

**EFFECT OF VOCATIONAL SKILLS ON UNEMPLOYMENT GRADUATES IN OYE-
EKITI, EKITI STATE.**

BY

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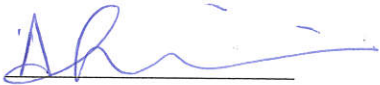
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FEBUARY, 2019.

CERTIFICATION

This is to certify that this research was carried out by Bolufawi OLuwanifemi Seyi with the Matric no: SOC/14/2063 in the department of sociology



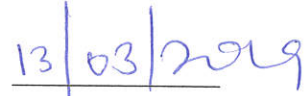
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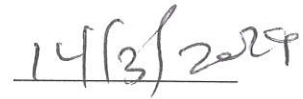


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DEDICATION

This project is purely dedicated to my everlasting father, the supreme and the mastermind of the existence of both heaven and earth, He that stands with me all through my studies so far and gave me his utmost protection and guidance in Oye Ekiti. Secondly, I also dedicate this work to my wonderful darling parent Mr. and Mrs Bolufawi Gabriel, my project supervisor Dr. Abimlola, Mr Chekezie R. Chinonso who supported me all through my degree program.

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I hereby acknowledge the almighty God my maker to him be all the glory and honor and majesty. I want to appreciate my God given parent Mr. & Mrs. Bolufawi Gabriel For their unrelenting ever caring and indefatigable efforts towards my studies.

My sincere appreciation goes to my supervisor, a lecturer and a wonderful supervisor Dr Abimbola, for his love, motivation, encouragement, ever-ready to correct, without which this work would have been impossible. May all what u seeks for in life be given to you in Jesus name Amen. Thank you ma God bless you..

Miss Odunayo Adeola, Oladosu Folashade for her care, Bolufawi Oluwanifemi, owolabi olajumoke, Apetuje Emmanuel,

Thank you all.

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Abstract

More than 200 million people globally are out of work, a record high, as almost two-thirds of advanced economies and half of developing countries are experiencing a slowdown in employment growth. Unemployment rate in Nigeria is growing at the rate of 16% per year with the youth impacted the most and accounting for three times the general unemployment (Doreo, 2013). The overall objective of this study is to explore the effect of vocational skill on unemployment among youth in Oye-Ekiti. The study was based on the sample size of 200 youths in the study area. In view of the size of the study area, a representative sample of one hundred youth either male or female will be randomly selected using appropriate approach. Data will be collected through the use of questionnaire. The quantitative data gathered from the field will be analyzed using SPSS at a univariate and bivariate analysis level. Univariate analysis will be conducted using the frequency distribution table to describe both the dependent and the independent variables. The prevalence of unemployment in oye-ekiti was reported by 74.5% and employed by 25.5%. . It was strongly agree that vocational job is the best to solve issue of unemployment by 55.5%, agree by 41.5%, disagree and undecided by 2% and 1% respectively. It is Strongly Agree to embark on vocational job after graduation by 47.5%, agree by 44.5%, undecided by 4%, disagree and strongly disagree by 2.5 and 1.5% respectively. It was strongly agree that vocational skill promotes the development of the community by 62%, agree by 31.5%, undecided and disagree by 6% and 0.5% respectively. The findings suggest that there should more attention on the issue of unemployment among youths considering vocational skill as a factor. The increase in vocational skill among youth will reduce the issue of unemployment and this can be achieved by government intervention through the various form of programs and availability of adequate vocational equipment and facilities.

CHAPTER ONE

Introduction

This chapter provides a general background to this project. This it achieves through the background to the study, as well in the statement of the research problem, research questions, aim and the objectives. This chapter also covers the introduction of the methodology and the theoretical framework that will employ in the analysis of this research work. It further gives the definition of relevant terms to the study.

1.1 BACKGROUND TO THE STUDY

The Newsweek (2011) reported that more than 200 million people globally are out of work, a record high, as almost two-thirds of advanced economies and half of developing countries are experiencing a slowdown in employment growth. Dependence on jobs to make money to buy food and shelter was the beginning of unemployment. Because it has not always been acknowledged or measured systematically, there are limited historical records on unemployment. Recognition of unemployment occurred slowly as economies across the world industrialized and bureaucratized. According to Doreo Partners (2013) unemployment rate in Nigeria is growing at the rate of 16% per year with the youth impacted the most and accounting for three times the general unemployment. The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labour force. The Newsweek (2011) reported that more than 200 million people globally are out of

work, a record high, as almost two-thirds of advanced economies and half of developing countries are experiencing a slowdown in employment growth. Dependence on jobs to make money to buy food and shelter was the beginning of unemployment. Because it has not always been acknowledged or measured systematically, there are limited historical records on unemployment. Recognition of unemployment occurred slowly as economies across the world industrialized and bureaucratized. The recognition of the concept of “unemployment” is best exemplified through the well documented historical records in England. For example, in 16th century England no distinction was made between vagrants and the jobless as they were simply categorized as “sturdy beggars”, to be punished and moved on (Business Week, 2011). An individual who cannot either join an enterprise or create a job is unemployed. As individual farmers, merchants, and artisans organize themselves into large enterprises, those who cannot join or compete favourably become unemployed.

Brief Examination of Youth Unemployment in Nigeria Youth unemployment across the world has reached a new high and is likely to climb further. The youth population in sub-Sahara Africa was estimated at 138 million people in 2002-2003, with 28.9 million or 21% of them unemployed (ILO, 2004b). There are notable differences in youth unemployment with regard to gender. The unemployment rate for young women in sub-Sahara Africa is 18.4%, lower than the rate for young men (23.1%) even though young women’s participation rate is lower. Youth unemployment in Africa also has a geographical dimension. It is generally higher in the urban areas than in rural areas. Several factors account for

higher youth unemployment rate in Africa, most notably low economic growth, low economic activity and low investment. These related factors contribute to low job creation and because of sustained (increase in some cases) population growth the small labour market is unable to absorb the resulting army of job seekers. Youth unemployment has been increasing because most graduates lack relevant marketable skills. The Federal government recently acknowledged that about 80 percent of Nigeria's youth are unemployed while 10 percent are underemployed (Daily Trust, 2008). According to the National Bureau of statistics (2010) the national unemployment rates for Nigeria between 2000 and 2009 showed that unemployed persons constituted 31.1%, 13.6% in 2001, 12.6% in 2002, 13.4% in 2004, 13.7% in 2006, 14.9% in 2008, and 19.7% in 2009. With respect to age group, education and sex NBS (2010) data showed that persons aged between 15 and 24 years had 41.6% unemployed. For persons between 25 and 44 years, 17% were unemployed. For persons with primary education 14.8% were unemployed while those with post secondary education had 21.3% unemployed. As regards sex, data showed that males constituted 17% of the unemployed while females constituted 23.3%.

Unemployment has become a major problem for most countries across the world. In the USA for instance unemployment had increased from 5 percent in 2007 to 9 percent in 2011. That of Spain has risen from 8.6 percent to 21.52 percent as a result of the debt crisis in Europe; UK, from 5.3 to 8.1 percent while that of Greece rose from 8.07 to 18.4 percent during the same period (Vanguard, 2012). The average unemployment rate within the African continent is generally high. South Africa, Africa's largest economy have 25

percent unemployment rate, Botswana at 17.5 percent, Angola at 25 percent and Kenya at 11.7 percent (Allawadi, 2010). It must be noted that the population of these countries is lower than Nigeria's. An unemployment ratio of 23.9 percent of the total population will mean that over 38 million Nigerians are unemployed. Of the workforce, it means that 16 million are unemployed. A number of states which recorded high composite unemployment rates, that is, above the national average of 19.7 percent include Bayelsa (38.4%), Katsina (37.3%), Bauchi (37.2%) Akwa-Ibom (34.1%), Gombe (32.1%) Adamawa (29.4%), Borno (27.7%), Kano (27.6%), Yobe (27.3%), Taraba (26.8%), Jigawa (26.5%), Imo (20.8%), FCT (21.5%), while Plateau recorded the lowest figure of 7.1% Nigeria's spiralling youth unemployment can be said to have significantly contributed to the dramatic rise in social unrest and crime such as Niger Delta militancy, Boko Haram and the Jos crisis. One implication of the above is that in another one to-two decades most of the youths of today will be parents in their mid-life years, and with little or no adequate skills in a fast emerging competitive global economy, it is doubtful how they can propel the needed wheel of development. Woolfolk (1998) argued that the youthful years mark the critical stage of human development when they are amenable to training in entrepreneurship as opposed to self-destructive behaviours. Have Nigerian policy makers been able to see through the connection between entrepreneurship and unemployment? Have they been able to conceive and formulate effective policies aimed at frontally addressing unemployment among the youths? It is believed that while entrepreneurship may not be the absolute panacea to youth unemployment, an enabling environment that nurtures entrepreneurship is capable of

reducing youth unemployment by half. Purpose This paper seeks to establish the relationship between creative entrepreneurial programs and youth unemployment. Specifically, it: Assesses the prevailing rate of unemployment among Nigeria youths. Determine the geographical pattern of unemployment. Assess past government efforts at reducing youth unemployment. Propose creative strategies that can promote job creation aimed at reducing youth unemployment. A visit to a typical auto-mechanic garage in Nigeria will show that unlike what used to be the practice whereby a master auto-mechanic had 3 to 7 apprentices under his tutelage, one will be lucky to find one or two learning the trade. Others will opt out after 3 to 6 months to start riding motorcycle taxi, (Okada) to start making money, while the few who remain do not stay long enough to acquire the skills to be proficient in the trade. Some of the Nigeria legislators encourage this behaviour by donating motorcycles to youths in their constituencies under the nebulous name of "Youth empowerment". It is doubtful if Nigeria will still have artisans and technicians in another 20 to 30 years. Lack of Political Will The neglect of vocational/technical education has been robbing the nation of the potential contributions of its graduates to national growth and economic development. The inability of policy makers to make rational and informed decisions continue to affect the rate of progress of the Nigerian Nation. As Dike (2006a) has noted, the underdevelopment status of Nigeria could be linked to the neglect of its educational institutions.

The major reason for unemployment is the neglect of entrepreneurship among youth. Entrepreneurship is thought to apply only to the management of small businesses

such as roadside furniture makers, cobbler, tyre vulcanizers, hairdressers and so on, but recent giants like Dell computers and Microsoft have shown how a small business that started small can grow into a conglomerate if given an enabling environment. Drucker (1998) proposes that entrepreneurship is a practice. What this means is that entrepreneurship is not a state of being nor is it characterized by making plans that are not acted upon. One argument may be that entrepreneurship begins with action which involve the creation of new organization which may or may not be self-sustaining nor earn significant revenue. Regardless of the outcomes, when an individual creates a new organization, he has entered the entrepreneurship paradigm. Some individuals apply the concept of entrepreneurship to the creation of any new business, while others focus on intentions believing that entrepreneurs merely seek to create wealth. This is different from starting a business as a means of working for "yourself" rather than working for others. Others tend to confuse managing a small business with entrepreneurship. But Stevenson and Grousbeck (1999) argued that not all small business managers are entrepreneurs because they don't innovate. On the other hand, Stoner et al (2000) note that the function that is specific to entrepreneurs is the ability to take the factors of production – land, labour and capital and use them to produce new goods and services. However, they argue that entrepreneurs perceive opportunities that other business executive do not see or care about. Creativity and entrepreneurship promote the birth of new firms which is critical to economic development efforts. Therefore, a definition which seem to fully capture the true meaning of entrepreneurship is the one provided by Stevenson

and Gumperts (2002) as a process in which individuals pursue opportunities fulfilling needs and wants through innovation together with the attendant risks. Based on the above definitions, it can be concluded that entrepreneurship is the process of carefully determining and analyzing unmet needs through creatively satisfying those needs by bearing the related risks. By combining the above thoughts, it can be argued that entrepreneurs are risk bearers, coordinators, organizers, gap-fillers, leaders and innovators.

One reason for this is the belief by many youths that the prospects of getting lucrative jobs are higher in the urban cities. Many of these youths lack vocational education and technical skills which make them casualties in an increasingly competitive economy. Factors Which Promote Unemployment Unemployment in Nigeria has been hindered by five major factors: structural, cultural, lack of political will, skewed budgetary allocation and poorly coordinated intervention programmes. Structural Factors Structural inhibitors in the growth of unemployment has its origin in the Nigerian education policies since independence in 1960. Between then and now Nigeria has introduced and implemented not less than three different educational policies,

This research work will therefore examine the intention to own a business after graduation as a correlate of vocational skill acquisition.

1.2 Statement of the Problem

Government effort at promoting skill acquisition through the establishment of vocational training institutions have also not yielded the desired result,

eventhoughOsunde and Omoruyi (2004) note that more vocational skills training are being established. Although more vocational training institutions are being established the youths are not motivated to take advantage of opportunities associated with vocational education due to some of the above reasons. The student enrolment pattern in vocational and secondary schools is an innovation that shows that although the number of technical/vocational colleges have increased since 1991, the number of students enrolled has been declining since 1997, while enrolment in secondary schools have been increasing during the same period. One explanation for this is negative perception on many youths and even their parents towards vocational education. This research will explore the intension to own a business after graduation as a correlate to vocational skills acquisition in school.

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1.3 Research Questions

This research will proffer answers to the following research questions:

1. what are the effects of unemployment to nigerian economy?
2. how has vocational training and entrepreneural studies influenced the mentality of nigerian youth about self employment?
3. is there any development in Nigerian economy since the incorporation of vocational training into the educational sector?

4. What are the government contributions to establishment of young people to be self employec?

1.4 Aim and Objectives

The aim of this research is to examine the relevance of vocational training and entrepreneurial studies in schools. Its specific objectives are:

- to investigate the transformation of vocational training to the econmy;
- to identify the impacts of self employment in reducing unemployment in Nigeria,
- to establish the fact that self employment can put an end to poverty in Nigeria.

To outline the governmental contributions in encouraging self employment among Nigerian youths.

1.5 Significance of Study

It will reveal the importance of vocational training in the reduction of unemployment among nigeriangraduate. This work will also expose its readers to the factors that contributes to high unemployment rate in nigeria. This work basically focuses on how entrepreneurial skills and training will transform the economy system and stop poverty in nigeria.

CHAPTER TWO

LITERATURE REVIEW

2.1 CONCEPT OF EMPLOYMENT OPPORTUNITIES

Sternfiuff and Burgers (1993) view entrepreneurship as the ability to develop a new venture or apply a new approach to an old business. According to Gana (2001), entrepreneurship is the ability to develop a new venture or apply a new approach to an old business. He views entrepreneurship as the ability to seek investment opportunities and persisting to exploit that opportunity. On the other hand, Anayakoha (2006) sees the entrepreneur as one who chooses or assumes risks, identifies business opportunity, gathers resources, initiates action and establishes an organization or enterprise to meet such demand or market opportunity. After China and India, Nigeria is the fastest growing economy in the world with a growth rate of 7.2% (Yusuf, 2012). This figure is expected to increase to double digit growth typical of the Asian tiger economies. This growth rate is being achieved despite the energy challenges, financial crisis and global economic meltdown.

Allawadi (2010) made a distinction between enterprise and entrepreneur. He describes the carrying out of new combinations as “enterprise” and the individual whose function it is to carry them out as “entrepreneur”. He further tied entrepreneurship to the creation of

five basic new combinations of introduction of a new product, a new method of production, opening a new market, conquest of new source of supply and creating a new organization. Stevenson (2002) defines entrepreneurship as the pursuit of opportunity through innovative leverage of resources that for the most part are not controlled internally. Though the idea that entrepreneurs are innovators is largely acceptable it may be difficult to apply the same theory to less developed countries (LDCs). Allawadi (2010) argued that LDCs rarely produce brand new products; rather they imitate products and production processes that have been invented elsewhere in developed countries. He refers to this practice as “creative imitation”.

Frequently, entrepreneurship is thought to apply only to the management of small businesses such as roadside furniture makers, cobbler, tyre vulcanizers, hairdressers and so on, but recent giants like Dell computers and Microsoft have shown how a small business that started small can grow into a conglomerate if given an enabling environment. Drucker (1998) proposes that entrepreneurship is a practice. What this means is that entrepreneurship is not a state of being nor is it characterised by making plans that are not acted upon. One argument may be that entrepreneurship begins with action which involve the creation of new organization which may or may not be self-sustaining nor earn significant revenue. Regardless of the outcomes, when an individual creates a new organization, he has entered the entrepreneurship paradigm.

Some individuals apply the concept of entrepreneurship to the creation of any new business, while others focus on intentions believing that entrepreneurs merely seek to create wealth. This is different from starting a business as a means of working for” yourself” rather than working for others. Others tend to confuse managing a small

business with entrepreneurship. But Stevenson and Grousbeck (1999) argued that not all small business managers are entrepreneurs because they don't innovate. On the other hand, Stoner et al (2000) note that the function that is specific to entrepreneurs is the ability to take the factors of production – land, labour and capital and use them to produce new goods and services. However, they argue that entrepreneurs perceive opportunities that other business executive do not see or care about. Creativity and entrepreneurship promote the birth of new firms which is critical to economic development efforts. Therefore, a definition which seem to fully capture the true meaning of entrepreneurship is the one provided by Stevenson and Gumperts (2002) as a process in which individuals pursue opportunities fulfilling needs and wants through innovation together with the attendant risks. Based on the above definitions, it can be concluded that entrepreneurship is the process of carefully determining and analyzing unmet needs through creatively satisfying those needs by bearing the related risks. By combining the above thoughts, it can be argued that entrepreneurs are risk bearers, coordinators, organizers, gap-fillers, leaders and innovators.

2.2 THE PREVALENCE OF UNEMPLOYMENT

Unemployment or joblessness, as defined by the International Labour Organization (1982) occurs when people are without jobs and they have actively sought work within the past five weeks. The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labour force. The Newsweek (2011) reported that more than 200 million people globally are out of work, a record high, as

almost two-thirds of advanced economies and half of developing countries are experiencing a slowdown in employment growth.

Dependence on jobs to make money to buy food and shelter was the beginning of unemployment. Because it has not always been acknowledged or measured systematically, there are limited historical records on unemployment. Recognition of unemployment occurred slowly as economies across the world industrialized and bureaucratized. The recognition of the concept of “unemployment” is best exemplified through the well documented historical records in England. For example, in 16th century England no distinction was made between vagrants and the jobless as they were simply categorised as “sturdy beggars”, to be punished and moved on (Business Week, 2011). An individual who cannot either join an enterprise or create a job is unemployed. As individual farmers, merchants, and artisans organize themselves into large enterprises, those who cannot join or compete favourably become unemployed. As population was rising, those unable to find work had a choice: starve or break the law.

Youth unemployment across the world has reached a new high and is likely to climb further. The youth population in sub-Saharan Africa was estimated at 138 million people in 2002-2003, with 28.9 million or 21% of them unemployed (ILO, 2004b). There are notable differences in youth unemployment with regard to gender. The unemployment rate for young women in sub-Saharan Africa is 18.4%, lower than the rate for young men (23.1%) even though young women’s participation rate is lower.

Youth unemployment in Africa also has a geographical dimension. It is generally higher in the urban areas than in rural areas. Several factors account for higher youth

unemployment rate in Africa, most notably low economic growth, low economic activity and low investment. These related factors contribute to low job creation and because of sustained (increase in some cases) population growth the small labour market is unable to absorb the resulting army of job seekers.

Youth unemployment has been increasing because most graduates lack relevant marketable skills. The Federal government recently acknowledged that about 80 percent of Nigeria's youth are unemployed while 10 percent are underemployed (Daily Trust, 2008). According to the National Bureau of statistics (2010) the national unemployment rates for Nigeria between 2000 and 2009 showed that unemployed persons constituted 31.1%, 13.6% in 2001, 12.6% in 2002, 13.4% in 2004, 13.7% in 2006, 14.9% in 2008, and 19.7% in 2009. With respect to age group, education and sex NBS (2010) data showed that persons aged between 15 and 24 years had 41.6% unemployed. For persons between 25 and 44 years, 17% were unemployed. For persons with primary education 14.8% were unemployed while those with post secondary education had 21.3% unemployed. As regards sex, data showed that males constituted 17.% of the unemployed while females constituted 23.3%. Nigeria had a population of 164.38 million in 2011. Out of this figure the labour force stood at 67.25 million out of which 51.18 million were employed and 16.07 million unemployed.

Unemployment has become a major problem for most countries across the world. In the USA for instance unemployment had increased from 5 percent in 2007 to 9 percent in 2011. That of Spain has risen from 8.6 percent to 21.52 percent as a result of the debt crisis in Europe; UK, from 5.3 to 8.1 percent while that of Greece rose from 8.07 to 18.4 percent during the same period (Vanguard, 2012). The average unemployment rate within

the African continent is generally high. South Africa, Africa's largest economy have 25 percent unemployment rate, Botswana at 17.5 percent, Angola at 25 percent and Kenya at 11.7 percent (Allawadi, 2010). It must be noted that the population of these countries is lower than Nigeria's. An unemployment ratio of 23.9 percent of the total population will mean that over 38 million Nigerians are unemployed. Of the workforce, it means that 16 million are unemployed.

2.3 UNEMPLOYMENT IN NIGERIA: STUDIES AND CONCERNS

Scholars of media studies have focused attention on the problem of youth unemployment in Nigeria, particularly the impact on the Nigerian economy. Records from the National Population Commission (2001) indicate that youths under the age of 30 constitute over half of the approximately 150 million Nigerians. According to Doreo Partners (2013) unemployment rate in Nigeria is growing at the rate of 16% per year with the youth impacted the most and accounting for three times the general unemployment. Nigeria's spiralling youth unemployment can be said to have significantly contributed to the dramatic rise in social unrest and crime such as Niger Delta militancy, Boko Haram and the Jos crisis. One implication of the above is that in another one to-two decades most of the youths of today will be parents in their mid-life years, and with little or no adequate skills in a fast emerging competitive global economy, it is doubtful how they can propel the needed wheel of development.

Woolfolk (1998) argued that the youthful years mark the critical stage of human development when they are amenable to training in entrepreneurship as opposed to self-

destructive behaviours. Have Nigerian policy makers been able to see through the connection between entrepreneurship and unemployment? Have they been able to conceive and formulate effective policies aimed at frontally addressing unemployment among the youths? It is believed that while entrepreneurship may not be the absolute panacea to youth unemployment, an enabling environment that nurtures entrepreneurship is capable of reducing youth unemployment by half.

A number of states which recorded high composite unemployment rates, that is, above the national average of 19.7 percent include Bayelsa (38.4%), Katsina (37.3%), Bauchi (37.2%) Akwa-Ibom (34.1%), Gombe (32.1%) Adamawa (29.4%)|, Borno (27.7%), Kano (27.6%), Yobe (27.3%), Taraba (26.8%), Jigawa (26.5%), Imo (20.8%), FCT (21.5%), while Plateau recorded the lowest figure of 7.1% (see Table 2).

Table 2. shows that unemployment rate is higher in the densely populated states like Bayelsa and Bauchi states where there are fewer urban cities. This is because there will be more applicant chasing the few available jobs.

The National Bureau of Statistics (2010) report show that approximately 112.5 million (68%) out of 164 million Nigerians live in relative poverty conditions. Significantly, the North-West and North-East geopolitical zones recorded the highest poverty rates of 77.7% and 76.3% respectively. The National Bureau of Statistics survey also revealed that more women are entering the labour market to pursue their careers. Due to improvement in female education, women are not only getting married later but also, are increasingly becoming more insistent on financial independence.

The banking sub-sector, due to the ongoing reforms and consolidation has sent several young men and women into the labour market. Therefore, instead of the sector generating employment, it is shrinking. The manufacturing sector has not fared any better. For example, the number of persons in paid employment at the end of 2010 in the cement manufacturing sub-sector stood at 3,318 compared to 4,142 in 2009, a decline of 19.9%. The National Bureau of Statistics (2000) survey of wholesale and retail trade activities showed that there were 92,287 workers in paid employment in the sub-sector in 2010, as against 78,049 in 2009. The overall implication of this is that the economy is not growing fast enough to absorb existing job seekers that join the labour market annually.

A national survey jointly sponsored by the National Universities Commission (NUC) and the Education Trust Fund (ETF) in 2004 sought to determine the labour market needs. The study revealed that 44 percent of the 20 organizations rated Nigerian science graduates as average in competence, 56 percent rated them as average in innovation, 50 percent rated them average in rational judgement, 63 percent as average in leadership skills and 44 percent as average in creativity. On the needed skills like literacy, oral communication, information technology, entrepreneurship, analytical, problem-solving, and decision making, 60 percent rated them as poor. By any standard, the above statistics reflect a poor assessment of Nigerian university graduates and further buttress the fact that many of them were unemployable.

As should be expected, the lack of employment potential make crime a more attractive option for some Nigerian university graduates. It is common to find some graduates still roaming the streets, five years after graduation in search of jobs that are not there or for which they are not qualified. It is therefore, no coincidence that crimes such as

kidnapping which is now a new and attractive industry is thriving especially in the south-Eastern part of Nigeria. Other crimes include armed robbery, car snatching, oil pipeline vandalization, oil bunkering, prostitution and so on. A survey by the National Bureau of Statistics (2011) indicate that between 2006 and 2011, there were 1.8 million new entrants into the active labour market per year. The result of the survey also shows that persons aged 0-14 years constituted 39.6%; those aged 15-64 who are the economically active population constituted 56.3%, while those aged 65 and above constituted 4.2%. High competition for economic resources and services, over dependence on a single natural resource (oil) and the neglect of other crucial sectors of the economy also contribute to youth unemployment in Nigeria.

As Dike (2006a) has noted, the underdevelopment status of Nigeria could be linked to the neglect of its educational institutions. Although science and technology has been a part of Nigeria's National Policy on Primary education (NPE) since 1981 (Moja, 2000), like every other public policy, implementation have always been the major problem. Consequently, the society lacks competent artisans such as bricklayers, carpenters, printers, auto mechanics, laboratory and pharmacy technicians and so on.

The NEEDs document (2004) states that "Human development will definitely be grossly undermined and impaired without employment". Awogbenle and Iwuamadi (2010) argued that the problems of mass unemployment, low productivity high inflation and poverty will depend on how speedily it is able to develop the millions of its labour force into a knowledgeable and skilled people needed for the required change.

Societies try a number of different measures to get as many people as possible into work and some societies have experienced close to full employment for extended periods particularly during the post-world War II economic expansion, For example, the United Kingdom in the 1950s and 1960s averaged 1.6% unemployment (Sloman, 2004).

Nigeria with its vast arable land mass can be an investor's haven in agriculture and allied businesses. A link needs to be established between agriculture and other non-farm activities such as processing, the creation of markets, and the need for credit. Agriculture accounts for the bulk of GDP in Nigeria and employs a higher absolute number than any other sector (Ruhl, 2011).

Nigeria has one of the highest percentage of the informal sector of 65% which is growing and pushing the economy backwards (Balogun, 2010). Ruhl (2011') argued that the private sector can create productive and sustainable new job opportunities. Any government that is interested in creating large number of jobs must first create the right investment climate. This is one area the federal and state governments do not appear to have done much. Business growth and job creation could be severally constrained by poor infrastructure and limited access to finance and other business services.

Youth intensive sectors have potential for addressing youth unemployment. Those sectors include information, communication and technology (ICT), entertainment , and hospitality. For example, starting from a very small base a little more than 10 years ago, India has managed to develop its IT and IT-enabled services into a \$100 billion per year industry that continues to growth at 30% per annum(Ruhl, 2011).

From all indications, youth unemployment is a menace in Nigeria which requires a holistic attention. Repositioning youths for the eradication of unemployment require that we transform them into confident, aggressive and purposeful individuals. Products of entrepreneurial education should be equipped with scientific, technical and factual base with good background information and research skills. All must have a high level of creativity and innovation and the ability to think about the future.

Government must play its constitutional role by creating enabling socio-economic and political environment including the provision of infrastructure to make the industrial climate investment friendly. The government must also have the political will to fight the scourge of corruption which is discouraging foreign direct investment (FDI) because of the added cost to doing business in Nigeria.

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From the content analysis perceptions of job seekers on the issue of graduate unemployment in a study conducted by Fajana (2000), the following factors were identified as the major causes of unemployment in Nigeria:

- the long period of initial unemployment among university graduates in Nigeria , faulty manpower planning and expansion of educational facilities that have unduly raised the expectations of Nigerian youths , the economic recession , continued proportionality of expatriates in employment , the institution of NYSC ,the collective bargaining process, graduate attitude to some type of jobs attitude to jobs in other location as well as search behaviour of employers and job seekers, use of capital intensive technology , wide rural-urban migration , formal – informal sectors differentials.

All these and many other factors contribute the causes of graduate unemployment in Nigeria. The objective of this paper is to critically evaluates all these factors so as to determine their impacts graduate job seekers in Nigeria and other LDCs.

Fajana (2000), and Standing(1983) opined that unemployment can be describe as the state of worklessness experienced by persons who are members of the labour force who perceived themselves and are perceived by others as capable of work. Unemployed people can be categorized into those who have never worked after graduation from the university and those who and those who have lost their jobs thereby seeking reentry into labour market. However, most of the previous study on unemployment of youths especially of graduates unemployment in developing countries (Falae , 1971,Bhalla 1973;Diejomaoh,1979; Bear and Herve 1966;Bhagwati 1973; Diejomaoh and Orimolade

1971) have tended to ignore the special case of the university graduates that are first time job seeker. According to William (1976) the meaning of work to paid employment is the result of the development of capitalist productive relations.

However, according to Fajana (2002) the concept of work has partly shifted from productive effort itself to the predominant social relationship. For instance , it is only in the sense of social relationship that a woman running a house and bringing up children can be said not to be working (Hayes and Nutman,1981;Iyoha)

The trend of undergraduate application and admission into all universities in Nigeria between 2003 and 2008 shows that between 2003/2004 sessions 603,176(male) and 443,764(female) candidates applied for different degree programmes and only 62,023(male) and 43984(female) candidates were offered admissions. The identified developmental problem by the Nigerian developmental plans of 1962-85 includes shortages of skilled manpower, uneven distribution of available manpower among regions and between urban and rural areas, unemployment in the informal sector s well as widespread under-employment particularly in the informal sector, inadequate or undeveloped organizations and institutions for mobilizing human effort , lack of incentives for people to engage in particular activities which are important for national development , and a rapidly growing population(Folayan Ojo,1979) and (Fajana, 2000).

Since the middle of the 1970s, the policy of increased enrolment and turnout of university graduates was aimed at easing some of the development problems identified above. It was hoped that by providing the required quality and quantity of different manpower the nation can advanced at a faster pace. Hence the incidence of graduate unemployment is

indeed an unfortunate problem, as these graduates find it difficult to enter labour activities to generate growth and development for the economy (Fajana, 2000).

The yearbook of labour statistics (1984, 1985, 1986) reports that unemployment rate has generally risen during the world wide recession of the 1980s and 90s. The rational steps taken by most management to cope with the recession includes ban on recruitment. Since graduate are mostly first job seekers, this practice of natural wastage, which involves the refusal to fill vacancies imply that graduates directly hit.

The annual reports of civil service commission (1981,1982) show that overseas recruitment were carried out ostensibly because of the absence of qualified Nigerians to fill some technological and professional jobs. This may have contributed to the problem of unemployment in Nigeria. Contrary to this, Fajana (2000) argued that the presence of expatriates in jobs may not cause graduate unemployment. Nevertheless, this factor become very important when solutions to the problem are being sought.

One of the measures adopted by governments in developing countries as part of their policy package to solve manpower problems is the establishment of national youth service programmes (Godfrey, 1970). The National Youth Service Corps (NYSC) in Nigeria came into being in 1973 in response to the particular urgent needs of fostering national unity, a means of recouping government investments in graduates. Unfortunately, the NYSC scheme has encouraged employers (private and public) to shy away from employing graduates. It can be said that it has contributed to graduate unemployment in Nigeria.

The labour decree (1974, section 19) protects older workers from being laid off in a situation of redundancy. As labour and management makes an attempt in trying to cope with the recession, they adopt the policy of last-in-first out, coupled with the ban on recruitment during recession. These seemed to have combined to exert a great impact on the employment situation for graduates trying to seek first jobs.

Industrialization in Nigeria has been pursued haphazardly with little or no attention paid to manpower development implications of the adopted strategies. For instance , after independence , a battery of incentives were offered to industrialists to lure foreign investment into Nigeria. But, the industrialists that came were capital intensive in their operation and could not absorb proportional size of the growing labour force in gainful employment (Yesufu, 1971).

Graduate initial unemployment and idleness have adverse psychological , social , occupational and financial effects on them Fashoyin , (1987) and Fajana (2000).unemployment has serious effects both on the their present living conditions and their outlook in the future and on the society in which they are supposed to be part.

Unemployment is the undoing of graduates because its literally destroys them morally and rapture the ties and relationship they form. People who have no jobs feel insignificant and inferior. And always having the feeling that they are ostracized from the rest of the society , and most often they are regarded as parasites by other people.

After the 1967-1970 civil war in Nigeria , the incidence of graduate unemployment was suspected, rumored and feared(Fajana 2000). In this regards professor Diejomaoh (1979) in a study conducted at the human resource unit of the university of Lagos found that the

incidence of graduate unemployment between 1965 and 1972 was not a serious problem contrary to what is being dreaded. Similarly, FolayanOjo (1979) attributed whatever level of graduate unemployment (presumably small) during the period 1965-1972 to ; slow bureaucratic machinery for the processing of application for jobs and the influence system might have caused some graduates to remain temporarily unemployed for the first few months after graduation.

However at that time there had been shortage of medical doctors, graduate teachers and engineers while agriculture graduate are under-utilized.

However, the trends have changed greatly from late 1970s till date. Currently the number of universities has increased and their curricular have expanded. The motivation for the establishment of private universities was in part a response to unprecedented demand by Nigerians for higher education (SylvesterUgoh ,1982) with phenomenal expansion in education , the demand for this service and students enrollment had become so rife that by 1985 the turn out figure had risen to 30,000 per year even into the 1990s (federal ministry of labour ,1985) the trend of undergraduate application and admission into universities

2.4 IMPLICATIONS OF UNEMPLOYMENT AMONG YOUTHS

In most societies conventional work ethic suggests that unemployment is unwelcome because of the special role and meaning work has. In particular, young people in this situation feel that they must find work, no matter what. At the beginning of the search period , they look for jobs suited to their qualifications , training or trade but later on they

look for any kind of work (Hayes and Nutman , 1981) and any kind of pay (Kasper,1987).

Unemployment and under- employment may cause people to flee the rural areas , move about or migrate. The later effect will tend to explain some of the current wave of brain drain to the advanced countries from less developed world. The unemployed produce an unsettled labour force, and in urban areas they may lead to overcrowding and crimes.

Research findings by Hayes and Nutman (1980) indicated that in a period characterized by a permanent stable high unemployment situation, there will be considerable increase in deaths due to cardiovascular diseases and cirrhosis of the liver and murders too. According to Banks and Ullah (1988) there will also be increase in admission into psychiatric hospitals (for mental illness) and also imprisonment arising from the criminal tendencies of idle hands.

In summary, Fajana (2000) opined that unemployment can lead to the following: loss of status , loss of prestige and economic strength or power as a result of the loss of wages and benefits of job, infliction of psychological injury as result of the breakdown in social contacts and isolation from the world of work , loss of responsibility ,identity and respect which the position at work ensures , loss of purchasing power , loss of union check off dues , loss of production and stunting of gross national product , reduction in the pay – roll tax revenues of the state .

Existence of artificial barriers to geographical mobility of labour, cultural employment practices , localization and truncating of potentials along tribal lines , marginalization of the poor and the poor state of social infrastructure (Ukpong,1994). Femi Fajana(1994)

and Anyanwu (1994) argued that failure of the Nigerian government to appraise the employment implications of international trade policies, monetary and fiscal policies immensely contribute to unemployment rate in the country.

2.5 THEORETICAL FRAMEWORK

Definitions of human capital.

The term human capital can trace its roots to the early 1960s, when Schultz (1961, p140) proposed that HC consisted of the 'knowledge, skills and abilities of the people employed in an organisation'. While concise, Shultz's initial definition of HC is somewhat limited in that it does not take into consideration the concept of 'value' and the importance of 'investment' in HC. In 1981, Schultz revamped this definition and defined HC as: '...all human abilities to be either innate or acquired. Attributes ... which are valuable and can be augmented by appropriate investment will be human capital' (Schultz 1981, p21). More than a decade later, Becker (1993, p3) defined HC as the 'knowledge, information, ideas, skills, and health of individuals'. Becker's definition, like Schultz's original classification, is somewhat limited. However, Becker's definition is interesting as it adds an extra dimension in terms of the 'health of individuals'. Indeed, the health and well-being of individuals is an important factor in contemporary research which relates to the contextual development of HC within organisations. Bontis et al (1999, p391) defines HC as 'the human factor in the organisation; the combined intelligence, skills and expertise that gives the organisation its distinctive character. The human elements of the organisation are those that are capable of learning, changing, innovating and providing the creative thrust which if properly motivated can ensure the long-term survival of the

organisation'. Bontis et al highlight the importance of innovation, change and creativity and its role in HC. Moreover, the definition emphasises the role of motivation in leveraging these capacities. The definition acknowledges the importance of 'distinctive character'. Finally, it alludes to the outcome of business sustainability, referring to the 'long-term survival of the organisation'.

More recent definitions of HC include that of Thomas et al (2013, p3), who define HC as the 'people, their performance and their potential in the organisation'. The inclusion of the term 'potential' is important as it indicates that employees can develop their skill and abilities over time. This definition is in line with the definition of Dess and Picken (1999, p8), who suggest that HC consists of 'the individual's capabilities, knowledge, skills and experience of the company's employees and managers, as they are relevant to the task at hand, as well as the capacity to add to this reservoir of knowledge, skills, and experience through individual learning'. Dess and Picken's definition of HC is much more expansive than others and crucially highlights that individuals can 'add' to their knowledge base through learning.

Other definitions of HC have emphasised different outcomes of HC. For example, Frank and Bernanke (2007) and Acemoglu and Autor (2009) emphasise the role of HC on worker productivity in their respective definitions, while authors such as Davenport (1999) acknowledge the role of HC on job performance. Another important definition is that of Ployhart et al (2014), who define HC in the context of organisational/unit-level outcomes. Ployhart et al refer to this type of HC as HC resources.

The definitions of HC referred to so far have largely focused on the individual level of HC, that is, the knowledge, skills and abilities of individuals. These definitions make reference to the antecedents of HC, such as employee motivation, development and well-being. However, the outcomes of HC largely refer to job performance and productivity, rather than the firm-level outcomes of best practice or competitive advantage (Ployhart et al 2014). In response to growing tensions in the strategy literature, there has been a call for a more focus on the organisational outcomes of HC. This is aligned to the observation that there is a growing consensus in both academia and industry that HC has a key role to play in strategic outcomes. Moreover, the idea of HC emergence is now taking centre stage, that is, how individual-level knowledge, skills and abilities impact unit-level capabilities and outcomes.

Until recently, this perspective has largely been neglected in the HC debate (Wright and McMahan 2011, Nyberg et al 2014, Ployhart et al 2014). However, an emerging stream of literature has attempted to unify both the individual and organisation level perspectives of HC and examine how they relate to competitive outcomes (Ployhart and Moliterno 2011, Coff and Kryscynski 2011, Crocker and Edkardt 2014, Nyberg et al 2014, Ployhart et al 2014).

Within this stream of literature, Ployhart et al (2014) distinguish between HC resources and strategic HC resources, both of which relate to firm-level outcomes (see Appendix 1). A key distinction between HC resources and strategic HC resources relates to the outcome of the resource, that is, best practices (performance parity) versus differentiation (competitive advantage).

Defining human capital resources

According to Ployhart et al (2014, p381), 'a human capital resource can be defined as individual or unit-level (collective) capacities based on individual KSAOs that are accessible for unit-relevant purposes, that is, best practices'. In this context, a HC resource is associated with economic parity or best practice outcomes. An example of an HC resource at the individual level which facilitates unit-level outcomes may be an employee who can perform a specific function that is vital to the performance of a specific department, that is, an employee who can speak a foreign language or an IT technician who manages a specific aspect of the firm's IT systems. An example of a HC resource at the unit level which contributes to best practices may relate to the impact of workforce engagement on the business outcomes of customer satisfaction, productivity, employee turnover and accidents (Harter et al 2002).

A strategic HC resource, on the other hand, can be defined, according to Ployhart et al (2014, p381), as 'individual or unit-level (collective) capacities based on individual KSAOs that contribute towards competitive advantage'. An example of a strategic HC resource at the individual level may refer to the contribution of 'stars' to competitive advantage. Stars are defined as individuals who contribute disproportionately to unit outcomes, that is, a renowned scientist with many patents (see for example, Groysberg and Lee 2009, Hess and Rothaermel 2011). Finally, an example of strategic HC resources at the unit level may refer to the impact of unit-level HC initiatives such as the influence of top management teams on innovation and competitive advantage (Flood et al 1997), or the impact of a culturally diverse workforce on competitive advantage (Richard 2000).

Ployhart's definition (and dissection) of HC resources is a necessary step towards construct clarity because it establishes a common language that integrates earlier work on the subject. Prior to the introduction of such frameworks, there was a considerable amount of confusion and tension within the strategy literature surrounding HC at different levels with organisations. This led to a plethora of misconceptions surrounding the micro-foundations of HC (Barney and Felin 2013). Consequently, this meant that studying and measuring HC at the organisation level was initially quite challenging (Nyberg et al 2014, Ployhart et al 2014). Hence, Ployhart's framework represents a contemporary strategic tool for HC management and measurement theory

CHAPTER THREE

METHODOLOGY

3.1 DESCRIPTION OF THE STUDY AREA

The study was carried out in Ekiti a state in western Nigeria, it is one of the thirty-six states that constitute Nigeria. Ekiti State is reputed to have produced the highest number of professors in Nigeria. The prominent private university in Ekiti State is AfeBabalola University, Ado-Ekiti (ABUAD), founded by the legal luminary, philanthropist, seasoned administrator, and farmer Aare AfeBabalola, SAN. It has become a pillar of support for the state in terms of human capital development and empowerment.

The State is mainly an upland zone, rising over 250 meters above sea level. It lies on an area underlain by metamorphic rock. It is generally undulating country with a characteristic landscape that consists of old plains broken by step-sided out-crops that may occur singularly or in groups or ridges. Such rocks out-crops exist mainly at Aramoko, Efon-Alaaye, Ikere-Ekiti, Igbara-odo- ekiti and Okemesi-Ekiti. The State is dotted with rugged hills, notable ones being Ikere-Ekiti Hills in the south, Efon-Alaaye Hills on the western boundary and Ado-Ekiti Hills in the centre.

Ekiti State consists of sixteen (16) Local Government Areas. They are: Ado-Ekiti, Ikere, Oye, Aiyekire (Gbonyin), Efon, Ekiti East, Ekiti South-West, Ekiti West, Emure, Ido-Osi, Ijero, Ikole, Ilejemeje, Irepodun/Ifelodun, Ise/Orun, Moba. AdoEkiti is a city in southwest Nigeria, the state capital and headquarters of the Ekiti State. Ado Ekiti City has a State owned University – the University of Ado Ekiti now Ekiti State University, Ado-

Ekiti, a privately owned University, the AfeBabalola University, Ado-Ekiti, a Polytechnic – the Federal Polytechnic, Ado-Ekiti and a Federal University Federal University Oye-Ekiti, Ekiti State. In contemporary times, western education had been the vogue throughout Ekiti. Ado-Ekiti took the lead with the number of educational institutions. Federal University Oye-Ekiti is a government-owned and operated Nigerian university. The university is in the ancient city of Oye-Ekiti, Ekiti State, Nigeria. The university was founded in 2011 as the Federal University Oye-Ekiti by the federal government of Nigeria, led by President Goodluck Jonathan.

3.2 SAMPLE DESIGN

Oye is a town and headquarter of Oye Local Government Area in Ekiti State, Nigeria. Oye Local Government Area was carved out from the defunct Ekiti North Local Government on 17 May 1989. Oye Local Government is bounded by Ilejemeje Local Government to the North, Irepodun/ Ifelodun to the South, Ikole local Government to the East and Ido/Osi Local Government to the West. It comprises the following towns and villages: OyeEkiti, IlupejuEkiti, AyegbajuEkiti, Ire Ekiti, ItapaEkiti, OsinEkiti, AyedeEkiti, ItajiEkiti, ImojoEkiti, IlafonEkiti, IsanEkiti, IlèmesoEkiti, OmuEkiti, IjeluEkiti, OlojeEkiti among many others.

There are no distinctive ethnic groups in the Local Government as a greater percentage of the people resident, are of the Yoruba Language race. Nearly all the people speak Yoruba Language with negligible dialectical variations. OyeEkiti, being a rural area, is majorly an agrarian society. That is, farming is the major work practiced among

its members. There are just a few number of Primary/ Secondary Schools and a Federal University in OyeEkiti.

3.3 SAMPLE SIZE

The target population comprise of 100 youth either male or female in Oye-Ekiti.

3.4 SAMPLING TECHNIQUES

In view of the size of the study area, a representative sample of one hundred youth either male or female will be randomly selected using appropriate approach. Data will be collected through the use of questionnaire.

3.5 SAMPLE INSTRUMENT

The major instrument will be a structured questionnaire which comprises both the open ended and close ended questions to yield appropriate responds. The questionnaire will be divided into three major sections. The first section described the background characteristics of the respondent while the other two sections will describe the information on the effect of vocational skills on unemployment: using oye-ekiti as a case study.

VARIABLE DESCRIPTION AND MEASUREMENT

3.6 DEPENDENT VARIABLE

VARIABLE NAME	DEFINITION	MEASUREMENT
The prevalence of unemployment among		

youth		
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3.7 INDEPENDENT VARIABLES

VARIABLE NAME	DEFINITION	MEASUREMENT
Vocational Skill	This refers to artisan and those who engaged in handwork as their profession.	
Age group	Age the length of an existence extending from the beginning to any given time (Merriam Webster)	
Gender	Gender is the social dimesion of being male or female	Male Femåle
Marital status	The state of being married or not married.	Married Separated Divorced Co habitation
Religion	This indicates the religion of respondent in the study	Christian Islamic

	area practise.	Traditional Others
Fathers occupation	A person's usual or principal work or business, especially as means of earning a living.	Unemployed Artisan Civil servant Business Owner Clergy Retired Others
Mothers occupation	A person's usual or principal work or business, especially as means of earning a living	House wife, Artisan Civil servant Business Owner Clergy Retired Others
Place of residence at home	This involve the dwelling place of respondents	Urban Rural
Type of family	This comprises of people living together in the same household who share a personal level of relationship.	Polygamous Monogamous

5.8 METHOD DATA ANALYSIS

The quantitative data gathered from the field will be analyzed using SPSS at a univariate and bivariate analysis level. Univariate analysis will be conducted using the frequency distribution table to describe both the dependent and the independent variables.

CHAPTER FOUR

DATA ANALYSIS AND INTERPRETATION

INTRODUCTION

This chapter focuses on data presentation and statistical analysis on level of discrimination women face in employment. The frequency analysis shows the percentage distribution of respondent characteristics and information about unemployment.

4.1 Distribution of Respondents by Socio-Demographic Characteristics

Results in Table 4.1 below showed youth age 25-29 years by 43.5%, age 20-24 years by 37.5%, 15-19 years by 8%, age 30-34 years by 6% and the least were age 45-49 years and 40-44 years by 1.5% and 1% respectively. Most of the youth were 81%, married by 15% and co-habitation by 3.5%. The ethnic group that dominate the study area mostly were Yoruba's by 83.5%, Igbo by 10.5%, Hausa / Fulani by 4%. Most of the respondent were Christian by 82%, Islam by 16% and traditional by 2%. It was reported that most of the youths attained post-secondary education by 77.5%, secondary by 11.5%, and primary education by 0.5%. Also, father's occupation was reported to be business by 36%, civil servant by 33%, retired by 10.5%, artisan and clergy by 5.5% and 5%, unemployed by 1.5%. Mother's occupation was reported to be business owner by 53.5%, civil servant by 32.5%, artisan and retired by 3.5% and 4.5% respectively, unemployed and clergy by 1.5% and 0.5% respectively.

Table 4.1: Distribution of Respondents by Socio-Demographic Characteristics

Background Characteristics	Frequency	Percent (%)
Age		
15-19	16	8.0
20-24	75	37.5
25-29	87	43.5
30-34	12	6.0
35-39	5	2.5
40-44	2	1.0
45-49	3	1.5
Marital status		
Married	30	15.0
Single	162	81.0
Co-habitation	7	3.5
Others	1	0.5
Ethnicity		
Yoruba	167	83.5
Igbo	21	10.5
Hausa	6	3.0
Fulani	2	1.0
Others	4	2.0
Religion		
Christianity	164	82.0
Islam	32	16.0

Traditional	4	2.0
Level of education		
Primary	1	0.5
Secondary	23	11.5
Post-secondary	155	77.5
Others	21	10.5
Father's occupation		
Unemployed	3	1.5
Artisan	11	5.5
Civil servant	66	33.0
Business	72	36.0
Clergy	10	5.0
Retired	21	10.5
Others	17	8.5
Mother's occupation		
Unemployed	3	1.5
Artisan	7	3.5
Civil servant	65	32.5
Business	107	53.5
Clergy	1	0.5
Retired	9	4.5
Others	8	4.0
Total	200	100.0

4.2 Distribution of Respondents by Prevalence of Unemployment

Results in Table 4.2 below revealed that the youths were unemployed by 74.5% and employed by 25.5%. The perception about the level of unemployment in the community was very high by 58%, very low by 17%, low by 12% and normal by 11.5%. The educated unemployment in the community is rapidly increased by 38.5%, increased by 34%, remains the same by 19%, rapidly decrease and somewhat decrease by 5% and 3.5%. The government should be blamemost for not getting a job by 88%, yourself by 9%, education and family by 2.5% and 0.5% respectively. The government will not be able to employ all educated unemployed by 52.5%, maybe by 29% and yes by 13.5%. Youths reported to take up self-employment programs if you were given help by 97.5% and don't know by 2.5%. Also, the problem of unemployment disrupts peace with neighbors by 83.5%, don't know by 9.5% and no by 7%. Unemployment is the most significant and perplex of all labour problems by 87% and those that did not take at most significant problem were 13%. Parents spend money for your education to get good job than to acquire knowledge by 55% and those said no were 45%.

Table 4.2: Distribution of Respondents by Prevalence of Unemployment

Background Characteristics	Frequency	Percent (%)
Employment status		
Employed	51	25.5
Unemployed	149	74.5
What is your perception about the level of unemployment in your community?		
Very high	116	58.0
Normal	23	11.5
Low	24	12.0
Very low	34	17.0
Don't known	3	1.5
What do you think about educated unemployment in your community?		
Rapidly increase	77	38.5
Increase	68	34.0
Remains the same	38	19.0
Somewhat decrease	7	3.5
Rapidly decrease	10	5.0
Whom do you blame most for not getting a job?		
Yourself	18	9.0
Your education	5	2.5

Family	1	0.5
Government	176	88.0
According to you, will the Government able to employ all educated unemployed?		
Yes	27	13.5
Maybe	58	29.0
No	105	52.5
Don't know	10	5.0
Do you think, you have been deprived of a job, which you are qualified for?		
Yes	75	37.5
Maybe	34	17.0
No	75	37.5
Don't know	16	8.0
Would you take up self-employment programs if you were given help?		
Yes	195	97.5
Don't know	5	2.5
The problem of unemployment disrupts peace with neighbors?		
Yes	167	83.5
No	14	7.0
Don't known	19	9.5

Unemployment is the most significant and perplex of all labour problems		
Yes		
No	174	87.0
Don't know	4	2.0
	22	11.0
Do your parents spend money for your education to get good job than to acquire knowledge?		
Yes	110	55.0
No	71	35.5
Don't know	19	9.5
Total	200	100.0

4.3 Distribution of Respondents by Vocational Skill

Results in Table 4.3 below revealed that the youths occupational status to be unemployed 50.5%, business owner by 19%, civil servant by 9.5%, artisan and retired by 5.5% and 0.5% respectively. Youths had vocational skills by 78% and those who had no vocational skill by 22%. Attitude of youths towards vocational skills was reported to be very good by 72.5%, good by 21.5%, fair and very poor by 4.5% and 1.5% respectively. It was strongly agree that vocational job is the best to solve issue of unemployment by 55.5%, agree by 41.5%, disagree and undecided by 2% and 1% respectively. It is Strongly Agree to embark on vocational job after graduation by 47.5%, agree by 44.5%, undecided by 4%, disagree and strongly disagree by 2.5 and 1.5% respectively. It was

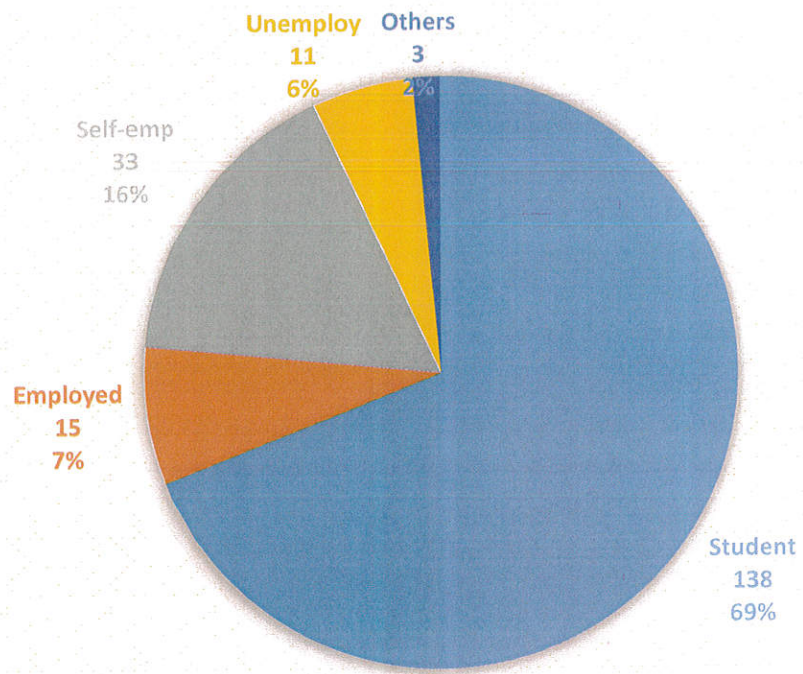
strongly agree that vocational skill promotes the development of the community by 62%, agree by 31.5%, undecided and disagree by 6% and 0.5% respectively. It was strongly agree that government should improve the acquisition of vocational skill by 67.5%, agree by 31.5% and undecided by 1%. More so, it was strongly agree that government should provide unemployed allowance to youths in the community by 56%, agree by 24%, undecided by 13%, disagree and strongly disagree by 5.5% and 1.5% respectively. The government not serious in solving unemployment problems through creation of vocational jobs by 60.5% and agree by 25.5%.

Table 4.3: Distribution of Respondents by Vocational Skill

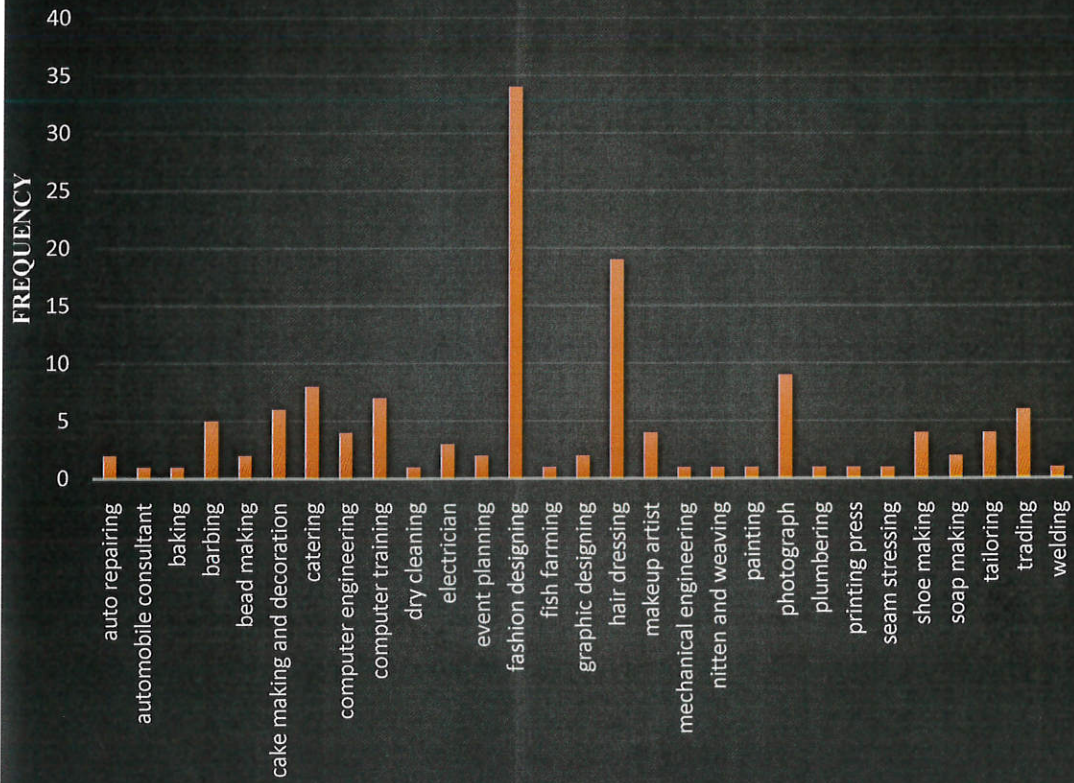
Background Characteristics	Frequency	Percent (%)
What is your occupational status		
Unemployed	101	50.5
Artisan	11	5.5
Civil servant	19	9.5
Business owner	38	19.0
Retired	1	0.5
Others	30	15.0
Do you have any Vocational skill?		
Yes	156	78.0
No	44	22.0

What is your attitude towards vocational skills?		
Very good	145	72.5
Good	43	21.5
Fair	9	4.5
Very poor	3	1.5
Vocational job is the best to solve issue of unemployment		
Strongly Agree	111	55.5
Agree	83	41.5
Undecided	2	1.0
Disagree	4	2.0
It is better to embark on Vocational job after graduation?		
Strongly Agree	95	47.5
Agree	89	44.5
Undecided	8	4.0
Disagree	5	2.5
Strongly Disagree	3	1.5
Vocational skill promotes the development of your community?		
Strongly Agree	124	62.0
Agree	63	31.5
Undecided	12	6.0
Disagree	1	0.5
Government Should improve the acquisition of		

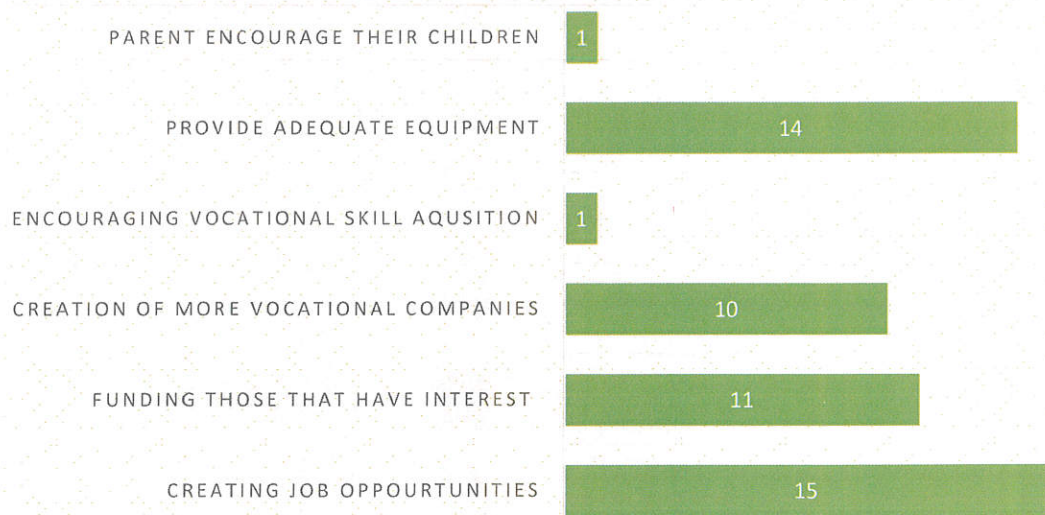
vocational skill?		
Strongly Agree	135	67.5
Agree	63	31.5
Undecided	2	1.0
Government should provide		
Unemployed allowance to youths in your community?		
Strongly Agree	112	56.0
Agree	48	24.0
Undecided	26	13.0
Disagree	11	5.5
Strongly Disagree	3	1.5
According to you, is the government serious in solving unemployment problems through creation of vocational jobs?		
Yes		
No	51	25.5
Don't know	121	60.5
	28	14.0
Total	200	100.0



VOCATIONAL SKILLS



SOLUTION TO UNEMPLOYMENT BY GOVERNMENT



CHAPTER FIVE

SUMMARY, CONCLUSION AND RECCOMENDATIONS

5.0 INTRODUCTION

This chapter is devoted to the presentation of the summary of findings, conclusion and recommendations drawn from the analysis of the research study. The overall objective of this study is to explore the effect of vocational skill on unemployment among youth in Oye-Ekiti. The study was based on the sample size of 200 youths in the study area.

5.1 SUMMARY OF THE FINDINGS

With respect to socio-demographic characteristics of youths who are unemployed and employed. From table 4.1, youth age 25-29 years by 43.5%, age 20-24 years by 37.5%, 15-19 years by 8%, age 30-34years by 6% and the least were age 45-49 years and 40-44 years by 1.5% and 1% respectively. Most of the youth were 81%, married by 15% and co-habitation by 3.5%. The ethnic group that dominate the study area mostly were yoruba's by 83.5%, Igbo by 10.5%, hausa / Fulani by 4%. Most of the respondent were Christian by 82%, islam by 16% and traditional by 2%. It was reported that most of the youths attained post-secondary education by 77.5%, secondary by 11.5%, and primary education by 0.5%. Also, father's occupation was reported to be business by 36%, civil servant by 33%, retired by 10.5%, artisan and clergy by 5.5% and 5%, unemployed by 1.5%. Mother's occupation was reported to be business owner by 53.5%, civil servant by 32.5%, artisan and retired by 3.5% and 4.5% respectively, unemployed and clergy by 1.5% and 0.5% respectively.

Results from Table 4.2 revealed that the youths were unemployed by 74.5% and employed by 25.5%. The perception about the level of unemployment in the community was very high by 58%, very low by 17%, low by 12% and normal by 11.5%. The educated unemployment in the community is rapidly increased by 38.5%, increased by 34%, remains the same by 19%, rapidly decrease and somewhat decrease by 5% and 3.5%. The government should be blamemost for not getting a job by 88%, yourself by 9%, education and family by 2.5% and 0.5% respectively. The government will not be able to employ all educated unemployed by 52.5%, maybe by 29% and yes by 13.5%. Youths reported to take up self-employment programs if you were given help by 97.5% and don't know by 2.5%. Also, the problem of unemployment disrupts peace with neighbors by 83.5%, don't know by 9.5% and no by 7%. Unemployment is the most significant and perplex of all labour problems by 87% and those that did not take at most significant problem were 13%. Parents spend money for your education to get good job than to acquire knowledge by 55% and those said no were 45%.

Results in from 4.3 below revealed that the youths occupational status to be unemployed 50.5%, business owner by 19%, civil servant by 9.5%, artisan and retired by 5.5% and 0.5% respectively. Youths had vocational skills by 78% and those who had no vocational skill by 22%. Attitude of youths towards vocational skills was reported to be very good by 72.5%, good by 21.5%, fair and very poor by 4.5% and 1.5% respectively. It was strongly agree that vocational job is the best to solve issue of unemployment by 55.5%, agree by 41.5%, disagree and undecided by 2% and 1% respectively. It is Strongly Agree to embark on vocational job after graduation by 47.5%, agree by 44.5%, undecided by 4%, disagree and strongly disagree by 2.5 and 1.5% respectively. It was

strongly agree that vocational skill promotes the development of the community by 62%, agree by 31.5%, undecided and disagree by 6% and 0.5% respectively. It was strongly agree that government should improve the acquisition of vocational skill by 67.5%, agree by 31.5% and undecided by 1%. More so, it was strongly agree that government should provide unemployed allowance to youths in the community by 56%, agree by 24%, undecided by 13%, disagree and strongly disagree by 5.5% and 1.5% respectively. The government not serious in solving unemployment problems through creation of vocational jobs by 60.5% and agree by 25.5%.

5.2 CONCLUSION

Without any doubt that there is effect of vocational skill on unemployment. Thus this study conclude that base on the facts from the result that vocation skill had effect on unemployment among youths. It was strongly agree that vocational job is the best to solve issue of unemployment by 55.5%, agree by 41.5%, disagree and undecided by 2% and 1% respectively. It is Strongly Agree to embark on vocational job after graduation by 47.5%, agree by 44.5%, undecided by 4%, disagree and strongly disagree by 2.5 and 1.5% respectively. It was strongly agree that vocational skill promotes the development of the community by 62%, agree by 31.5%, undecided and disagree by 6% and 0.5% respectively.

The issue of unemployment can be solved when the youth strongly agree that government should improve the acquisition of vocational skill by 67.5%, agree by 31.5% and undecided by 1%. More so, it was strongly agree that government should provide

unemployed allowance to youths in the community by 56%, agree by 24%, undecided by 13%, disagree and strongly disagree by 5.5% and 1.5% respectively.

5.3 RECOMMENDATION

The findings suggest that there should more attention on the issue of unemployment among youths considering vocational skill as a factor. The increase in vocational skill among youth will reduce the issue of unemployment and this can be achieved by government intervention through the various form of programs and availability of adequate vocational equipment and facilities.

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