government.

One of the beneficiaries interviewed was disappointed at the end of the program. His reason was that: “his expectation was that at the end of the training, NDDC will link them up with the organization that will employ them but this did not happen to most of them”. The data above implies that corruption, god-fathers, favoritism, underfunding, inability to adequately

established trainees in their various area of training and distribution of equipment without taking into cognizance the skill of recipient are challenges confronting the effective performance of HCDPs of NDDC.

Table 4.6.2 Respondents Views on Ways to Improve NDDC's HCDP

Variable	Categories	Udu f (%)	Uvwie f (%)	Warri South f (%)	Total f (%)
Suggestions	Improved training for gainful employment	20(16.0)	18(14.4)	22(17.3)	60(15.9)
	Consistent monitoring and evaluation of program	21(16.8)	18(14.4)	0(15.7)	59(15.6)
	Address the problem of corruption and favoritism	48(38.4)	37(29.6)	1(32.3)	126(33.4)
	Establishment of more vocational centers in rural area	16(12.8)	6(4.8)	11(8.7)	33(8.8)
	Others	8(10.0)	40(32.0)	19(15.0)	67(17.8)
	Total	125(100.0)	125(100.0)	127(100.0)	377(100.0)

Table 4.6.2 reveals that 33.4% of respondents recommended addressing corruption and favoritism, 15.9% suggested improved training of participants, 15.6% suggested consistent monitoring and evaluation of the programs and 8.8% agreed on establishment of more vocational centers in rural areas. The NDDC staff interviewed was of the opinion that what the HCDPs of NDDC needs for effective performance and achievement of set goal is to have on board people of proven integrity both at the central and community levels. In addition, there is need for NDDC to ensure that those trained are employed at the end of the program, if not the development mission of HCDPs of NDDC will not be achieved.

CHAPTER FIVE

SUMMARY, DISCUSSION, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of Findings

The research was on the evaluation of the human capital development programs of the NDDC. The objectives of the research were to examine the nature of human capital development programs of NDDCs, identify the category of people that benefit from HCDPs of NDDCs, assess the socio-economic impacts of HCDPs of NDDCs, examine the people's perception of HCDPs of NDDCs, identify the challenges faced by human capital development programs of NDDC and to suggest possible ways of improving HCDPs of NDDC. Literatures were reviewed in line with the study objectives. The theoretical framework adopted for the study was human capital theory and the Marxist perspective.

Qualitative and quantitative data were used for the study. Qualitative data was derived from beneficiaries of HCDPs of NDDC and staff of NDDC through interview. Quantitative data was elicited from members of the public based on the three hundred and seventy-seven (377) copies of the questionnaires that were retrieved. Univariate and bivariate analysis were adopted in interpreting survey data.

Interview data were analyzed by sorting and presenting the major and minor views in line with items discussed. Views were presented in narrative form and verbatim quotation.

The study provided answers to the questions based on the research objectives. On the nature of HCDPs of NDDCs, the findings revealed that HCDPs of NDDCs is mainly provision of

scholarship and skill acquisitions programs. On the categories of beneficiaries of HCDPs of NDDCs the survey showed that, the working class and upper class, males, literate persons and the urban areas benefited most from HCDPs of NDDC. With regard to the socio-economic impact of HCDPs of NDDCs, the finding showed that the programs have led to increase in youth scholarship and youth empowerment. Based on the people's perception of HCDPs of NDDC, the study revealed that the issue of poverty has not been properly addressed in the areas. Finally, the study found that the major challenge of HCDPs of NDDCs is mainly corruption.

5.2 Discussion of Findings

On the nature of NDDC's HCDPs, the results indicated clearly that the provision of scholarship, training of youth in the oil and gas sector, skill acquisition for women and vocational training were the types of programs provided. The nature of HCDPs of NDDCs is in line with the vision of the National Planning Commission (2004) which required the establishment of more vocational centers to encourage Nigerians to embrace vocational education. It must be stressed here that beneficiaries of HCDPs of NDDC were mostly trained in vocational and computer training. The reason is that these types of training were more accessible and available to the participants of the programs. However, the study found out that the HCDPs of NDDC require less expense to embark on vocational and computer training programs compared to specialized training designated for the ex-militants. Also, soft loan for business exists but was not accessible to all due to default in loan repayment. Majority of beneficiaries (58.7%) received their training in Delta State, 39.7% in other States and 1.6% were trained abroad. The span of training was between three months to one year. Most of the beneficiaries that completed their training were employed. The nature of

training received was mainly in the form of apprenticeship and formal education. Government institution and Oil Companies were the least employers of the beneficiaries of HCDPs of NDDC. One of the major agitations of youths in the Niger Delta region is that they were not employed in the oil and gas companies located in their areas. The finding of this study implies that their yearning has not been met. This situation may increase the level of resistance toward the oil companies.

With respect to the category of beneficiaries of HCDPs of NDDCs, the study revealed that the upper class and the working class benefited most from the HCDPs of NDDC while the least beneficiaries were the lower class. This view was supported by 49% for working class and 32% for the upper class. This finding implies that the HCDPs of NDDC has been empowering the rich and the middle class at the expense of the poor in the society. This finding is in line with the studies conducted on beneficiaries in Niger Delta in the past (Olaniyi 2012, Ugwoha 2011 and Ogbonnaya, 2010). Similarly, this study found that literate, males and urban areas benefit most from the HCDPs of NDDC. Since urban areas benefit most from the programs than the rural areas, it implies that HCDPs of NDDCs may not address the challenges of rural areas such as high illiteracy rates, poverty and poor social services. With regard to males benefiting more than females, the reason is because most of the HCDPs of NDDC are male-oriented type of work such as carpentry, welding, and engineering. This implies that HCDPs of NDDC's are not integrative enough as the programs tend to be gender exclusive.

Both survey and interview data revealed that in most circumstances, selection of beneficiaries is not transparent and impersonal. When the selection process is characterized

by bias and favoritism, instead of merit, the consequence is that the programs will not achieved the anticipated goal because it will not get to those it is meant for.

With regard to the third objective that examined the impact of HCDPs of NDDC's on the people in the study areas, the finding of the study showed that the three LGAs (Udu, Uvwie and Warri South) benefited most from skill acquisition and provision of scholarship for youths. The provision of scholarship has increased youth participation in higher education, while skill acquisition programs have increased youth economic empowerment. This finding supports the positions of previous related studies (Olaniyi, 2012, and UNIFEM, 2010).Olaniyi (2012) disclosed that scholarship in post graduate programs in oil and gas related engineering disciplines was given to some youths. Also, NDDC has teamed up SPDC to broaden it skill acquisitions programs (UNIFEM, 2010).

On a general note, HCDPs of NDDC has impacted on the socio-economic life of the people in the following ways: establishment of more economic activities in the area (4.2%), improved educational attainment of the people (24.9%), and increased job creation (23.2%) (self-employment). Increased educational attainment and economic empowerment are positive factors that will improved the quality of life among the people. However, findings of the study revealed that the HCDPs of NDDC have not translated to more peace and stability in the areas. This is because NDDC lacks adequate measure to cater for the unemployed trainees of the program, as a result, some of the trainees returned to their previous criminal activities in the area. This finding supports the position of previous related study (Egbogah, 2010). For instance, Egbogah (2010) in his study in Niger Delta stated that the results of poor level of human capital development program have been disillusionment, frustration among the people about their level of unemployment.

The peoples' perception of HCDPs of NDDC's is the fourth objective of the study. Findings of the study revealed that the people were of the opinion that the HCDPs of NDDC highly performed well or badly in the aspect of youth empowerment and least in restoration of peace in the area. In addition, the bivariate analysis of participants and non- participants views on HCDPs of NDDC, revealed that in respective of respondents' status as participant or non- participant in HCDPs of NDDC, they indicated that HCDPs of NDDC have highly performed in youth empowerment, and increased youth participation in higher education. However, the programs have not impacted positively on poverty since it is still high in the study area. This finding was again found to be in line with studies conducted in the past Amao(2008) posited that to alleviate poverty and increase the value of human capital development programs in Nigeria it must embark upon value-adding activities such as, upgrade of science laboratories, promotion of merit based certification and increasing of national budget on education etc. Also, Ikenga in his study in the Niger Delta said that the challenges facing the region is as a result of not meeting up the demand of the people in terms of human capital development programs of the region, (Ikenga 2012). The finding of this present study is not unexpected as HCDPs of NDDC mostly neglect rural areas where the challenge of poverty is endemic. More so, due to bias in selection of participants, the programs have not been accessible to majority of the poor people.

On the final objective which is on the challenges to effective performance of HCDPs of NDDC's in Udu, Uvwie and Warri South, the study identified corruption, godfatherism, underfunding, inability to adequately established trainees in their various area of training and distribution of equipment without taking into cognizance the skill of recipients. Also, challenges such as corruption and favouritism had earlier been identified through the studies

conducted by (Iyayi, 2008 and Agbu, 2012). Corruption in terms of stealing machines meant for training and embezzlement of beneficiaries' allowances have hampered effective management of HCDPs of NDDC's. In addition, the issue of connection (having or knowing someone who is in position to influence things to the favor of a person) has deprived a significant number of the people from participating and benefiting from the programs. To this end, the sampled respondents gave the following views as ways of improving HCDPs of NDDC'S: improved training for monitoring and evaluation of program 15.6%, addressing the problem of corruption and favoritism 9% and establishment of vocational centers in rural areas 18%. The above suggestions are relatively similar with the advocacy of past studies. For instance, in spite of the substantial flow of oil money to state and local governments, many communities see no sign of government presence in terms of human capital development Programs (UNDP, 2006).

Theoretically, the premises of the human capital theory, is that people possess innate abilities, behavior and personal energy and these elements make up the human capital. The ability of organization to harness these potential will translate to development. Human capital theory emphasizes how education increased the productivity and efficiency of workers by increasing the level of cognitive stock of economically productive human capability which is a product innate abilities and investments in human beings. The essence of the theory is that investments are made in human resources in order to improve productivity and therefore employment prospect and earnings. Individuals acquire skills through formal schooling and/or work experiences, and these skills increase the individual's value to employers and therefore their future earnings.

5.3 Conclusion

This research established the empirical facts on the evaluation of the human capital development programs of NDDC in Udu, Uvwie and Warri South LGAs of Delta State. It also point out that, HCDPs of NDDC such as scholarship has improved the rate of youth participation in higher education, while vocational training has improved youth economic empowerment. The HCDPs of NDDC have not substantially impacted on the socio-economic development of the people as poverty is high and the anticipated peace and stability goals of HCDPs of NDDC”sare yet to be attained in Udu, Uvwie and Warri South. In general, HCDPs of NDDC’s is seriously affected by corruption and favoritism. These challenges have greatly limited the extent of HCDPs of NDDC’s which ought to have benefited the people in the study areas.

5.4 Recommendations

Based on the study’s findings, the following recommendations are provided in both short and long term approaches.

5.4.1 Short-Term Recommendations

1. A Beneficiaries Relations Committee (BRC) need to be set up in the study areas. This committee should meet regularly, so that people from the area can speak on sensitive issues that affect them.
2. Independent consultants should be engaged to evaluate the impacts of human capital development programs of NDDC on regular basis.
3. HCDPs of NDDC should be independent, i.e there should be no government interference, since it is an intervention agencies.
4. Youths that acquired various skill acquisitions should be employed or empowered at the end of the programs.

5. The State and Local Government should make concrete arrangement with Banks management on loan to the participants of NDDC's skill acquisition program at low interest rates.

5.4.2 Long-Term Recommendations

1. Mechanism such as monitoring team should be developed to avoid the situation whereby NDDC facilities that are meant for the communities/beneficiaries are quarantined by political office holder thereby denying the people opportunity of enjoying such facilities.
2. The beneficiaries of the programs should be encouraged to establish business ventures. They should be monitored and mentored to give them the necessary confidence and experience that would spring them into employers of labor.
3. NDDC needs to diversify the HCDPs to include agriculture such as: fishery, poultry, snail farming and improved farming techniques. This will reduce the level of unemployment and poverty in the area as well as over-dependence on companies that cannot employ most of the trainees of HCDPs of NDDC.
4. There is need for NDDC to embark on zero tolerance of corruption. Merit, transparency and accountability should be the guiding principles in the management of HCDPs. Cases of corruption should not be treated lightly rather they should be investigated and appropriately prosecuted.
5. NDDC's leadership must have a strong political will to address corruption through leadership by example. In addition, persons of proven integrity should manage the HCDPs of NDDC.

6. HCDPs of NDDC need to set up a body on post training evaluation of trainees. This body will liaise between beneficiaries and the NDDC. This is to ensure that trainees are established or employed at the end of their training. In addition, the body will also be charged with the responsibility of monitoring the activities of beneficiaries that are provided with equipment. This is to guide against selling of equipment collected from NDDC.
7. HCDPs of NDDC need to carry the rural areas along by establishing more training center in rural areas. By so doing, rural areas will benefit considerably from the program and in the long run, there will be development in both rural and urban areas of the State.

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APPENDIX I
QUESTIONNAIRE

Dear Respondent,

I am a postgraduate student in the Department of Sociology, Ahmadu Bello University, Zaria carrying out a study on Evaluation of the Human Capital Development Programs of the Niger Delta Development Commission, on the people of Udu, Uvwie, and Warri South LGAs of Delta state. Any information you provide through these questions will only be used for academic purpose. Your anonymity and confidentiality are guaranteed. Thanks for your co-operation.

INSTRUCTION: Please tick () option of your choice and write down answers where they are required.

Location of Study _____

SECTION A: SOCIO DEMOGRAPHIC DATA

1. Sex (a) Male () (b) Female ()
2. Age (a) 15-19 yrs () (b) 20-24 yrs () (c) 25 – 29 yrs ()
(d) 30 – 34 yrs () (e) 35 – 39 yrs () (f) 40-44 yrs () (g) 45 yrs + ()
3. Marital Status
(a) Single () (b) Married () (c) Divorced ()
(d) Widow/Widower ()
4. Religion (a) Christianity () (b) Islam () (c) Traditional ()
5. Formal educational attainment (a) None () (b) Primary School ()
(c) Junior Secondary School ()
(d) Senior Secondary School () (e) NCE/OND ()
(f) HND/B.Sc ()
(g) Others specify _____
6. Occupation
(a) Civil Servant () (b) Business/petty Trading () (c) Farming ()
(d) Fishing () (e) Others (specify) _____

7. Monthly income
- (a) I don't know () (b) Below N20,000 () (c) N20,000 – N29,000 ()
- (d) N30,000- N39,000 () (e) N40,000- N49,000 ()
- (f) N50,000-N59,000 () (g) N60,000- N69,000 ()
- (h) N70,000 and above ()

**SECTION B: NATURE OF HUMAN CAPITAL DEVELOPMENT PROGRAMS
OF NDDC**

Which of these is the nature of human capital development programs (HCDP) of NDDC embarked in your areas.

S/N	Nature of HCDPs of NDDC	YES	NO
8	Provision of Scholarship to youths		
9	Training youths in the oil and gas sector		
10	Empowering women economically through skill acquisition programs		
11.	Provision of soft loan for establishment of business		
12.	Provision of vocational training such as welding and carpentry for employed youth		

13. Could you identify other nature of human capital development programs that was not mention above_____

Instruction:Question 14 – 23 are for those that Participated in Human Capital Development Programs of NDDC Only.

14. Have you participated in any of the human capital development programs of NDDC?
- (a) Yes () (b) No ()
15. If yes, identify the type of programs you participated in?
- (a) Vocational Training () (b) Computer Training programmes ()
- (c) Engineering programmes () (d) Loan Scheme ()

- (e) Others (specify)-----
16. Where did you received the training?
 (a) Delta State () In other state in Nigeria () (b) Abroad ()
 (c) Others_____
17. How was the training conducted?
 (a) Through apprenticeship () (b) Through formal education institutions ()
 (c) Others (specify)-----
18. How long was the training program?
 (a) 3 months () (b) 6 months () (c) 1 year and above ()
19. Were you able to complete the training?
 (a) Yes () (b) No ()
20. If no specify the reason?_____
21. If yes were you employed at the end of the programme?
 (a) Yes () (b) No ()
22. If yes to the question above who employed you?
 (a) Oil company () (b) Private Institution () (c) Government ()
 (d) Self employment ()
23. Were you empowered economically as expected?
 (a) Yes () (b) No ()

SECTION C: CATEGORIES OF BENEFICIARIES OF HCDPs OF NDDC

24. Do you know how beneficiaries of human capital development programs of NDDC are selected?
 (a) Yes () (b) No ()
25. If yes which of the method is mainly used?
 (a) Examination () (b) Interview ()

(c) Personal relationship with NDDC staff ()

(d) Others (specify)_____

26. Which of this socio-economic class benefit most from the programs?

(a) Lower class () (b) working class () (c) Middle class ()

(d) Upper class ()

27. Which of this group of people benefit most from the HCDPs of NDDC?

(a) Illiterate () (b) literate () (c) Both ()

28. What gender of people do they select most?

(a) Male () (b) Female () (c) Both ()

29. Which of these areas benefit most from human capital development programs of NDDC?

(a) Rural () (b) Urban () (c) Both ()

SECTION D: IMPACT OF HUMAN CAPITAL DEVELOPMENT PROGRAMMES

(HCDP) of NDDC?

30. Which of these has the human capital development programs of NDDC created in your community?

(a) Employment () (b) Increased in Business ()

(c) Youth Empowerment () (d) Granting of loan ()

(e) Others specify-----

31. With this strategy of development (HCDP), the level of poverty in your area is?

(a) High () (b) Low () (c) Moderate ()

32. Do you think HCDPs of NDDC have reduced the level of youth restiveness in the area?

(a) Yes () (b) No ()

33. What has the HCDPs of NDDC brought to your community?

- (a) Scholarship () (b) skill acquisition centers ()
 - (c) Job opportunities () (d) Others specify-----
34. In your view, has HCDPs of NDDC improve the level of youth participation in Higher education (a) Yes () (b) No ()
35. Do you think HCDP of NDDC have reduced the level of youth restiveness in the area?
- (a) Yes () (b) No ()
36. The human capital development programs of NDDC to a great extent has brought more development to Udu, Uvwie and Warri South?(a) True () (b) false ()
37. Identify the area which human capital development programs of NDDC has most socio-economic impact on the people?
- (a) Increase Job creation ()
 - (b) Improved educational attainment of the people ()
 - (c) Reduction of poverty of the people ()
 - (d) Establishment of more economic activities in the areas ()
 - (e) More peace and stability in the area?
 - (f) Other (specify)?_____

SECTION E: PEOPLE’S PERCEPTION OF HUMAN CAPITAL DEVELOPMENT PROGRAMS OF NDDC.

38. Which of these areas would you rate HCDPs of high in your community?
- (a) Scholarship () (b) Youth empowerment () (c) Employment ()
 - (d) Restoration of peace in the area () (e) Other specify-----
39. How would you rate human capital development programs of NDDC in your community in term of education
- (a) very high () (b) high () (c) Moderate ()
 - (d) low () (e) very low ()

40. Do you think human capital development programs of NDDC have brought about peace and stability in the areas? (a) Yes () (b) No ()
41. Are you satisfied with the outcome of human capital development programs of NDDC in relation to ? (a) Education () (d) Youth empowerment ()
(c) Employment () (d) Vocational Training ()
(e) Other specify-----
42. Which of these challenges do you think faced NDDC HCDP in your community?
(a)Corruption () (b) Favoritism () (c) Delay in settlement ()
(d) Others specify-----
43. Suggest possible way(s) NDDC's human capital development programmes can be improved?

APPENDIX II

IN-DEPTH INTERVIEW GUIDE FOR NDDC'S STAFF

Place of interview _____

Position of interviewee _____

Sex _____

1. The nature of human capital development programs of NDDC in the study areas?
Probe for: the nature of the programs in terms of
Youth empowerment programs, Educational empowerment programs, women empowerment programs and employment creation.
2. Categories of Beneficiaries of human capital development programs of NDDC in the area.
Probe for: Socio-economic class that benefits most,
The gender that benefits most.
The area that benefit most (in terms of urban and rural),
Beneficiaries in terms of literate and illiterates.
3. Socio-economic Impact of human capital development programs of NDDC in the area.
Probe for: Extent it has address poverty among the people,
Restoration of peace and stability,
Job creation and employment,
Economic development.
4. Perception of the people on human capital development programs of NDDC.

Probe for: What people think about human capital development programs in the area.Changes it has brought to the area,

5. Challenges of the human capital development programs of NDDC in the area.
6. Suggest way(s) human capital development programs of NDDC can be improved?

APPENDIX III

IN-DEPTH INTERVIEW GUIDE FOR BENEFICIARIES OFNDDC’S HUMAN CAPITAL DEVELOPMENT PROGRAMS

Place of Discussion_____

Sex of Discussants_____

Occupation of discussants_____

1. The nature of NDDC’s human capital development programs in the study areas?

Probe for: the nature of the programs in terms of

Youth empowerment programs, educational empowerment programs, women empowerment programs and employment creation.

2. Categories of Beneficiaries of NDDC’s human capital development programs in the area.

Probe for: Socio-economic class that benefits most.

The gender that benefits most,

The area that benefit most (in terms of urbanand rural),

Beneficiaries in terms of literate and illiterates.

3. Socio-economic impact of human capital development programs of NDDC in the area.

Probe for: Extent it has address poverty among the people,

Restoration of peace and stability,

Job creation and employment,

Economic development.

4. Perception of the people on human capital development programs of NDDC?

Probe for: What people think about human capital development programs in the area. Changes it has brought to the area,

5. Challenges of human capital development programs of NDDC?
6. Suggest way(s) human capital development programs of NDDC can be improved?