

**COVER PAGE**

**AN ASSESSMENT OF THE NATIONAL DIRECTORATE OF  
EMPLOYMENT SKILL DEVELOPMENT PROGRAMME IN  
MAIDUGURI, BORNO STATE, NIGERIA.**

**BY**

**INUWA, AYUBA  
PGD/ITE/2006/023**

**DEPARTMENT OF INDUSTRIAL AND TECHNOLOGY  
EDUCATION,**

**FEDERAL UNIVERSITY OF TECHNOLOGY, MINNA**

November, 2009

**TITLE PAGE**

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**A RESEARCH PROJECT SUBMITTED TO DEPARTMENT OF  
INDUSTRIAL AND TECHNOLOGY EDUCATION,  
SCHOOL OF SCIENCE AND SCIENCE EDUCATION,  
FEDERAL UNIVERSITY OF TECHNOLOGY MINNA**

**IN PARTIAL FULFILMENT OF THE REQUIREMENT FOR  
THE AWARD OF POST GRADUATE DIPLOMA (PDG) IN  
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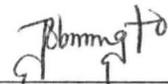
## DECLARATION

I Inuwa, Ayuba, Registration No PGD/ITE/2006/023 a Post Graduate Diploma student of the Department of industrial and technology education, federal university of technology minna, I hereby declare that the work embodied in this project is original and has not been submitted before anywhere for the purpose of awarding degree to the best of my knowledge.

Inuwa, Ayuba

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Name



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Signature

## CERTIFICATION

Inuwa, Ayuba, a Post Graduate Diploma student in the Department of Industrial and Technology Education, Federal university of technology, minna, and with Registration number PG/ITE/2006/023 has satisfactorily completed the requirement for the course, and research work for the degree of Post Graduate Diploma, and has not been submitted in part or full for any other university.

SANI A. MUSA

Mal. Sani A. Musa  
Project supervisor

[Signature]  
19/11/2009

signature and Date

\_\_\_\_\_  
Prof. K.A Salami  
Head of Department

\_\_\_\_\_  
signature and Date

\_\_\_\_\_  
External Examiner

\_\_\_\_\_  
signature and Date

## **DEDICATION**

This project is dedicated to my Late father Mallam Inuwa D. Malgwi and my mother Clara Inuwa for their support, love and encouragement given to me during the course of my studies.

## ACKNOWLEDGEMENTS

My appreciation goes to God Almighty who bestows his favour upon me.

My profound gratitude goes to my supervisor Mal Sani. A. Musa for his tireless effort, toward his advice, instruction, and also raising constructive criticism and suggestion that brought this work to a completion.

Special thanks to my beloved parents for their financial and moral support without which it could have been impossible to attain my present standard.

I also like to express my gratitude to the various contributions made more especially by my brothers both from within and outside the family.

Finally, my special appreciation goes to the PG. research project coordinator/Head of Department, Professor K.A. Salami and to all lectures of IFE department who contributed in one way or the other for the successful completion of this project. May the Lord bless each one of you.

## TABLE OF CONTENTS

<b>PRELIMINARY PAGES</b>	<b>PAGE</b>
Cover Page	i
Title Page	
Declaration	ii.
Certification	iii
Dedication	iv
Acknowledgement	v
Table of contents	vi
Abstract	vii.
List of tables	viii.

### CHAPTER 1 INTRODUCTION

Background of the Study	1
Statement of the Problem	5
Purpose of the Study	5
Significance of the study	5
Scope of the study	6
Assumptions of the study	7
Research Questions.	7
Hypotheses	8
Limitation of the study	8
Definition of Terms.	9

**CHAPTER II**  
**REVIEW OF RELATED LITERATURE**

Creation of the National Directorate of Employment NDE	10
The Problem of unemployment in general	14
Problems faced by the NDE in Borno State	15
Units or schemes under the vocation and skills development (V.S.D) department pf the NDE in Borno State	17
Adequacy of vocation equipment and materials for the vocation and skill development programme in Borno State	28
Achievement of the NDE in the areas of skill development in Borno State	29
Summary.	30

**CHAPTER III**  
**METHODOLOGY**

Research Design	31
Area of the Study	31
Population of the study	32
Sample	32
Instrument for data collection	32
Administration of the Instrument	33
Validation of the instrument	33
Reliability of the instrument	34
Method of data Analysis	34

<b>CHAPTER IV</b>	
<b>PRESENTATION AND ANALYSIS OF DATA</b>	<b>36</b>

<b>CHAPTER V</b>	
<b>DISCUSSION, CONCLUSION AND RECOMMENDATION</b>	

Summary of the study	44
Discussion of Findings	45
Implications	47
Conclusion	48
Recommendations	49
Suggestions for further Research	49
References	50
Appendix A – Questionnaire or test item (instrument)	51
Appendix B – data use for Analysis	55
Appendix C – calculation of Standard deviation used in the analysis	59

## Abstract

This study was conducted to assess the National directorate of employment skill development programme in Borno State. To elicit the pertinent information for the study, four research questions were drawn on the criteria used in the selection or recruitment of trainers and trainees and the adequacy of the training programme, the problems militating against the development of skills, the achievements made by the NDE and the fate or status of the trainees after graduation. Four hypothesis were formulated and tested at 0.5 level of significance. The target population for the study consisted of trainers and trainees of the vocational and skills development programme of the NDE in Borno State. Questionnaire were used to collect data for the study, the result of the responses were analyzed using simple mean, standard deviation and T-test as statistical tools. The finding revealed the criteria used in the selection of trainers and trainees and the training programme as being adequate, the problem militating against the development skills in the NDE, the extent to which the NDE has achieved its aims and objectives and fate or status of the trainees after graduation from NDE in Borno State. Recommendations were also made among which were that government should provide enough loans for the efficient running of the programme and also the provision of sufficient equipment for the training of the youths in Borno State.

## LIST OF TABLES

TABLE		PAGE
1.	Mean response of trainers and trainees on the criteria used in the selection or recruitment and the adequacy of the training programme.	36
2.	Mean responses of trainers and trainees on the problems militating against the development of skill.	37
3.	Mean responses of trainers and trainees on the extent to which the NDE has achieved its aims and objectives.	39
4.	Means response of trainers and trainees on the fate or status of the trainees concerning programme.	40
5.	The scores, standard deviation and t-test of trainers and trainees concerning the criteria used in the selection or recruitment and adequate of the training programme.	41
6.	The standard deviation and t-test of trainers and trainees concerning the problems militating against the development of skill.	41
7.	The scores, standard deviation and t-test of trainers and trainees concerning the extent to which the NDE has achieved its aims and objective.	42
8.	The score, standard Deviation and t-test of trainers and trainees concerning the fate or status of the trainees after graduation from the training programme.	43

# CHAPTER I

## INTRODUCTION

### **Background of the Study**

Lack of acquisition of vocational skills on the part of individuals has been considered the bane of the economy of many African societies particularly Nigeria. This is so because, in Nigeria for instance the educational system operated at post independence placed emphasis on academic excellence rather than acquisition of vocational skills which prepare the individual for a more useful and fulfilling life within the society. In other word, the system focused on and emphasized subjects in the humanities or arts at the expense of vocational which can facilitate practical skills acquisition that is generally believed to be more relevant to the development of the nation. The system for so many years was carried on entirely like that without any conscious or deliberate effort to adapt it to the cultural, social and ethical values of our society. It is now a well-known fact that the system failed to achieve the desired objectives that were expected from the education of this country. Since education is considered the most effective means of bringing about total change that would ensure accelerated economic growth and national development for the country, there was a need to tailor the educational system to suit the local existential situation of Nigerians.

A fundamental change brought about by the National Policy on education was the recognition and introduction of vocational courses in the educational curriculum. The policy therefore marked a deliberate shift in emphasis from literacy to science-oriented education and training. The policy was considered laudable because it was capable of promoting the appropriate skills at various levels of our educational system and thus promoting individual and national efficiency. It was also hoped that the system would

help check the high rate of unemployment and bring about economic and social revolution in the country by producing self-reliant citizens if carefully pursued and implemented to the letter.

Unfortunately, the Nigerian experience fell short of what was expected. The problem then was overproduction of persons with little or no relevant vocational ability. The education and training of people in country remained lopsided. The adverse consequence was that the unemployment rate assumed an alarming proportion. In its frantic effort to seek a way out of the problem, the federal government constituted a committee known as the Chukwuma Committee on the 26<sup>th</sup> of March, 1986 to consider appropriate strategies for dealing with the mass unemployment problem in the country under the aegis of the ministry of Employment Labour and productivity. The report of the committee led to the institution of the National Directorate of Employment on November 1986, which in turn instituted the National Employment and vocational skill Training and Development programme. The National Directorate of Employment (NDE) was set up as an employment agency. The NDE has developed Four major programmes.

1. Vocational Skills Development (VSD)
2. Small Scale Enterprises (SSE)
3. Rural Employment Promotion (REP)
4. Special Public Works (SPW)

The programmes have the following training strategies:

- Vocational skills development programme. This programme is carried out by the NDE's vocational skills Development Department and targets unemployed school leavers (graduates and non-graduates) such school leavers are attached to master craftsmen and

women for periods long enough for the apprentice to acquire necessary skills. In the rural areas, where master craftsmen and women are inadequate or non-existent, well-equipped mobile workshops (schools on wheels) are deployed to train unemployed persons who have no resources to come to town in order to access this programme.

- Small scale Enterprises programmes: The small scale enterprises programme is implemented by the small scale Enterprises Department and focuses on unemployed graduates of tertiary institutions. The target groups are exposed to entrepreneurship development programmes on how to set up their own business. They are also sent on internship to offices to acquire practical experience and after a successful completion of their course, NDE assist them in obtaining loans from the Nigerian Agricultural, Co-operative and Rural Development Bank (NACRDB) in order to set up their business.

- Rural employment promotion programme. The NDE established the Rural employment promotion programme in a bid to awaken the interest of the unemployed youths in agriculture, exploit the tremendous opportunities for employment and wealth creation in the agricultural sector and consequently stem the rural – urban drift of the youths. Through this programme beneficiaries are trained on modern agricultural and agro-allied practices.

- Special public works programme: The special public work programme is managed by the special public work department and is designed to provide immediate temporary employment for unemployed youths (graduates/non-graduates). The objective is to utilize this valuable manpower resources in carrying out necessary public works using labour intensive techniques, enable the participants obtain short term employment while they acquire new skills and trade experience. Example of public projects executed under this programme includes tree planting, construction and maintenance of roads.

environmental beautification and sanitation. Graduates are also sent to work temporarily in enterprises collaborating with NDE and sometimes are fortunate enough to become employed as permanent staff. NDE supports the beneficiaries of this programme by paying them a specified wages.

These programmes have continued to gather momentum in view of the expressed desire and need to provide Nigerians with vocational skills that would make them self-reliant. In the last two decades the skills training and development programme has blossomed, and emphatically unbridle enthusiasm has continued to accompany its development and operation.

In spite of this, it is not quite certain whether the programme has adequately promoted the skills desired for the Nigerian populace. There are strong indications or evidence to suggest that the problem of appropriate skills acquisition by the Nigerian populace, particularly youth, has remained intractable. Besides, skills training and development required facilities and resources, which must be made available in the appropriate quantity in order to ensure success. It would also appear that there are certain inherent problems within the operational framework or implementation of the programme. In this circumstances therefore, it was necessary to conduct a study to appraise the state of the art of the programme in terms of its operation and achievement. ?

Based on the above, this study will assess the vocational and skill development (V.S.D) programme of the National Directorate for employment skill (NDEs) programme in Maiduguri, Borno State, in the area of skills acquisition and development.

**Statement Of The Problem.**

The National Directorate of Employment (N.D.E) was established in 1987 and was geared towards generating employment for jobless persons in the country, to address Socio-economic National problem. The sole aim of the Federal Government in establishing the NDE was to create job opportunities for millions of Nigerian youths. The problem of unemployment among youths in Maiduguri, Borno State generally, has indeed become disheartening which eventually leave them to the jobless and not knowing what to do. Therefore, this study investigates the NDE in US skill development programmes to enable the youths acquire such ability to be self-independent.

**Purpose Of The Study.**

The min purpose of this study was to assess the National Directorate of Employment (NDE) in the areas of skills development in Borno State. Specifically, the study sought to ascertain the respondents view regarding the:

1. Criteria used in the recruitment of trainers and trainees of the NDE in Borno State.
2. The extent to which the N.D.E has achieved its aims and objectives in Borno state.
3. Status of trainees after graduated from the training programme of the N.D.E in Borno state.
4. Problems militating against the development of skills in the N.D.E in Borno state.

**Significance Of The Study.**

Nigeria's quest for self-reliance in industrial Technological growth and development boils down to a need for skilled personnel development, who will judiciously utilize the abundant resources. If findings are utilized properly, it will help the NDE to work out

their training programme effectively and would provide useful information to government on alternative approaches or otherwise to oversee the NDE in their skills development programmes.

It will be beneficial to parents since it will make their children and wards to advance in the development of skills, it will also be beneficial to the society at large in the acquisition of technological skills for manpower development in the country, which is the pride of every nation.

#### **Scope of the Study.**

This study will be limited to the National Directorate of employment (NDE) in Maiduguri, Borno State because it is a metropolitan area and by the time the researcher was through with his research, he would have gotten enough data for his analysis. The research will cover only the area of skill development because the acquisition of skills for manpower development is of paramount important to the youths to be able to set up their won business to gain self employment therefore only the vocational and skills development programme in Borno state would be assess and the various units under its. The units inciude.

1. National Open Apprenticeship Scheme (N.O.A.S)
2. School on wheels scheme (SOW)
3. Waste to wealth scheme (WTW)
4. Resettlement loans scheme (RLS)

### **Assumptions Of The Study**

The following assumptions were made in pursuit of the study.

1. The NDE programme in Borno state is competent to train youths in the areas of skills and techniques to be self employed.
2. Responses from the respondents will provide a valid information for the development of skills in the NDE.

### **Research Questions**

The following research questions were posed for the study:

- 1 What are the criteria used in the recruitment of trainers and trainees of the NDE in Borno State?
- 2 To what extent has the N.D.E achieved its aims and objectives in Borno state?
- 3 What is the status of the trainees after graduated from the training programme of the N.D.E in Borno state?
- 4 What are the problems militating against the development of skills in the N.D,E in Borno state?

**Hypotheses.**

The following hypotheses tested at .05 level of significance were formulated to guide the study

HO<sub>1</sub>. There is no significant difference between the mean responses of the trainers and trainees concerning the criteria used in their selection and recruitment and the adequacy of the training programme of the NDE in Borno State.

HO<sub>2</sub>. There is no significant difference between the mean responses of the trainers and the trainees concerning the constraints militating against the development of skills in the N.D.E in Borno state.

HO<sub>3</sub>. There is no significant difference between the mean responses of the trainers and trainees concerning the extent to which the NDE has achieved its aims and objective in Borno State.

HO<sub>4</sub>. There is no significant difference between the mean responses of the trainers and trainees concerning the status of the trainees after graduation from the N.D.E in Borno State.

**Limitation Of The Study.**

Due to the limited time at my disposal and financial constraints too, this study is limited to the N.D.E in Borno State in its vocational and skills development programme consisting of four (4) units or schemes, which are;

1. National Open Apprenticeship School (N.O.A.S)
2. School – on – Wheels Scheme (S.O.W)
3. Waste-to-Wealth Scheme (W.T.W)
4. Resettlement Loans Scheme (R.L.S)

**Definition of Terms.**

The following terms and abbreviations have been used in this study for avoidance of misconceptions. These terms are hereunder defined in the context of this research as follows:

1. **N.D.E:** National Directorate of Employment
2. **ASSESS:** This is a process of examining the NDE, to determine the extent to which it has achieved its objectives.
3. **TRAINER:** A person or personnel who trains
4. **TRAINEE:** A person undergoing some form of industrial training or acquiring technological skills.
5. **SELF-RELIANCE:** This is an act of being independent and not relying on any thing or any one. It can also be referred to as the capabilities for providing a youth with his or her basic needs without depending on others.
6. **TECHNOLOGY:** This is the knowledge or the study of the acquisition of industrial or scientific skills for manpower development.
7. **VOCATIONAL:** A job which one is called to do for which one has special talent or skills
8. **SKILLS:** A developed or acquired ability by a trainer to use his or her knowledge effectively and correctly in doing something or performing a task.

## CHAPTER II

### REVIEW OF RELATED LITERATURE

This Chapter entails the review of related literature involves in the study. It is intended to look into the National Directorate of Employment in Borno State and also to dwell into other people's views and opinions in the areas of skill acquisition and development. It reviews the literature relevant to the study under the following:

1. Creation of the National Directorate of Employment (NDE)
2. The problems of unemployment in Nigeria
3. Problems faced by the National Directorate of Employment (NDE) in Borno State.
4. Units or schemes under the vocational and skills development (VSD) department of the NDE in Borno State.
5. Adequacy of equipment and materials for the vocational and skills development programme in Borno State.
6. The vocational and skills development (VSD) programme of the NDE in Borno State.
7. Achievement of the NDE in the area of vocational and skills development in Borno State.

#### **Creation Of The National Directorate Of Employment (N.D.E)**

The National Directorate of Employment (NDE) is one of the bodies set up by the Babangida Administration to address the issues of unemployment which had become pervasive in Nigeria following the recession of the early 1980s and Structural Adjustment

Programme (SAP) for example, between 1986 and 1987, graduate unemployment rose by 130%.

The NDE was launched on 30<sup>th</sup> January, 1987 by the President himself. It was initially mandated to design and implement meaningful strategies to prepare the country's youth for gainful employment. This is a very appropriate description of NDEs broad objectives. According to Onwuliri (1997), the NDE programme will make a lasting impact on the employment and industrial situation in the country as it is the first attempt ever to attack our employment problem from the roots by focusing on our numerous education institutions". He sees a bright future for the programme and would endorse its continuance by the present and future government in the country.

In view of the above, the National Directorate of Employment was created to train people to acquire the education, which will make them to be self-reliant and to give them a sense of belonging in the society. Education for Self reliance as postulated by ploto in Skill beck and Harris (1976), functions within the concepts of reconstruction and egalitarianism.

Reconstruction as used here involves the achievement of cultural stability that is based on discovery and preservation of truth. Therefore egalitarianism assumes that all members of the society must receive equal treatment. Therefore all individuals within the educational system should be treated equally. Equality implies impartiality in which case individuals should be treated in the same way in identical circumstances; there must be respect for human dignity, which involves the use of all available resources to sustain oneself and improve the qualities of life generally.

The National Directorate of Employment is focused on the acquisition of skills for manpower development. this is concerned with the development of technological skills

for self-reliance. "Technology education is in its embryo state" asserted Maigari (1984). He however contended that much propaganda has been made on its effective implementation.

The third National Development plan confirms structural imbalance in the country's educational system. It states that there is still an imbalance between the pattern of education, which is perhaps due to inadequate co-ordination and control in the past. This structural imbalance was agreed upon by Fafunwa (1985), and he blames the nation for learning much on the British system of education. According to him, undue emphasis is still placed on liberal arts at the expense of science and technology. Also, in his address at the graduation ceremony of the Ramat Polytechnic Maiduguri he quoted John Gardner who observed that "any nation that scorns excellence in plumbing because it is a humble activity and tolerate shoddiness in philosophy because it is an exalted activity, that nation will neither have good plumbing nor philosophy, its pipes not its theory will hold water".

The blame is being vested on management according to Udeh (1983), that Nigeria science and technology education has not received the amount of attention it deserves. Nigeria pay more attention to administration and put square pegs in round hole, that is a man who was trained as historian maybe appointed as Director, Chairman or even commission of a complete technology such as steel mining or oil processing. In the opinion of the writer, he further expresses the need for technology education for any meaningful development to be achieved and if science and technology should progress more rapidly in the country, the training part of our education system, must undergo rapid changes. Thus the NDE since its inception in 1987 is achieving its aim and objectives. By July 1, 1989 record of NDE has shown significant achievement in job creation and training.

Significant among these are:

1. Ninety four thousand, three hundred and sixty five (94,635) new jobs generated;
2. 10,000 graduates trained for self-employment
3. N50 million in 20 participating banks for the graduate small-scale industries programmes
4. N500,000 deposited with each state ministry for graduate entrepreneurs.
5. Special pilot project with international labour organization (ILO) complimenting NDE special public works programme in road construction, culverts and markets; 23,000 enrolled; 101,000 non-graduates offered jobs by July, 1989;
6. 34,558 benefited under the entrepreneurship development programme.
7. National Open Apprenticeship Scheme, 1,491 already trained;
8. 5,500 recruited for the school leavers farming scheme;
9. 101,300 jobs expected to be created for beneficiaries in Agriculture;
10. N65 million to create 62,000 jobs.

In order to strengthen its organization and effectiveness, the NDE has been joined by the International Labour Organization (ILO)/United Nations Development Programmes (UNDP) in a collaborative effort to finance a N120 million programme aimed at using excess rural canals and to fight erosion and desertification. This will commence initially in six local government areas in four states with acute ecological problems and demonstrable interest in self-help development efforts. A total of 97 projects are to be covered and 3 million people engaged. The global aim is not just to employ people gainfully but to, in addition, encourage a development of the maintenance culture. This is a proposal that is likely to transform the rural areas, stem rural urban

migration, improve the gross domestic product (GDP) as well as help a lot of rural people acquire essential skills. Moreover a feeling of participation in government will be engendered

### **Demonstration Effect**

Graduate farmers projects located in the rural area have been serving as model forms to copy from. Some of the graduate farmers are actually acting as unofficial extension agents to local farmers. Finally, rural-urban migration has been reduced and capital infused into the rural economy.

In Maiduguri, Borno state, the state directorate has trained a lot of youths in the areas of skill development requiring on the jobs training for efficiency and proficiency and have graduated about sixteen thousand, one hundred and eighty five (16,185) trainees who have set up their own small scale business to be self employed.

Therefore, the National Directorate of Employment in Borno State has put youths in the area of skills acquisition and development and has been achieving its aims and objectives, which had been pursuing since its inceptions, which had been pursuing since its inception in 1987.

### **The Problem Of Unemployment In General.**

The problem of unemployment in Nigeria become acute immediately after independence in 1960. According to the Federal Ministry of Labour and the National Manpower Board Statistics, it rose to 14% of the occupied population of the country in 1964. this embraced people between 15-60 years of age. These were people willing and able to work, but had no available employment. Further, their number is greater among those between the ages

of 15-30 years, that is the youth, who constitute the greatest human potential of the nation.

The above classes of the unemployed are conspicuous by their presence in the labour exchange offices, industrial centres, government offices market places as touts and parking centres as carriers. Their number tends to increase with the end of every school year. They are characterized by their ill-equipped nature for the occupation they seek. Some can only read and write, or have a smattering knowledge of typing and shorthand, of welding and electrical wiring. But the jobs they seek often demand higher or different qualifications, thus leaving the youth unemployed.

The process of job seeking is in itself a dilemma to them. There are few labour exchanges. Those that exist are hardly patronized for many reasons – suspicion, ignorance, and habit of industries and ministries setting up their own apparatus for selection and employment. The job seekers usually say with relations while looking for work., living in over crowded rooms, and feeding scantily. In their attempt to obtain employment at all costs, they are liable to be defrauded of whatever money they have got or borrowed.

#### **Problems Faced By The National Directorate Of Employment (NDE) In Borno State**

The issue of financing is one of the major problems being faced by the NDE in Borno state. The directorate literally began from the scratch, defining and operating new concepts and operational framework.

The participants and beneficiaries of the directorates programme are mostly school leavers who have no previous training experience or idea in managing a business enterprises. Lack of effective supervision, monitoring and accounting systems is one of

the major problems being faced by the NDE in Borno State. Also low founding for participants in its programmes, lack of adequate logistic support, late payment of stipends to its trainees, these are the major problem being face by the NDE in Borno State.

The question of payment has not been given adequate thought yet. Inspite of cases of disappearance of beneficiaries with loans, the NDE in Borno State has not evolved a solid plan for loan repayment. The use of diplomas as security has been generally abused. New ways have to be found. Also the funds being allocated to the directorate has been considerably reduced in subsequent years, stated by Shehu Musa a trainer, according to him this attributed allowance of the participants and loans, are not forthcoming to the participants.

The State Government is making necessary efforts on the problem of finance to see that the amount made available to the directorate is disturbed accordingly to make loan forthcoming to the participants. The Federal Government according to Shehu (1999), has been urge to allocate more funds to the NDE in order to enable the directorate to fully execute its job generating programmes. This is because the loans being granted to the National Directorate of Employment in Borno State is very small compared to the number of individuals which are incapable of making them fully self employed in the state.

In view of the above, while the challenges posed by unemployment stated Asomugha (1997), continue to amount from year to year the facilities/funding of the NDE are becoming more and more inadequate in Borno state. These loans can be in form of tools and equipment to be given to the beneficiaries for self employment.

The inability of economic growth asserted Adejo (1991), to generate adequate employment opportunities for the masses has in particular called for a re-examination of the philosophy and strategies of development plans. Furthermore there is greater realization that the successful implementation of a development plan does not just depend on the availability of funds and other capital inputs, but more importantly on the adequacy of trained manpower in the various occupations. Infact, the experience of most developing countries to this effect is that the storage of skilled and executive manpower could be a serious constraint as far as implementation of projects are concerned. Therefore some of the programme of the National Directorate of Employment in Borno State are paper programmes in which things are not being fully implemented and which need redress before any useful training would be perfected in the state.

#### **Units Or Schemes Under The Vocation And Skills Development (VSD) Department Of The Nde In Borno State.**

The Vocational and skill development programme in Borno State is charge with the responsibility of imparting vocational training to unemployed youths who lack marketable skills. Upon completing their training, a selected number of trained youths are assisted in establishing their own micro businesses thereby going into gainful employment as well as employing others.

The National Directorate of Employment (NDE) programmes in Borno State are implemented through the following schemes:

1. National Open Apprenticeship Scheme (NOAS)
2. Another Face of Life Scheme (AFLS)
3. School-On-Wheels Scheme (SOWS)

4. Waste to Wealth Scheme (WTWS)
5. Resettlement Loans Scheme (RLS)
6. Better Citizens Scheme (BCS)
7. The Child Literacy Foundation (CLF)

The focus is on the basis skills that are relevant to the economy and the concern of programme is not only to prepare the beneficiaries for paid jobs or employment but to give them the opportunity of their entrepreneurial skills and going into self-employment by setting up various trade out-fits in line with what they have learnt under the programme in the State.

#### **National Open Apprenticeship Scheme (NOAS)**

This scheme was established in Borno State on the realization that majority of the unemployed youths are school leavers who lack the necessary skills for gainful employment. The main objective of the scheme is to promote the spirit of self-reliance among the school leavers and drop-outs by imparting technological and vocational skills through training and also to provide a pool of trained artisans to service the industrial and commercial sectors of the economy.

One obvious means of meeting our manpower needs stressed by Abdullahi (1991), is training the school leavers and giving them some industrial or commercial skill as a means of self-reliance, in this way two birds are killed with one stone. The objectives are realized through the operation of an apprenticeship training programme. Fafunwa (1975) and Okoro (1994), identified apprenticeship system as the oldest form of organized method of providing skill training to youth and adults. Funk and Wagnalis new

encyclopedia defined apprenticeship as a system of learning the skills of a craft or trade from experts in the field by working with them for a given period.

In view of the above, the trainees of the NOAS scheme are attached as apprentices to master craftsmen and women in Borno State for a maximum period of three (3) years to enable them acquire the requisite skills in their respective trades. All participants of the scheme are registered with the state ministry of employment, labour and productivity. Under this scheme, apprentices are exposed to practical work skills from Monday to Friday, and on Saturdays they are taught some theoretical aspect of their trade by Saturday theory tutors who are mostly graduate and who are also vast in the areas of skill development. The classes start from 8.00am to 12 noon. Each participant is being paid a monthly stipend (allowance) toward his/her maintenance whilst in training. Approved trainer organizations and individual craftsmen and women are paid a fee for imparting their skills to the beneficiaries. They are being paid a monthly fee of two hundred and fifty naira per trainee attached to them. The number of trainee that would be attached to a trainer depends on the capability or capacity of the trainee he would be able to train at a time.

There are over eighty-six trades being offered under the scheme, with the training period ranging from six months to three years depending on the trades and participants learning capability. There is an expanding array of skill being learned, some of these includes:

1. Welding and Foundry/Metal Fabrication
2. Plumbing Work
3. Tailoring and Fashion Designing
4. Leather Works

2. Hassan Furniture Baga Road Maiduguri
3. Usman Mechanic Workshop Maiduguri
4. Sam K. K. Welding/Fabrication Maiduguri
5. D. K. Electronics Works, Maiduguri

In view of the above, the National Open Apprenticeship under the NDE in Borno state deals with the apprenticeship of youths who lack marketable skills and who are being attached to trainers who impart the knowledge and skills into them in order for them to be self-reliant citizens of the state. However, many achievements have been witnessed in these areas of skill acquisition for manpower development through the NOAS of the NDE in Borno State.

#### **Another Face Of Life Scheme (AFLS)**

This scheme is a drug rehabilitation initiative aimed at decreasing the number of drug addicted youth in the premier cinema neighborhood of Maiduguri, started in 2004. Another Face of Life Collaborated with the Federal National Drug and Law Enforcement Agency, and the National Directorate of Employment to develop a 9 months programme that not only assisted drug addicted youth through rehabilitation processes, but also provided skills training for rehabilitated graduates so as to provide them with an alternative to a life of drug induced malaise. As of December 2005, 35 drug-addicted youth have been rehabilitated and are currently gainfully employed.

Another face of Life seeks to promote the rehabilitation of drug-addicted youth and provide at-risk youth with vocational training and life skills. The project will provide guidance and counseling classes for the duration of their participation to transform them

into productive, self-sustaining, independent citizens. Upon completion of the project, each participant will be granted admission to the subsidiary skill acquisition program, an apprenticeship program conducted by the National Directorate of Employment, Maiduguri branch.

This project achieves its objectives with assistance of physicians, psychiatrists and spiritual leaders within the community. Another Face of Life's bold initiatives have garnered great respect, subsequently, local businesses and women's groups have pledged their support with generous donations totaling N70,000.00 (Seventy Thousand Naira).

In view of the above, Another face of life has registered tremendous results in past years twenty of the thirty five participants graduated from the project and completed the National Directorate of Employment skills acquisition program. All twenty graduates are currently employed and drug free of the fifteen (15) who failed to grade from the project, ten (10) have enrolled for the next session. Violent crime in the neighborhood where these former drug dealers and users used to congregate have noticeably decreased and arrests have dropped by 70%.

#### **School-On-Wheels Scheme (SWS)**

The School-On-Wheels Scheme is a counterpart of the National Open Apprenticeship Scheme (NOAS). The School-On-Wheels was established out of the realization that the NOAS addresses vocational skills training for urban youths in Borno State only, while rural dwellers were somehow neglected. In order therefore to bring the benefits to these rural youths in the state and also to give equal opportunities to them, the scheme was launched in November, 1989.

The School-On-Wheels Scheme has the advantage of stemming rural-urban migration, central to the operation of this is the use of mobile training workshops (MTW) that take training facilities to rural areas. The Mobile training workshops according to Onigede (1997), are caravan trailers with various tools and equipment to teach group skills in the area of technology.

Under the School-On-Wheel Scheme which is being carried out in the rural areas and which include each local Government headquarters in the state, the NDE first writes the local government showing them the importance of the scheme, the local government headquarters in turn would reply back if they are interested in such programmes indicating their acceptance of the training, which is being carried out for three months in each of the local governments, the people would have acquired that basic skill to be able to set up their own small scale businesses in the rural areas in Borno State.

This scheme create a pool of artisans who will become a cornerstone of rural employment and development some of the trades carried out under this scheme include:-

### **Module 1**

Building Trades

Carpentry / Joinery

Plumbing / Pipe Fitting

Painting / Glazing

Masonry / Brick Laying

### **Module 2**

Mechanical Trades

Auto-Mechanics

Welding / Blacksmithing

Panel Beating / Fabrication

Motorcycle / Bicycle Repairs

### **Module 3**

Domestic Appliance Maintenance Trades

Dress making / Tailoring

Hairdressing / Barbing

Watch Repairs

Electronics Maintenance

Electrical Installations and Maintenance

The artisans graduates after a three month on the job training course using the various tools and equipment from the mobile training workshops to carry out the training so that the individuals after acquiring skills would use it to transform the rural areas for manpower development. The following activities and achievements which were recorded in the School-On-Wheels Scheme in Borno State, include:-

1. Training cycles went on successfully in the state under the joint sponsorship of the NDE and local government councils and / or some non-governmental organizations (NGOs).
2. Training workshop practices are carried out simultaneously throughout the state to reinvigorate the School-On-Wheels.
3. The operational guidelines of the School-On-Wheels are being revised.

### **Waste To Wealth Scheme (WTW)**

This Scheme involves the acquisition and development of skills through the conversion of discarded waste items into decorative and ornamental household materials. Unemployed youths in Borno State are taught the art of converting waste items such as snail or sea shells, corals, horns, etc into useful decorative materials like toys, furniture and bangles, which can be used to set up small scale businesses by the youths, because they could be sold in the market. The objective of the scheme therefore is to enhance the entrepreneurial traits in youths in technological ventures and expose them to employed persons in craftwork. To achieve the objectives, they are made to undergo a short orientation course during which their creative capabilities and ingenuity are further developed. The participants are recruited and given an intensive short training for a period of about fourteen (14) days, at the end of which soft loan packages are granted to successful participants to set up their own micro-businesses for self-reliance.

This scheme in Borno State has gone along way in assisting youths financially, those with or without entrepreneurial abilities to be self-employed so that the state can curb the problem of unemployment in youths.

The following activities and achievements are carried out under this scheme.

1. Identification of beneficiaries for participation in trade fair and exhibitions in the state.
2. Introduction of new product lines into the mobile training workshop (MTW) scheme through the identification of additional waste items in the state.
3. Acquisition of some public buildings as workshops in the state for displaced practitioners of the mobile training workshops (MTW) trades.

### **Resettlement Loans Scheme (RLS)**

The resettlement loans scheme was established in NDE in Borno State to assist selected National Open Apprenticeship Scheme and worse to wealth graduate who lack the means to set up their own business and cannot find employment. In order to ensure that the young entrepreneurs have access to requisite professional advice.

The scheme also provides them with management support services. The loans given to them are in form of either money, tools and equipment which enable them to set up their own micro business for self employment and which will also make them hardworking. By assisting these young entrepreneurs, the loans given to them makes them to start on their own. Some of the activities under this scheme carried out in Borno state include:

1. Development of guideline for the operation of the resettlement loans scheme
2. Registration and verification of business and residential addresses of the loan beneficiaries and their guarantors
3. Sourcing of financial intermediaries such as community bank and peoples bank through which the loans could be administered.
4. Processing of applications of prospective beneficiaries. Their achievement in

Borno State include:

1. Disbursement of resettlement loan packages to some beneficiaries in the state.
2. Procurement of resettlement tools and equipment for the state.
3. Additional tools and equipment are procured for distribution to beneficiaries in the state.

4. A pioneer, resettlement loan disbursement was made to some graduates of the National Open Apprenticeship Scheme (NOAS) and some applications were processed for the next round of loan disbursement in the state.

### **Better Citizens Scheme (BCS)**

Is an initiative created to promote a holistic rehabilitation of incarcerated persons at the Maiduguri state prison. BCS strilled to exercise the mind and body of the incarcerated prisoners through a curriculum of vocational training as well as English grammar and literacy development. BCS made grade strides in improving the behaviour and productivity of its participants but due to a change in prison administration, the project has been suspended and student are looking for a way to effectively address the situation and continue working with prisoners.

The rehabilitation of prisoner is a major challenge facing the Nigeria prison system. The prisoners are financially unable or unwilling to rehabilitated its prisoner, as such there has been a steady increase in criminal actively across the nation. The BCS project aim to develop marketable skills for prisoner in Maiduguri during and following incarceration so they may rejoin society as valuable citizens improving social and economic conditions as a whole by implanting productivity in prisoners will give this vulnerable segment of the population a much needed second chance.

Better Citizens Scheme seeks to break the cycle of crime created, ironically by the prison system with short and long term solutions. Prisoners rehabilitation through skill acquisition will promote positive prisoners interaction with the community, build each man a promising future with professional skill for employment and fill vacancies in the airline private sector. employment opportunities will be further enhanced with a recognized certificate of qualifications upon completion of vocational training centre in

the following areas: tailoring, carpentry / furniture making, painting, electronic repairs, hand craft, shoe making, automobile repair, laundry and catering.

#### **The Child Literacy Foundation Scheme(CISC)**

Is an initiative aimed at increasing the literacy of girl-children involved in the sex industry in Maiduguri, started in August 2005, the child literacy foundation is working with the National Council for Women Society (NCWS) to effectively reach those young and vulnerable girls and make them aware of their rights. Together, the child literacy foundation and the NCWS, are working with local orphanages to provide their shelter for the young girls who desire to leave sex industry and attend school, due to the political and religious tension surrounding this issue, the CLF has found it difficult to carry out its mission but is adapting its method to realize more success.

#### **Adequacy Of Vocational Equipment And Materials For The Vocational And Skill Development Programme In Borno State.**

Training is very necessary for the participants of the training programme and also teaching them how to use and manipulate the tools and equipment would be of advantage to. That is why the NDE prepares them to face the future challenges to curb unemployment problems of the youths in the country by developing their abilities in the acquisition of skills to build the state in focus through technology.

The availability of training facilities in the workshops of the trainers would enhance an efficient training programme because without that, there would be lack of functionalism in the training programme of the NDE. African traditional technology for better and lasting coordination and effectiveness asserted by Fafunwa (1975), should be functionalism according to him, in traditional African Society, functionalism means meaning and purpose to the system of education. What would be the science of

functionalism when the appropriate facilities in our training organizations are not available? Functionalism without equipment will succeed in breeding half-baked and quacks who cannot perform their learned skills effectively thereby deterring them from being self-reliant.

In these areas, the trainer organization of the NDE in Borno State promote the development of skill by providing enough equipment and tools in their workshops for the training. They give training to the youths, imparting their knowledge into them to make themselves – reliant in the areas of the trade learnt through the use of their fully equipped workshops in the achievement of their sole aim.

#### **Achievements Of The Nde In The Areas Of Skill Development In Borno State.**

In the areas of training schemes, the Directorate has made its greatest impact. A significant number of these young entrepreneurs were assisted by the NDE. Through the resettlement loans scheme to establish and run profitable small-scale enterprises throughout the state.

Many youths have benefited from the School-On-Wheels (SOW) Scheme which involve the use of well – equipped vocational mobile workshops to train youths in the rural area in Borno State. For graduates of Tertiary Institutions, the past twelve years have touched the lives of many who but for the NDE would have been roaming the streets of Borno State jobless. Youth corpsers under the National Youth Service Corps have gone through the Entrepreneurship development programme provided by the NDE at the orientation camp in the state to teach graduates the management of small business enterprises.

**Summary of The Review Of Related Literature.**

This chapter has gone a long way in providing an insight into the activities of the National Directorate of Employment in the areas of acquisition and development of skills. It looked into the creation of the NDE, the problems faced by the NDE, the Vocational and Skills Development Programme of the NDE, the various units under the vocational skills development programme, the adequacy of vocational equipment, and materials for the vocational and skills development programme and the achievement the NDE has made so far in the areas of skills development. The various activities NDE will go along way in developing the entrepreneurship abilities of the youths after graduation from the NDE in Borno State to make them self-reliant.

## CHAPTER III

### METHODOLOGY

The purpose of this chapter is to present the design and the procedure followed in obtaining the necessary data for this study. It consist of the step-by-step outline of what the researcher did to be able to effectively complete the work. It includes area of study, population of study for data collection, techniques for analysis, validation of instrument and decision rule.

#### **Research Design**

The design employed for this study was a survey research, which typically employs the use of questionnaires to bring out the necessary data in accordance with the e opinions of the respondents about a particular issue. A questionnaire containing, thirty (30) items were designed and these items were grouped under four (4) sections namely, the criteria used in the selection or recruitment of the trainers and trainees and the adequacy of the programme in Borno state, the problems militating against the development of skills in the NDE in Borno state, the extent to which the NDE has achieved its aims and objectives of Borno tate and the fate or status of the trainees after graduation from the NDE in Borno state.

#### **Area Of The Study.**

The study covered the National Directorate of Employment (NDE) located at Sir Kashim Ibrahim road, Maiduguri, Borno state. The study was limited to Maidugumetropolis because it is a metropolitan area of the state and by the time the researcher was there with his research, he had gotten enough data for his analysis.

### **Population of the study**

The Population of this study comprised of the participants of the vocational and skill development (VSD) programme of the NDE in Borno state particularly the trainers and trainees of the programme.

### **Sample**

In view of the difficulties that may otherwise be encountered in studying the entire population, a random sampling technique was used in the selection of the subject to give every member of the study population equal chance of being selected. A total of one hundred (100) respondents were used . The breakdown of the total population shows twenty (20) trainers and eighty (80) trainees.

### **Instrument For Data Collection.**

The questionnaire was the main instrument used by the researcher for this study. The applied questionnaire was divided into five (5) sections namely A, B, C, D, and E.

Section A consisted of the personal data such as, Name of organization, status, qualification and sex of the respondents.

Section B consisted of eight (8) items dealing with the criteria used in the selection or recruitment of the trainers and trainees and the adequacy of the training programme in Borno state.

Section C consisted of eight (8) items dealing with problems militating against the development of skills in the NDE in Borno state.

Section D consisted of eight (8) items dealing with the extent to which the NDE has achieved its aims and objectives in Borno state.

Section E consisted of six (6) items dealing with the fate or status of the trainees after the training programme in Borno state.

All the the above listed items was responded to by indicating or ticking (  $\checkmark$  ) the most appropriate options of the four points rating scale response mode of:

Strongly agree.....	(SA)	=	4
Agree.....	(A)	=	3
Disagree.....	(D)	=	2
Strongly disagree.....	(SD)	=	1

#### **Administration Of The Instrument.**

In order to appraise the development of technological skills for self-reliance through the NDE in Borno state, the questionnaire was the main instrument used, it consist of the similar items which were responded to by the trainers and trainees of the vocational and skill development (VSD) programme of the NDE. A total of one hundred (100) copies of questionnaire were administered directly to the respondents by the researcher which helped to maximize the return rate of completed questionnaires and as at the whole administered questionnaires were duly completed and returned.

#### **Validation Of Instrument**

The instrument was validated by the researchers colleagues about thirty (30) items include in the instrument were approved by the expert after necessary corrections to ensure that it was eliciting relevant information for the purpose of this study.

### Reliability of the Instrument

A reliability coefficient of a test of mean score of 0.90 was chosen as a decision point any items, with a mean score of 0.50 and below is considered unaccepted.

### Methods Of Data Analysis

In analyzing the data collection, mean, standard deviation and T – test were used by the researcher.

### Mean

The mean response to each item was calculated by summing up the product of the frequency and nominal value of each response option for each item and dividing by the number of respondents to each item computationally

$$Ms = \sum fx / N$$

Where M = Mean response of each item'

$\sum$  = sum of

X = Nominal value of options

F = frequency of response of each option'

N = Number of respondents to an item

### Standard Deviation

The standard deviation for each group of respondents was computed using the formula

$$SD = \sqrt{\sum(x - \bar{x})^2 / N}$$

Where  $\sum$  = sum of

X = mean response to each items

$\bar{x}$  = grand mean of response to all items

N = total number of items

**Decision Rule**

To determine the level of acceptance, a mean score of 2.5 was chosen as the decision point. Any item with a mean score of 2.9 and below is considered being rejected, while mean response that is 2.5 and above is considered being accepted. This is base on the real limit of numbers two (2) and three (3) respectively.

**Decision Rule For Hypotheses.**

To determine the level of significance difference between the mean reponses,.05 level of significance, the hypotheses is therefore accepted

t – test was used to compare the mean of the group of the trainees and trainers. This comparison was carried out to determine the relationship between their responses.

## CHAPTER IV

### PRESENTATION AND ANALYSIS OF DATA

In this chapter, data collected for the purpose of answering the research questions and testing of the hypotheses posed in the study are presented and analyzed. The findings are presented according to the research questions and hypotheses tested.

#### Research Question 1

What are the criteria used in the selection or recruitment of the trainers and trainees and the adequacy of the training programme of the NDE in Borno State? Data needed to answer this research question are presented in table 1.

**Table 1:**

**Mean responses of trainers and trainees on the criteria used in the recruitment and the adequacy of the training programme.**

S/No	Items	$\bar{X}_1$	$\bar{X}_2$	$\bar{X}_t$	Remarks
1.	The criteria or method used for the recruitment of trainers are adequate	3.20	3.20	3.20	Agree
2.	The trainers are academically qualified enough to train the trainees	3.00	2.80	2.90	Agree
3.	Master trainers are being recruited based on their past experience in the development of skills.	3.30	3.80	3.55	Agree
4.	The trainers workshop are fully equipped for the training programme with tools and equipment.	3.00	3.00	3.00	Agreed.
5.	Adequate facilities and material are being provided to the trainers by the directorate for an effective training programme	2.80	3.20	3.00	Agree
6.	The method used for the selection of the trainees are adequate	3.40	3.50	3.48	Agree

7.	The qualifications of the trainees are put into consideration before their enrolment with the directorate.	3.80	3.00	3.40	Agree
8.	The trainees are trained in the area of vocational and skill acquisition by skillful trainers	3.10	3.20	3.15	Agree
		3.20	3.21	3.21	

**Key:** The data presented in Table 1, shows the mean responses of trainers and trainees on all the group of items of this research question, which are all above 2.5. The grand mean of both trainers and trainees are also above 2.5. This showed that the respondents considered the criteria used in the selection or recruitment of the trainers and trainees and the training programme to be to adequate in the NDE.

### Research Question 2

What are the problems militating against the development of skills?

Data needed to answer this research question are presented in table 2.

**Table 2**

**Mean responses of trainers and trainees on the problems militating against the development of skills**

S/No	Items	$\bar{X}_1$	$\bar{X}_2$	$\bar{X}_t$	Remarks
9	Government provide adequate resources for the efficient running of the programme.	2.30	2.50	2.40	Disagree
10.	Non-governmental organizations (NGO's) and individuals assist the NDE in the provision of adequate and standardize facilities for the upliftment of the training programme.	3.20	3.20	3.20	Agree
11.	There is an adequate environment for the training to take place.	3.10	2.60	2.85	Agree
12.	The grand (fund) given to the NDE board is enough and sufficient for the training programme.	2.50	2.00	2.25	Agree

13.	All trainees are being graduated by the directorate and are given loans to set up their own businesses.	3.50	2.50	3.00	Agree
14.	Duration of course is sufficiently adequate enough to develop the entrepreneurial ability of the trainees	3.10	3.00	3.05	Agree
15.	Payment of allowances to the trainers and trainees are being provided regularly by the directorate.	3.00	2.30	2.65	Agree
16.	Enough trainer organizations are selected for the attachment of the trainees for apprenticeship	2.80	2.80	2.80	Agree
		2.94	2.61	2.78	

**Key:** The result presented in Table 2 shows the mean responses of trainers and trainees on items 10, 11, 12, 13, 14, 15 and 16 of this research question which are above 2.5. This showed that the respondents agreed that all items listed above do not contribute to the problems militating against the development of skills in the NDE. The grand mean of both trainers and trainees are also above 2.5. But items 9 and 12 are below 2.5 which showed that the respondents do not agree to the items listed above they are the items contribute to the problems militating against the development of skills in the NDE.

### **Research Question 3**

To what extent has the NDE achieved its aims and objectives?

Data needed to answer this research question are presented in Table 3.

**Table 3:**  
**Mean responses of trainers and trainers and trainees on the extent to which the NDE has achieved its aims**

S/No	Items	$\bar{X}_1$	$\bar{X}_2$	$\bar{X}_t$	Remark
17	The problem of unemployment had been greatly reduced since the creation of the N.D.E.	3.60	3.20	3.40	Agree
18.	The Directorate has achieved its aims and objectives in the emphasis of development of skills for self-reliance	3.30	3.30	3.30	Agree
19.	The spirit of self-employment is being encouraged among unemployed persons in the area of craft work.	3.30	3.00	3.15	Agree
20.	With the programme, a pool of trained artisans are provided to service the industrial and commercial sectors of the economy.	2.80	2.90	2.85	Agree
21.	The acquisition of skills has helped in the area of manpower development.	3.20	3.10	3.15	Agree
22.	The directorate looks into the general welfare of the trainees	3.20	3.10	3.15	Agree
23.	The loans given to the trainees after graduation are sufficient enough for them to set up their own small scale business enterprises.	3.20	2.60	2.90	Agree
24.	The directorate since inception has achieved a lot in the training of the trainees for manpower development	3.50	3.40	3.45	Agree
		3.26	3.08	3.17	

**Key:** The data presented in table 3 shows the mean responses of trainers and trainees on all the group of items of this research question which are above 2.5. The grand mean of trainers and trainees are also above 2.5. This showed that respondents agree that the NDE has achieved its aims and objectives to an extent because all respondents agreed to the fact that all participants of the programme has acquired the necessary skills required of them which will make them self-employed or gain them employment in government or private companies.

#### Research Question 4

What is the fate or status of the trainees after the training programme?

Data needed to answer this research question are presented in table 4.

**Table 4:**  
**Men responses of both trainers and trainees on the fate or status of the trainees after the training programme.**

S/No	Items	$\bar{X}_1$	$\bar{X}_2$	$\bar{X}_t$	Remarks
25	The directorate settles the graduate by giving the certificates of competence in the areas of training which will help them to get employment in government agencies after graduation.	3.20	3.30	3.25	Agree
26.	Private companies and industries also employ the trainees for work after graduation.	2.80	2.60	2.70	Agree
27.	The trainees after graduation can go into Higher Institutions for further training or learning.	3.10	3.30	3.20	Agree
28.	All graduates of the programme are given loans in the form of money, equipment and tools to set up their own workshop after graduation.	3.40	3.60	3.50	Agree
29.	Many of the youths that have acquired training in the various technical skills have graduated and are on their own with the assistance of the directorate.	3.60	3.60	3.60	Agree
30.	The directorate gives enough time to the graduates to pay back the loans to them after being well set up.	3.80	3.70	3.75	Agree
		3.32	3.35	3.33	

**Key:** The data presented in Table 4 shows the mean responses of trainers and trainees on all the group of items of this research question, which are above 2.5. The grand mean of both trainers and trainees are also above 2.5. This showed that respondents agree to the

fact that the fate or status of the trainees after the training programme of the NDE is indeed well off as they can stand on their own to be independent of themselves or they can either be absorbed by government or private organization to be technologically advanced after the training programme in Borno State.

**TABLE 5**

**The scores, standard deviation and t-test of trainers and trainees concerning the Criteria used in the recruitment and the adequacy of the training programme.**

Group	Status	Number	$\bar{X}$	S.D
1	Trainers	20	3.20	0.290
2.	Trainees	80	3.21	0.293

N = 100

Calculated t - value = 0.1366

df = 98

Table t - value = 1.987

In table 5, calculated t-value -0.137 does not equal to exceed the t-critical value (1.987) necessary for rejection of the null-hypothesis at .05 level of significance, the hypotheses is therefore accepted. Hence, there is no significant difference between the mean responses of the trainers and trainees concerning the criteria used in the selection or recruitment of the trainers and trainees and the adequacy of the training programme.

**Table 6**

**The sources, standard, deviation and t-test of trainers and trainees concerning the problems militating against the development of skills in the NDE.**

Group	Status	Number	$\bar{X}$	S.D
1	Trainers	20	2.94	0.364
2.	Trainees	80	2.61	0.360

N = 100

Calculated t-value = 3.658

d.f = 98

Table t-value = 1.987

**Key:** In table 6, calculated t-value 3.658 does not equal or exceed the t-critical value (1.987) necessary for rejection of the null-hypothesis at .05 level of significance, the hypothesis is therefore rejected. Hence, there is no significant difference between the mean responses of the trainers and trainees concerning the problem militating against the development of skills in the NDE in Borno State.

**Table 7**

**The scores, standard deviation and t-test of trainers and trainees concerning the extent to which the NDE has achieved its aims and objectives.**

Group	Status	Number	$\bar{X}$	S.D
1	Trainers	20	3.26	0.225
2.	Trainees	80	3.08	0.237

N = 100

Calculated t-value = 3.052

d.f = 98

Table t-value = 1.987

In table 7, calculated t-value 3.062 does not equal or exceed the t-critical value (1.987) necessary for rejection of the null-hypothesis at .05 level of significance, the hypotheses is therefore rejected. Hence, there is no significance difference between the mean responses of the trainers and trainees concerning the extent to which the NDE has achieved its aims and objective in Borno State.

**Table 8**

**The scores, standard deviation and t-test of Trainers and Trainees concerning the fate or status of the Trainees after the Training programme**

Group	Status	Number	$\bar{X}$	S.D
1	Trainers	20	3.32	0.329
2.	Trainees	80	3.32	0.369

N = 100

Calculated t-value = -0.216

d.f = 98

Table t-value = 1.987

**Key:** In table 8, calculated t-value -0.216 does not equal or exceed the t-critical value (1.987) necessary for rejection of the null-hypothesis at .05 level of significance, the hypothesis is therefore accepted. Hence, there is no significant difference between the mean responses of the trainers and trainees concerning the fate or status of the trainees after the training programme in Borno State.

## CHAPTER V

### SUMMARY, CONCLUSION AND RECOMMENDATION

This chapter presents the findings of the study under the following sub-headings, summary of the study, conclusion, implication of findings, recommendations and suggestions for further research.

#### **Summary of the Study**

The main purpose of this study was to assess the National Directorate of employment skill development programme in Born State. Related literature were reviewed for the study under the following sub-headings, creation of the National Directorate of employment, problems faled by the National Directorate of employment in Borno State, The vocational and skills Development (V.S.D) programme of the NDE in Borno State, units or schemes under the vocational and skill development department, adequacy of vocational equipment and materials for the vocational and skill development programme in Borno State and the achievements of the N.D.E. in the areas of skill development in Borno State.

Appropriate statistical tools were used to analyze the data trainers and trainees of the vocational and skills development programme of the N.D.E. Questionnaire was used as instrument for data collection and analyzed according to each of the research questions. For research questions were formulated from specific purpose to guide the study. Four null-hypotheses were formulated and tested at .05 level of significance.

The following findings were made which was fund out among others that the criteria used in the selection or recruitment of trainers and trainees and the training

programmes are indeed adequate which shown by the responses made by the respondents in which they all agreed to all the item, under the research question. It was also shown that some factors contribute to the problems militating against the development of skills in the N.D.E. which was indicated on the table that government do not provide adequate resources for the efficient running of the programme and that the grant (fund) given to the N.D.E. board is not enough and sufficient for the training programme. These two items were disagreed by the respondents which shows that they are indeed the problems militating against the development of skills in the N.D.E. in Borno State which needs a quick solution. It was also shown that the N.D.E in Borno state has achieved its aims and objectives in the areas of skills development because, all respondents agreed to the fact that all participants of the have indeed acquired the necessary skills required for them to make them self-employed which could also make them gain employment in Government or private companies. And lastly the respondents agreed to the fact that the fate or status of the trainees after the training programme of the N.D.E in Borno State are indeed well-off as they can stand on their own and they can also be absorbed by Government or private organizations to be technologically advanced after the training programme in Borno State.

### **Discussion of Findings**

The discussion is base on the mean responses by the respondents on the items of the research questions.

The criteria use in the recruitment of the trainers and trainees and the adequacy of the training programme. The findings from table 1 revealed that all items were agreed upon by both respondents which are above 2.5 and which implies that the criteria use in

recruitment of the trainers and trainees and the training programme are considered adequate in the NDE in Borno state.

The study showed that enough trainer organizations are selected for the attachment of the trainees for apprenticeship. Nwagugor (1995) defined apprenticeship as a learning process or training method through practical and theoretical procedures under the guidance of the master whose main objective is to inculcate a sense of industry and discipline in the trainees in order to arm him with skills for his future activities.

Also the training programme is being considered to be adequate in the NDE as the trainers workshops are fully equipped for the training programme with tool and equipment which are up to standard and in line with the training programme.

The problems militating against the development of skills in the NDE. The finding from table 2 shows that item 10, 11, 13, 14, 15, and 16 were agreed upon by the respondent which are about 2.5. This shows that the respondents agree that these items listed above do not contribute to the problems militating against the development of skills in the NDE.

It has been shown that Government do not provide resources for the efficient running of the programme as observed by Shehu, (1999) that the federal Government has been urged to allocate more funds to the NDE in order to enable the directorate to fully execute its job generating programmes.

The extent to which the NDE has achieved its aims and objectives in Borno state. The finding from the table 3 shows that all items were agreed upon by the respondent which are above 2.5. It revealed that the problem of unemployment has been greatly reduced since the creation of the NDE, and also that the Directorate has achieved a lot in training of the youths for manpower development. In view of this, Zanna (1999), stressed that the NDE since inception has been achieving its objectives in the area of skill

acquisition schemes development and has put about eleven million youths into skill acquisition schemes covering over forty-five trades in country.

The fate or status of the trainees after graduation from the NDE.

The finding from table 4 shows that all items were agreed upon by both respondents which are above 2.5 and which showed that the fate or status of the trainees after the training programme is indeed well-off as they can stand on their own to be self-independent, and that they are being given loan in form of money, equipment, and tools to set up their own workshops after graduation. By assisting these young entrepreneurs. The loan given them makes them independent of themselves thereby becoming self-reliant asserted Zanna(1999). This is an indication that trainees of the NDE programme are well taken care of after graduation.

### **Implication of the Study**

From the research findings, it is evident that the NDE in Borno State is making great achievements in the development of technological skills for self-reliance. National Development which now hinges on scientific and technological development can only be achieved through vocational education can only be achieved through vocational education and proper follow-up of the vocational and technological skill development of the N.D.E.

To provide a well-planned and comprehensive practical training for the nations youths, the practical aspects of the trainer should considerably be improved upon, adequate provision of materials for training should provide such as well skilled human resources to train the trainees. There is the need for the provision of proper acquisition of

technological know-how for the training of the youths to be self-independent which will reveal the achievements and developments of skills in the N.D.E in Borno State.

### **Conclusion**

Based on the findings of this study, it was concluded that the criteria used in the selection or recruitment of the trainers and trainees and the training programme are all adequate in the N.D.E. These criteria used in the selection of trainer conclude that the trainer must have a good mastery of the subject matter, must be skilled in his or her area of specialization and must have adequate facilities such as good equipment, tools and materials in the workshop. In the selection of the trainees, some factors are also put into consideration which are that they must understand the language of communication of the Master trainer normally English and they should also be Nigerians or residents of country. Both respondents agreed that the criteria is indeed adequate.

It was found out that government do not provide adequate resources for efficient running of the programme and also grant (fund) given to the N.D.E is not enough to cater for the need of the trainee as disagreed by the respondents. Equipment are also not being provided in large quantities which could prevent the trainees from acquiring the necessary skills required of them to make the self-employed.

It was also found out that after the youths have indeed acquired, the required skills necessary for them, they are being assisted by the directorate which gives them loans in form of money, tools and equipment as part of the resettlement package.

The directorate should also improve on their supervision procedures for effectiveness and should provide adequate opportunities for their graduates after the training programme of the N.D.E. in Borno State.

## **Recommendations**

In the light of the findings of this research, the following recommendations are made. It is hoped that if they are implemented, they will help to improve the skill development programme of the NDE in Borno State.

1. The N.D.E. should improve on public enlightenment programmes.
2. Loans being granted to beneficiaries should be adequate and paid in bulk in order to avoid problems at the start of the project or business.
3. Equipment should be provided in large quantities to enable the participants of the school-on wheels and waste to wealth scheme learn worth white jobs to make them self-independent.
4. The N.D.E. should seek for more (funds) from the government.
5. A kind of special state award should be introduced for the best participant of the programme.
6. The N.D.E. should take time to carry out supervision of each of their programme. This will ensure effective acquisition of skills by the participants.

## **Suggestions for Further Research:**

The following suggestions are made following the research findings being carried out.

1. A comprehensive study of the activities of the NDE in some selected states.
2. A study should be carried out on the differences between the activities of the NDE and local apprenticeship. A case study of some selected local government in some states.
3. A similar study should be carried out on the comprehensive study of the activities of the N.D.E within two states.

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## APPENDIX A

### QUESTIONNAIRE ON THE ASSESSMENT OF THE NATIONAL DIRECTORATE OF EMPLOYMENT SKILLS DEVELOPMENT PROGRAMME IN BORNO STATE.

#### INTRODUCTION

Please answer Frankly and sincerely to the questions below, your answer shall be treated confidentially. Thanks for your anticipated co-operation.

#### INTRODUCTIONS

Please indicate by ticking (✓) against the most appropriate options which most closely represent your opinion. The options are:

- S.A = Strongly Agree.
- A = Agree
- D. = Disagree
- S.D. = Strongly Disagree

## SECTION A

## Personal Data

1. Name \_\_\_\_\_ of \_\_\_\_\_ Organization \_\_\_\_\_
- .....
- .....
- .....

2. Status

Trainer

Trainee

3. Qualification: (a) G.C.E  (b) SSCE  (c) N.C.E

(d) ND  (e) Degree  (f) HND

(g) Any others.....

4. Sex:

(a) Male  (b) Female

## SECTION B

S/No	Questions	A.S	A	D	S. D
1.	The criteria or method used for the recruitment of trainers are adequate.				
2.	The trainers are academically qualified enough to train the trainees				
3.	Master trainers are being recruited based on their past experience in the development of skills.				
4.	The trainers workshop are fully equipped for the training programme with tools and equipments, which are up to the standard and in line with the training programme.				

5. Adequate facilities and materials are being provided to the trainers by the directorate for an effective training programme.
6. The methods used for the selection of the trainees are adequate.
7. The qualifications of the trainees are put into consideration before their enrolment with the directorate.
8. The trainees are trained in the area of vocational and skill acquisition by skillful trainers.

**Criteria used in the recruitment and the adequacy of the training programme..**

### SECTION C

**problems militating against the development of skills in the NDE in borno state.**

S/No	Questions	S.A	A	D	S.D
9.	Government provide adequate resources for the efficient running of the programme.				
10.	Non-governmental oragnziation (N.G.Os) and individuals assist the NDE in the provision of adequate and standardized facilities for the upliftment of the training programme.				
11.	There is an adequate environment for the training to take place.				
12.	The grand (fund) given to the N.D.E. board is enough and sufficient for the training programme.				
13.	All trainees are being graduated by the directorate and are given loans to set up their own business.				
14.	Duration of course is sufficiently adequate enough to develop the entrepreneurial ability of the trainees.				
15.	Payment of allowances to the trainers and trainees are being provided regularly by the directorate.				
16.	Enough trainer organizations are selected for the attachment of the trainees for apprenticeship.				

### SECTION D

**The extend to which the NDE has achieved its aims and objectives in borno state.**

S/No	Questions	S.A	A	D	S.D
17	The problems of unemployment had been greatly reduced since the creation of the NDE.				
18	The directorate has achieved it aims and objectives in the emphasis of development of skills for self0reliance.				
19.	The spirit of self-employment is being encouraged among unemployed persons in the area of crafts work.				
20.	With the programme a pool of trained artisans are provided to service the industrial and commercial sectors of the economy.				
21.	The acquisition of skills has helped in the area of manpower development.				
22.	The directorate looks into the welfare of the trainers				
23.	The loans given to the trainees after graduation are sufficient enough for them to set up their own small-scale business enterprises.				
24.	The directorate since inception has achieved a lot in the training of the trainees for manpower development.				

### SECTION E

**Fate or status of the trainees after the training programme of NDE in borno state.**

S/No	Questions	S.A	A	D	S.D
25.	The directorates settle the graduates by giving them certificates of competence in the area of training which will help them to get employment in government agencies after graduation.				
26.	Private companies and industrials also employ the trainees for work after graduation.				
27.	The trainees after graduation can go into Higher Institutions for further training or learning.				
28.	All graduates of the programme are given loans in the form of money, equipment and tools to set up their own workshop after graduation.				

## APPENDIX B

### DATA USE FOR ANALYSIS

**Respondent on the criteria used in the recruitment of the trainers and trainees and the adequacy of the training programme of the nde in borno state.**

S/N	Items	S.A	A	D	S.D
1.	The criteria or method used for the recruitment of trainers are adequate	4	16	-	-
2.	Trainers are academically qualified enough to train the trainees	6	8	6	-
3.	Master trainers are being recruited based on their past experiences in the development of skills	6	14	-	-
4.	The trainer's workshops are fully equipped for training programme with the tools and equipment which are up to the standard and inline with the training programme.	4	12	4	-
5.	Adequate facilities and materials are being provided to the trainers by the directorate for an effective training programme	4	12	-	4
6.	The methods used for the selection of the trainees are adequate.	8	12	-	-
7.	The qualifications of the trainees are out into consideration before their enrolment with the directorate.	16	4	-	-
8.	The trainees are trained in the areas of vocational and skill acquisition by skillful trainers	2	18	-	-

**Respondents on the problems militating against the development of skills in the N.D.E. in Borno State.**

S/N	Items	S.A	A	D	S.D
9.	Government adequate resources for the efficient running of the programme	-	10	6	4
10.	Non governmental organization (N.G.Os) and individuals assist the NDE in the provision of adequate and standardized facilities for the upliftment of the training programme	8	8	4	0
11	There is an adequate environment for the training to take place	4	14	2	-
12.	The grand (fund) given to the NDE board is not enough and sufficient for the training programme	4	2	14	-
13.	All trainees are being graduated by the directorate and are given loans to set up their own business	10	10	-	-
14.	Duration of the course is sufficiently adequate enough to develop the entrepreneurial ability of the trainees.	2	18	-	-
15.	Payment of allowances for the trainers and trainees are being provided regularly by the directorate	4	12	4	-
16.	Enough trainer organization are selected for the attachment of the trainees for apprenticeship	2	16	-	-

**Respondents on the extent to which the NDE has achieved its aims and objectives in Borno State.**

S/N	Items	S.A	A	D	S.D
17.	The problem of unemployment has been greatly reduced since the creation of the NDE	12	8	-	-
18.	The directorate has achieved its aims and objectives in the emphasis of development of skills for self reliance.	6	16	-	-
19.	The spirit of self-employment is being encouraged among unemployed persons in the areas of craft work.	6	14	-	-
20.	With the programme a pool of trained artisans are provided to service the industrial and commercial sectors of the economy.	-	16	4	-
21.	The acquisition of skills has helped in the areas manpower development.	6	12	2	-
22.	The directorate looks into the general welfare of the trainees of the trainees.	4	16	-	-
23.	The directorate since inception has achieved a lot in the training of the trainees for manpower development	10	10	-	-

**Responses on the fate or status of the trainees after the training programme of the NDE in Borno State.**

S/N	Items	S.A	A	D	S.D
25.	The directorate settles the graduates by giving them certificate of competence in the area of training which will help them to get employment in government agencies after graduation.	4	16	-	-
26	Private companies and industries also employ the trainees for work after graduation.	4	10	4	2

27.	The trainees after graduation can go into Higher Institutions for further training or learning.	2	18	-	-
28.	All graduates of the programme are given loans in the form of money, equipment and tools to set up their own workshop after graduate.	8	12	-	-
29.	Many of the youth that have acquired training in the various technical skills have graduated and are on their own with the assistance of the directorate.	12	8	-	-
30.	The directorate gives enough time to the graduates to pay back the loans given to them after being set up	16	4	-	-

## APPENDIX C

## STANDARD DEVIATION USE IN ANALYSIS.

Table 5

Trainers ( $\bar{X}$ ) = 3.20

X	$X - \bar{X}$	$(X - \bar{X})^2 = X$
3.20	0.00	0.0000
3.00	-0.21	0.0441
3.30	0.12	0.0144
3.00	-0.18	0.0324
2.80	-0.38	0.1444
3.40	0.22	0.0484
3.30	0.62	0.3844
3.10	-0.08	0.0064

$$\Sigma X^2 = 0.6745$$

$$\text{S.D} = \sqrt{\Sigma X^2 / N}$$

$$= \sqrt{\frac{0.6745}{8}}$$

$$= \sqrt{0.0843}$$

$$0.2903661$$

$$= 0.2904$$

Table 6

Trainers ( $\bar{X}$ ) = 2.94

X	$X - \bar{X}$	$(X - \bar{X})^2 = X$
2.30	-0.64	0.4096
3.20	0.26	0.0676
3.10	0.16	0.0256
2.50	-0.44	0.1936
3.50	0.56	0.3136
3.10	0.16	0.256
3.00	0.06	0.0036
2.80	-0.14	0.0196

$$\Sigma X^2 = 1.0588$$

$$\text{S.D.} = \sqrt{\Sigma X^2 / N}$$

$$= \sqrt{\frac{1.0588}{8}}$$

$$= \sqrt{0.13235}$$

$$= 0.363799395$$

Table 7

Trainers ( $\bar{X}$ ) = 3.26

X	X - $\bar{X}$	(X - $\bar{X}$ ) <sup>2</sup> = X
3.60	0.31	0.0961
3.30	0.04	0.0016
3.30	0.01	0.0001
2.80	-0.49	0.2401
3.20	-0.09	0.0081
3.20	-0.09	0.0081
3.20	-0.09	0.0081
3.50	0.25	0.0441

$$\Sigma X^2 = 0.4063$$

$$\text{S.D} = \sqrt{\Sigma X^2 / N}$$

$$= \sqrt{\frac{0.4063}{8}}$$

$$= \sqrt{0.0507875}$$

$$= 0.2253608$$

$$0.2254$$

Table 8

Trainers ( $\bar{X}$ ) = 3.32

X	$X - \bar{X}$	$(X - \bar{X})^2 = X$
3.20	- 0.12	0.0144
2.80	- 0.52	0.2704
3.10	- 0.25	0.0484
3.40	0.08	0.0064
3.60	0.28	0.0784
3.80	0.48	0.2304
		$\Sigma X^2 = 0.6484$

$$\begin{aligned}
 \text{S.D} &= \sqrt{\Sigma X^2 / N} \\
 &= \sqrt{\frac{0.6484}{6}} \\
 &= \sqrt{0.10806666} \\
 &= 0.328734949 \\
 &= 0.329
 \end{aligned}$$