



## **National Directorate of Employment and Youth Employment: A Study of Anambra State, 2007- 2016**

**Onyekwelu, Rose.Ugonwa, PhD & Efodu, Tochukwu Bede**

**Department of Public Administration  
Chukwuemeka Odumegwu Ojukwu University, Anambra State, Nigeria**

### **ABSTRACT**

This study is on National Directorate of Employment and Youth Employment: A study of Anambra state, 2007-2016. The broad objective of this study is to assess the effect of the National Directorate of employment programmes of job creation on Youth employment in the state. The study is anchored on the structural functional theory of Gabriel Almond (1966). The research was carried out through cross sectional survey design method. The data used were obtained through primary as well as secondary sources. The hypotheses formulated as guide to the study were tested using chi-square. Consequently the research revealed as follows: that the graduate attachment and empowerment programme of National Directorate of Employment has not reduced the number of unemployed graduates in Anambra State and that the National Directorate of Employment programme of rural handicraft scheme has not enhanced skill acquisition by unemployed youths in Anambra State. Drawing from the above findings, the researcher recommended that proper awareness of the NDE rural handicraft scheme and the graduate attachment programme should be created especially at the local or community level of Anambra State while working on quality and standardization of the training need and other factors identified as hindrance to the success of the scheme in the State. Also a detective mechanism should be instituted to ensure that people who are enrolled into the programmes are really those who the programme is meant for.

**Keywords:** Youth Employment, Unemployment, Empowerment Programmes, Job Creation

### **INTRODUCTION**

Many countries across the world have been propelled to pay serious attention to youth development programmes through a multi-sectored approach. This is as a result of the universal belief that youths are the leaders of tomorrow. Available data show that youth unemployment is very prevalent in Nigeria with far reaching implications for stability of the economy. Unemployment has a negative multiplier effect not only on individual involved but on the society as a whole and Nigeria with half of the population of West Africa and a vast spread natural resource endowment has the potential to be the source of growth and prosperity for the whole region (Ezie, 2012) but according to Omotosho (2009, 15) "the Nigeria's current economic under-performance is erratic and short of expectations such that 66% of the country's citizens especially educated youths live below the international poverty line at just \$ 1.00 a day or \$ 300.00 a year."

The number of unemployed youths in the labour market is rising astronomically every year. The National Bureau of Statistics (NBS) (2010) acknowledges that about 80 percent of Nigerian Youths are unemployed while 10 percent are underemployed. The NBS (2010) amplified that the national unemployment rates for Nigeria between 2000 and 2009 shows that unemployed persons constitute 31.1% in 2000, 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. Moreover, NBS (2012) observes that Nigeria had a population of 164.38 million in 2011 and that out of this figure the labour force stood at 67.25 million out of which 51.18 million were employed and 16.07 million were unemployed. The high rate of unemployment in the country is attributed to a combination of factors which include the large turn out from the school system and some economic policies like right-sizing, down-sizing, commercialization and privatization. Others are poor educational planning, wrong impression about technical and vocational studies, the neglect of agricultural sector, unstable political environment etc (Ezie, 2012). A situation where a large number of workforce who ordinarily should be contributing immensely to the socio-economic development of the country are idling away their times or being associated with many anti-social activities such as 'political thuggery', 'area boys' restiveness, militancy and other social vices' is bad enough. These are real dangers to the stability of the country. In fact there is a remarkable link between youth unemployment and other wide-range of social problems in this country like broken homes, racial conflict, moral and social degeneration, prostitution, ritual, cultism, etc. Anthony (2013) also indicates that most unemployed youths failed in life in the desperate bid to make quick money involving themselves in odd means of livelihood such as forgery, adulteration of people's products, rituals etc.

Moreover, the frustration and desperation that daily torments the unemployed creates a fertile ground for crime to thrive. In recent times there have been notable adverse social, economic and political developments in Nigeria, a consequence of youth unemployment particularly exemplified by increasing violent crimes, kidnapping, restiveness and political instability (Ajufor, 2013). Ajufor (2013) also indicates that the scariest under tone of Nigeria socio-economic underachievement by far is the steady rise in youth crime, nurtured in a climate of decreasing national income and the simultaneous failure of employment generation and poverty alleviation in the country. Moreso, according to Adebayo (2013), youth unemployment is associated with the insurgencies ravaging the oil-rich and volatile Niger Delta region and merciless destruction of lives and properties by 'Boko Haram' in the Northern part of the country and this is now competing for space in international headlines. Consequently, the resources that would have otherwise been invested in increasing output, fund education, health and other welfare programmes will be diverted to the control and prevention of problems associated with youth unemployment. This is detrimental to the national development. Unemployment in the society produces discontinuities in social and cultural relations (Aina, 1996).

However acquisition of special and relevant skills and creation of jobs have remained a focal point in the Nigerian Government Policy overtime, at least on paper. Hence between 1986 and now various administrations initiatives to promote self-dependence and self reliance in the generation of gainful self-employment have been great starting with the acquisition of vocational skills. It is believed that the education system operated since the post-independence placed emphasis on academic excellence rather than skill acquisition which can prepare the individual for a more useful and fulfilling life within the society (Emeh, 2012). Hence, a new national policy on education was promulgated in 1977 introducing vocational courses in the educational curriculum. The ineffectiveness of the vocational course in the school curriculum to address youth unemployment which has assumed alarming proportion prompted the Federal Government of Nigeria to set up the Chukwuma committee on March 26, 1986 (Omoruyi and Osunde, 2014). The committee was set up to come up with a strategy for dealing with the problem of unemployment most especially among the youths. The report of the committee led to the creation of the National Directorate of Employment (NDE) in November 1986 and it was charged with the responsibility of promoting skills acquisition, facilitating the spirit of creativity, self reliance and independence. The plan is that this approach will enable Nigeria youths to be employed and contribute to the economic growth and development of the nation (Omoruyi and Osunde, 2014). Unfortunately, It has been observed that there is always large turnout of unemployed youths anywhere recruitment exercise is being carried out in the State that make one wonder if any youth is actually employed in the State. A big question therefore then arises as to what are actually on the ground on the role of the NDE Programmes of job creation on youth employment. Unfortunately extant literature has not produced an answer to the extent to

which the NDE programmes especially the directorates programmes of job creation have helped to reduce youth unemployment. The broad objective of this study is to assess the effect of the National Directorate of Employment Programmes of job creation on youth employment in Anambra State between 2007 and 2016. Specifically, the objectives include:

1. To determine the extent to which the graduate attachment and empowerment programme of National Directorate of Employment has reduced the number of unemployed graduates in Anambra State.
2. To assess the effect of the National Directorate of Employment programme of rural handicraft scheme on skill acquisition by unemployed youths in Anambra State.

Drawing from the objectives, the following hypotheses guided the study

1. The graduate attachment and empowerment programme of National Directorate of Employment has not reduced the number of unemployed graduates in Anambra State.
2. The National Directorate of Employment programme of rural handicraft scheme has not enhanced skill acquisition by unemployed youths in Anambra State.

### **Conceptual Explanations**

#### **National Directorate of Employment Programmes of Job Creation**

According to Adebisi and Oni (2012) the philosophy of the NDE is self enterprise which stresses self-employment and self reliance in preference to wage employment. They added that this philosophy is pursued through policy planning and well articulated programmes of Rural Employment Promotion (REP), Vocational Skill Development (VSD), Special Public Work (SPW) and Small Scale Enterprise (SSE). These four major programmes were set up by NDE across the nation in an effort to alleviate unemployment crises in Nigeria.

Olumade (2009) indicated that REP is designed to make school leavers and graduates self employed in agriculture and related disciplines. This is planned to serve as a veritable tool for agricultural transformation and poverty reduction in Nigeria because development assistance for agriculture has declined over the years leaving many poor people more vulnerable to hunger and poverty. This is so because agriculture has been plagued by low productivity and under-investment thereby making it difficult for families to feed themselves and earn an income from farming (Broke, 2012). Yemisi (2012) further named the schemes under the REP as Rural Agricultural Development and Training, Integrated Farming and Training, Rural Handicraft and Agricultural Skills Training.

According to NDE (2004) Rural Agricultural Development Training Scheme (RADTS) was designed to generate employment in rural areas through the training of unemployed school leavers, graduates and retirees in arable farming, livestock production and crop processing. The scheme is aimed to equipping the participants with the rudiments of agricultural management practices.

According to Ejiogu (2007) the Rural Handicraft Scheme involves training in a number of handicrafts including mortar/pestle production, black smiting, hoe handle, charcoal production etc. the scheme which is aimed at tackling rural-Urban migration is implemented in the rural areas. It is particularly implemented at the off season period when harvest had been concluded and there is not much work to be done on the farm and because the farmers have nothing to do during the dry season, the temptations is there to rush to the urban centres in search of mid term jobs that will keep them busy till the rains come again (Broke, 2014). Under Agricultural Skills Training Scheme, NDL: (2007) indicates that agricultural skills training centre is established in each of the six geopolitical zones on a pilot basis and that training is conducted for the unemployed on agricultural business ventures.

The VSD programme is targeted at the youths and mainly designed for skill acquisition since youths are the majority of the unemployed and many are without the requisite productive and marketable skills. The main schemes of the programme, according to the directorate, are: National Open Apprenticeship Scheme (NOAS), School-On-Wheels (SOW), Skills Acquisition for the Special Needs (vulnerable and disabled), Waste to Wealth (WTW) and Resettlement Loan Scheme (RLS). The NOAS involves the use of informal

sector operators like master crafts men/women as training outlets for unskilled unemployed persons. These persons are recruited and attached with the operators for period long enough for the apprentices to acquire necessary skills (Ejiogu, 2007). It attempts to link education, training and the work place as well as provides youths with basic skills for specific trades such as dress making/ tailoring, hair dressing, barbing, watch repair, radio repair etc. Ejiogu (2007) further stated that the apprenticeship depends on the specific trade being learnt and it varies between six months and two years. Under school on-wheel (SOW) scheme, he stressed that school leavers and other unskilled persons in the rural areas are provided vocational training using mobile training scheme. This involves taking fully equipped mobile vocational training facilities to the rural areas and teaching the participants skills on building trades, mechanic trades, domestic trades etc. On the third scheme of the VSD programme i.e. Waste-to-wealth Scheme NDE (2010) indicates that it is designed on training interested youths in the techniques of converting such materials as scraps, disused cans and containers into useful marketable products.

Treichel (2008) mentioned the schemes under SSE programme as start-your-Own-Business (S.Y.O.B.) and Entrepreneurship Attachment. He describes S.Y.O.B. as a scheme that provides skill training for those who want to establish a business for the first time. He stressed that the participants should receive help in developing a business plan which will then be submitted to the micro credit bank for assistance.

Under Entrepreneurship Attachment Scheme, the participants are attached for not more than three months to be established as entrepreneurs i.e. enhancing their knowledge of basic entrepreneurial requirements and constraints. "This is the platform on which the Small-Scale Enterprises Development Department of the NDE executes its enterprise creation strategy" (NDE, 2011,4).

NDE (2009) supports the view that infrastructural construction and maintenance are capable of generating employment. The directorate under the Special Public Work (SPW) programme gears effort towards this end indicating that the programme targets graduates and provide them with work experience which will subsequently enable them to establish their own business.

Adebayo (1999,17) outlined the schemes under the Special Public Works Programme as follows: "Community Based Development, Graduate Attachment, National Sanitation Employment, Public Toilet, Job Creation, Environmental Beautification and protection, Moving Machine and Erosion Shelter/Wind breakers control." He added that the aim of the NDE SPW scheme which is monitored by a team of professionals in the directorate is to generate employment for graduates to enable the youths contribute their quota in the development of the nation.

Moreover, as a way of providing transient jobs under the Graduate Attachment Scheme fresh graduates of tertiary institutions are recruited and attached to willing corporate organizations for tutelage for a period of six months. It is expected that the attachee(s) would have gained needed skills and practical experience that would help address the skills mismatch which according to the NDE (2011) is observed as one of the causes of graduate unemployment in the country.

### **Youth Employment**

Youth employment has been seen as one of the socio-economic needs in Nigeria and of course many nations today. According to Murphy (2008), it refers to a situation where youths who are capable and willing to work are able to find suitable paid employment.

The International Labour Organization (2007) defines youth employment as numbers of the economically active population of youths who are engaged in work. The organization sees an employed youth as a person in a given reference work who has received wages for a minimum of at least one hour of work or has been temporally absent from a job. This statistic also includes persons on annual leave, maternity leave and holiday; persons absent due to sickness, bad weather etc.

The UN, World Bank and I.L.O (2003) explained that youth employment entails investing in education and vocational training for young people and enhancing the impact of those investment, providing young women and young men with the same opportunities, making it easier to start and run enterprises in order

to provide more and better jobs for young people and placing job creation at the centre of macro economic policy. This means employability, equal opportunities, entrepreneurship and employment creation for the Youth.

Orji (2007) opines that youth employment is remunerated work engaged by the youth which complies with statutory requirement in regard to employment protection legislation or pay related social insurance. Furthering the discussion, Adebayo (1999) averred that youth employment exist when the Labour force which wish to work can get job to do. To Encyclopedia Americana (vol. 27) employment exist where there is a relationship between two parties usually based on contract where work is paid for; where one party which may be a corporation, not for profit organization or other entity is the employer and the other is the employee and the employee work in return for payment which may be in the form of an hourly wage, by piecework or an annual salary depending on the type of work the employee does and/or which sector he or she is working in.

Furthering the discussion are Echebiri (2005), Gib and George (1990) and Ezie (2012) who see youth employment as the conglomerate of youth with diverse background willing and able to work and can find any.

Amire and Ngwama (2015) see youth employment as generation of productive and gainful work for the youth with decent working conditions based on skill development. What this means is that youth employment should yield good or useful result and such employment creation should be based on the formation of appropriate skills.

Moreover, Frank and Bernard (2011) define youth employment in terms of able body men and women being employed. This definition amplified the assertion of ILO (2007) by further stating that a person is employed if he/she works full time or part time (even for few hours) during the past week or is on vacation or sick leave from a regular job.

### **The Graduate Attachment and Empowerment Programme of National Directorate of Employment and Job Creation**

According to NDE (2014) the Graduate Attachment Programme (GAP) where graduates are recruited and posted to government and private establishments for a practical experience in various vacations was introduced because of growing number of unemployed graduates in the country. The directorate further indicated that graduates are yearly sent to government organizations especially graduates who registered according to their professional inclination and the government pays them N20, 000 each month for the period of six months attachment. The directorate added that this programme enables the participants exhibit their skills at places they are posted.

Furthering the discussion, the directorate submitted that it has offered 740 graduates opportunity for permanent jobs under its GAP and also that employers of labour have been invited by the NDE to provide opportunities of attachment for fresh graduates in their companies as a way of fighting unemployment with its associated high noise level and that GAP has provided an opportunity for the beneficiaries to make him or her indispensable to the employer through his or her contributions to the value chain while the employer closely watches him or her and evaluates his or her contributions within the period of attachment.

Amire and Ngwama (2015), in the same vein, affirmed that GAP has taken care of the skill mismatch gap by providing graduate of tertiary institutions with practical skill in companies, industries and government establishment where their services are needed with regards to their disciplines. They however noted that the number of the participants is always infinitesimal when compared with the total number of graduates who are interested to participate in the programme. This therefore indicates that more need to be done in this direction.

More so, the Ministry of Employment and Productivity in corroboration with the NDE as submitted by Olayinka (2014) had employed 473 graduates of various disciplines under GAP to work in different,

government departments in Ondo State. The programme, according to him, had study duration of six months that will run twice a year as had been done in various states in Nigeria.

Anthony (2013) however, stated that the NDE sees the creation of new SUREP'S Graduate internship scheme (GIS) as a rival programme to its GAP. It noted that GIS was created out of the short comings of the GAP stressing that the GAP which has been in existence for about 28 years has not much to its credit and that there is a sense of rivalry between and among some government agencies on the issue of job creation strategies and programmes.

Going further, NDE (2009) indicated that 1400 Nigeria youths have been provided with employment under GAP for a period of six months in 2008/2009. Here youths are engaged in construction of buildings and hosts of other project or public works in some states of the federation. In the same vein, he stressed that under labour based construction project, 59, 300 beneficiaries of the market gardening scheme have been also engaged in the first phase of the project. The directorate in assessing the project implementation of first phase stated that it is a successful effort.

Tandama (2015) in his own contribution stressed that GAP was designed to bridge the gap between the work requirement demanded by the employers and a condition for employment and that it provides opportunity for the beneficiary to make himself indispensable to the employer through his contributions to the organization within a period of six months.

In his evaluation of the programme in Nigeria, he noted that the programme is still running but due to cash constraint only few youths are recruited instead of the usual 50 per a state and that increasing the number is impossible due to challenge of fund.

He further expressed that NDE has offered over 700 graduates opportunity for permanent jobs in 2013 under the GAP. He added that this provided a window of opportunity for fresh graduates to enter the employment arena in Nigeria.

Nevertheless, the evaluation report of secretary to the government of the Federation (SGF), according Elebeke (2015) shows that an average of 15 graduates per a state in Nigeria participated in a six months GAP in the country in 2014 and many of them were paid a stipend of N10, 000.00 each. The report also expressed belief that with National spread of the programme coupled with proper funding the NDE will do better to meet the needs of unemployed graduates in Nigeria

NDE (2011) also indicated that the directorate through its GAP has variously enabled many graduates of tertiary institutions in Nigeria to temporarily or permanently secure employment and therefore create social security whereby unemployed youths lessens their burden of meeting basic needs for specified period as well as prevent them from resorting to criminal activities to cope with the burden of unemployment.

Bassey and Alan (2014) in their own submission mentioned that the NDE is aware that some unemployed persons particularly graduates of tertiary institutions have acquired professional skills that could be deployed to achieve socio-economic growth and development rather than allowing such skills to waste. They further stressed that the directorate has recruited and attach many unemployed graduates to industrial firms to acquire work experience under the professional graduate pupilage scheme which has been renamed. Graduate attachment Programme (GAP). However they pointed out that more than forty percent of the unemployed graduates who registered for the programme between 2005 and 2009 could not be placed or attached to any organization because of inadequate fund.

Ogunlela (2012) summed up that NDE graduates who benefited from the training programmes under different schemes were usually supposed to be placed on attachment but it has not been so in many cases due to poor funding.

This observation is amplified by NDE (2015). The directorate noted that out of the registered graduates on the programme in 2005 only 75 were placed on attachment irrespective of the fact that 20 graduates were selected from each state of the federation. The directorate pointed out that many of the graduates could not be placed due to counter directive from the NDE headquarters as a result of shortage of fund.

According to NDE (2010), in 2009 and 2010, a total of 2657 unemployed graduate of tertiary institutions in the areas of engineering, Building Environmental and Humanity/Social Sciences benefited from the GAP in 36 states of the federation including FCT.

Furthermore, the directorate stated that an additional 316 unemployed holders of OND/NCE certificates (non-graduates) also benefited from the programme in the years under review and that survey carried out indicated that about 30% of the attachees have been offered permanent paid employment by the respective places of attachment at the end of the official six months.

Ejiogu (2007) in his own submission asserted that many unemployed youth who had hitherto lacked marketable skills have been trained in eighty different trades under NDE National Open Apprenticeship Scheme and a great number of Unemployed graduates and school leavers have benefited from business training under Small Scale Entrepreneur and Graduate Employment Programme. He quickly added that under the programme, many National Youth Service Corp members in Nigeria have benefited from the entrepreneurship development sensitization scheme which has enabled a number of them to establish their own business. The scheme, according to him, recorded the following number of beneficiaries as follows: 15,000 in 1999, 26,000 in 2000, 39,551 in 2001, 21,551 in 2002 and 26,000 in 2003, 38,115 in 2004 and 42,000 in 2005. The NDE Graduate Employment Programme on the other hand, in the view of Salami (2013), has not recorded much success. According to him the scheme would have been a potent instrument of job creation and gradual reduction of graduate unemployment rate in Nigeria if not for the following weaknesses: poor financial management on the part of the beneficiaries of the programme, lack of good planning and management on the part of the directorate, lack of will power and determination and lack of cooperation relations among beneficiaries.

In his own submission, Ladipo (2008) stated that the NDE has severally empowered unemployed graduates through a working relationship with a number of banks in Nigeria. According to him, the directorate has deposited funds with these banks to serve as guarantees for loans offered by the banks to successful applicants. He further stressed that every applicant for the loan is required to send to the directorate a feasibility report of the business he intends to do, the amount of loan he needed as well as names and addresses of two guarantors. Successful applicants obtain loan ranging from N5,000.00 to N35,000.00 from the banks with originals of their degree certificates serving as collateral.

## **2.5 Theoretical Framework**

This study is anchored on the Structural Functional Theory otherwise known as Structural Functionalism Approach. The theory, according to Bernard (2004), is popularized by Herbert Spencer (1820-1903), Augustus Comte (1798-1857), Emile Durkheim (1858-1917). Other leading exponents of the theory are Parson, Powel, Merton, Moore, Davis and Lewis (2009) and Almond (1966). According to Saheb (2011), the structural functional analysis originated in the biological and mechanical sciences. In the social sciences it was first used in Anthropology. Later on it was developed and refined as a mode of sociological analysis. It was under the influence of sociologist when the Structural Functional Approach came to be developed by political scientists particularly by Gabriel Almond and his associates who came out with the structural functional approach designed to study and classify political system in terms of the levels of their political development. For the purpose of proper analysis, this study adopted the structural functional analysis according to Almond (1966). Almond analyses political system as a set of structure performing functions. According to him, every political system has some structures and these structures perform certain functions.

The National Directorate of Employment (NDE) is the structure created and charged with the responsibility of creating employment in the Nigeria political system. Although all political systems are multi-functional yet some structures are specially suited for specific functions. For an instance, the NDE as a structure in the Nigeria political system is specially designed to perform the function of job creation.

**METHODOLOGY**

Cross sectional survey design was adopted in this study. The field investigation was carried out in the National Directorate of Employment and Youth Employment in Anambra State (2007-2016). Anambra State is in South Eastern Nigeria.

The population of the study comprised the inhabitants of six local government areas in Anambra state local government councils. Two local government areas were selected from each of the three senatorial zones in Anambra state.

**Table 1: Sample Size Distribution Table**

S/N	Senatorial District	Local Govt. Area	Population	Sample Allocation	Percentage
1.	Anambra North	Ayamelum	158,152	68	17
		Onitsha North	125,918	54	13.5
2.	Anambra Central	Awka North	112,192	49	12.2
		Awka South	189,654	82	20.5
3.	Anambra South	Orumba South	184,548	80	20
		Nnewi North	155,443	67	16.8
	Total		925,907	400	100

**Source: Field Survey, 2017.**

The urban - rural arrangement required in the sample was as well obtained as can be seen in the table. Hence, Ayamelum and Onitsha North LGAs were selected from Anambra North Senatorial district, Awka North and Awka South LGAs from Anambra Central Senatorial district and Orumba South and Nnewi North LGAs from Anambra South Senatorial district. For an instance, in Anambra central senatorial district, Awka North and Awka South LGAs which were selected seem close but Awka South LGA is the most urban while Awka North LGA is the most rural in the senatorial district.

Taro Yamani's statistical formula was used to bring down the population to a manageable size for effective analysis. Thus the sample size was 400.

The purposive sampling technique was used to select the sample from the respective villages. This enabled the researcher to select only those with the requisite knowledge on the subject of study. Respondents were therefore selected from presidents of town unions, youth organizations, women wing of town unions, religious leaders and other stakeholders.

Data were generated from primary as well as secondary sources through the use of structured questionnaires and the generated data were analyzed using descriptive statistical tools while the hypotheses were tested using chi-square statistical tool.



**DATA PRESENTATION AND ANALYSES**

**Test of Hypotheses**

The hypotheses are tested using chi-square statistical tool of analysis which is represented by the following formular.

$$X^2 = \frac{\sum (fo - fe)^2}{fe}$$

- where  $x^2$  = symbol for chi-square
- $\Sigma$  = summation
- fo = observed frequency
- fe = expected frequency

**Decision Rule**

- i. Accept the alternate hypothesis (Hi) and reject the null hypothesis (Ho) if the calculated chi-square ( $x^2$ ) is greater than the table value.
- ii. Reject the alternate hypothesis (Hi) and accept the null hypothesis (Ho) if the calculated chi-square ( $x^2$ ) is less than the table value.

**Hypothesis One**

The graduate attachment and empowerment programme of National Directorate of Employment has not reduced the number of unemployed graduates in Anambra State.

**Calculation** of observed frequency (fo)

Table	Responses					Total
	A	SA	D	SD	U	
	90	50	120	103	29	392
	86	58	118	100	30	392
	89	62	126	99	16	392
	83	46	121	106	36	392
<b>Total</b>	<b>348</b>	<b>216</b>	<b>485</b>	<b>408</b>	<b>111</b>	<b>1568</b>

**Calculation of expected frequency (fe)**

Table	Responses					Total
	A	SA	D	SD	U	
	87	54	121.25	102	27.75	392
	87	54	121.25	102	27.75	392
	87	54	121.25	102	27.75	392
	87	54	121.25	102	27.75	392
<b>Total</b>	<b>348</b>	<b>216</b>	<b>485</b>	<b>408</b>	<b>111</b>	<b>1568</b>

**Calculation of chi-square (x<sup>2</sup>)**

Fo	Fe	fo-fe	(fo - fe) <sup>2</sup>	$\frac{(fo - fe)^2}{Fe}$
90	87	3	9	0.103
50	54	-4	16	0.296
120	121.25	-1.25	1.5625	0.013
103	102	1	1	0.0098
29	27.75	1.25	1.5625	0.0563
86	87	-1	1	0.01149
58	54	4	16	0.296
118	121.25	3.25	10.5625	0.0871
100	102	-2	4	0.039
30	27.75	2.25	5.0625	0.182
89	87	2	4	0.046
62	54	8	64	1.185
126	121.25	4.75	22.5625	0.186
99	102	-3	9	0.882
16	27.75	11.75	138.0625	4.975
83	87	-4	16	0.184
46	54	-8	64	1.185
121	121.25	-0.25	0.0625	0.00052
106	102	4	16	0.157
36	27.75	8.25	68.0625	2.453
	<b>Calculated Chi-square</b>			<b>12.35</b>

Calculated Chi-square= 12.35

Degree of freedom = (R-1)(C-1)  
 = (4-1)(5-1)  
 = 3 x 4 = 12

The level of significance at 12 degree of freedom at 0.05 is 21.03

The table value of the chi-square (x<sup>2</sup>) is therefore 21.03.

Since the calculated value of the chi-square (x<sup>2</sup>) which is 12.35 is less than the table value of the chi-square (21.03), the null hypothesis (Ho) is accepted while the alternate hypothesis is rejected.

We therefore conclude that the graduate attachment and empowerment programme of National Directorate of Employment has not reduced the number of unemployed graduates in Anambra State.

**Hypothesis Two**

The National Directorate of Employment programme of rural handicraft scheme has not enhanced skill acquisition by unemployed youths in Anambra State.

**Calculation of observed frequency (fo)**

Table	Responses					Total
	A	SA	D	SD	U	
	58	44	140	112	38	392
	60	39	146	118	29	392
	61	42	144	115	30	392
	79	34	139	121	19	392
<b>Total</b>	<b>258</b>	<b>159</b>	<b>569</b>	<b>466</b>	<b>116</b>	<b>1568</b>

**Calculation of expected frequency (fe)**

Table	Responses					Total
	A	SA	D	SD	U	
4.2.9	64.5	39.75	142.25	116.5	29	392
4.2.10	64.5	39.75	142.25	116.5	29	392
4.2.11	64.5	39.75	142.25	116.5	29	392
4.2.12	64.5	39.75	142.25	116.5	29	392
<b>Total</b>	<b>258</b>	<b>159</b>	<b>569</b>	<b>466</b>	<b>116</b>	<b>1568</b>

**Calculation of Chi-square ( $\chi^2$ )**

Fo	Fe	fo-fe	(fo - fe)'	$\frac{(fo - fe)^2}{Fe}$
58	64.5	-6.5	42.25	0.655
44	39.75	4.25	18.063	0.45
140	142.25	-2.25	5.063	0.0356
112	116.5	-4.5	20.25	0.174
38	29	9	81	2.793
60	64.5	-4.5	20.25	0.31
39	39.75	-0.75	0.5625	0.014
146	142.25	3.75	14.0625	0.0989
118	116.5	1.5	2.25	0.019
29	29	0	0	0
61	64.5	-3.5	12.25	0.19
42	39.75	2.25	5.0625	0.127
144	142.25	1.75	3.0625	0.022
115	116.5	-1.5	2.25	0.019
30	29	1	1	0.034
79	64.5	14.5	210.25	3.26
34	39.75	-5.75	33.0625	0.832
139	142.25	-3.25	10.5625	0.074
121	116.5	4.5	20.25	0.174
19	29	-10	100	3.448
<b>Calculated Chi-square</b>				<b>12.73</b>

Calculated chi-square = 12.73

Degree of freedom = (R-1) (C-1)

= (4-1) (5-1) = 3X 4=12

The level of significance at 12 degree of freedom at 0.05 is 21.03

The table value of the chi-square is therefore 21.03

Since the calculated value of chi-square ( $\chi^2$ ) which is 12.73 is less than the table value of the chi-square which is 21.03 the null hypothesis is accepted while the alternate hypothesis rejected. We therefore concluded that the National Directorate of Employment programme of rural handicraft scheme has not enhanced skill acquisition for the unemployed youths in Anambra State

### Findings

- i. The graduate attachment and empowerment programme of National Directorate of Employment has not reduced the number of unemployed graduates in Anambra State. This finding was sequel to the responses of the respondents that participants on the NDE programme were not given necessary assistance by the directorate to secure employment and that the graduate employment function of the directorate overlaps with that of other government job creation organization/agencies in the state.
- ii. The National Directorate of employment programme of rural handicraft scheme has not enhanced skill acquisition for unemployed youths in Anambra State This was based on the fact, as revealed by the respondents, that adequate awareness has not been created of the NDE rural handicraft scheme at the local or community level of Anambra State and that the directorate is not greatly committed to skill acquisition of the youths through its rural handicraft scheme in the state.

### CONCLUSION

The National Directorate of Employment (NDE) was created in 1986 by the Federal Government of Nigeria to tackle the problem of unemployment which has been on alarming proportion in the country and this study has observed that the trend in youth employment is moving towards job creation and entrepreneurship rather than employment in government establishment of which the directorate channels it focus. It has been able to evaluate the NDE and youth employment in Anambra State and highlighted areas of strength and weakness of the directorate in its attempt to carry out this function with respect to the objectives of the study.

Drawing from the above findings, the researcher recommends that proper awareness of the NDE rural handicraft scheme and the graduate attachment programme should be created especially at the local or community level of Anambra State while working on quality and standardization of the training need and other factors identified as hindrance to the success of the scheme in the State. Also a detective mechanism should be instituted to ensure that people who are enrolled into the programmes are really those who the programme is meant for.

### REFERENCES

- Aina, S. (1992). *Personnel management in Nigeria: A work centered approach*. Lagos: Longman Publishers.
- Adebayo, A. (2013). Youth unemployment and self employment programmes. *Nigerian Journal of Economics and social Studies*, 4(2,) 81-102.
- Adebisi, T. A., & Oni, C. S. (2012). Assessment of the relevance of the NDE training programmes to the needs of the trainees in South Western region. *International Journal of Vocational and Technical Education*, 2 (3), 29-37.
- Ajufor, B. I. (2013). Challenges of youth unemployment in Nigeria: Effective career guidance as a panacea: African research review. *An International Multidisciplinary Journal of Ethiopia*, 5(2), 307-321.

- Amire, C.M. & Ngwama, J.C. (2015). Emergence of unemployment: An assessment of National Directorate of Employment skills intervention programmes in Lagos state" *Journal of Economics and Sustainable Development*, 6, 5.
- Anthony, A. A. (2013). Youth unemployment and crime in Nigeria: A nexus and implications for national development" *International Journal of Sociology and Anthropology*, 5(8), 350-357.
- Bassey, G. E. & Atan, J. A. (2014). Labour market distortion and university graduate unemployment in Nigeria: Issues and remedies. *A Journal of Economics*, 4 (3), 67-76.
- Bernard, A. (2004). *History and theory in anthropology*. United Kingdom: Cambridge University Press.
- Ejiofor, C. (2011). *Urban informal unemployment and self effort of the youth in developing countries*: Enugu. Bismark Publications.
- Echebiri, R. (2005). *Characteristics and determinants of youth unemployment in Umuahia, Nigeria. implications for rural development and alternative labour market variables*. Paper presented at ISSER/CORNELL World Bank Conference(21-22). Accra, Ghana: Fountain.
- Ejiogu, A. (2007). *Providing gainful employment to the youths: The National Directorate of Employment and the Imo job centre examples*. Paper presented to the agricultural economics extension and rural development. Owerri: I.S.U.
- Eme, I. E. J. (2012). Tackling youth unemployment in Nigeria, the Lagos state development and empowerment programmes initiatives. *Afro Asian Journal of Social Sciences*, 3(4),12 -18.
- Eme, I. E. J., Nwaguma E. O.& Abaroh, J. J. (2012). Engaging youth unemployment in Nigeria with youth development and empowerment programmes: The Lagos state in Focus. *Interdisciplinary Journal of Contemporary Research in Business*. 4,(2). 55.
- Ezie, O. (2012). Youth unemployment and its socio-economic implications in Nigeria. *Journal of Social Science and Public Policy*, 4, .2.
- Frank, R. & Bernard, G. (2011). The dynamics of full employment. *Journal of Social Sciences*, 11(4), 423-485
- Ladipo, O.O. (2008). Employment generation among school leavers in Nigeria's former western states. *Journal of Blacks Studies*, 6, (10), 44.
- Murphy, R. (2008). Nigeria youth unemployment and poverty- A time bomb for a country's Leadership. . *Journal of International Education and Development*, 2(6), 212-218.
- Ogundela, O. K., Akingbade, W. A., & Akinlabi, H. B.(2012). Entrepreneurship training and education as strategic tools for poverty alleviation in Nigeria. *American-International Journal of Contemporary Research*, 2, 5, 148-156.
- Olayinka, O. (2014) . *How skill centres fight youth unemployment*. Retrieved from [www.thelideonline.com/2014/11/24/how-skillsfight-youth-unemployment](http://www.thelideonline.com/2014/11/24/how-skillsfight-youth-unemployment).
- Omotosho, J. A, (2009). Problems and counseling needs of unemployed youths in Nigeria. *The Open Area Journal*, 1(2), 46.
- UN, World Bank & I.L.O. (2003). Managing risks; promoting growth and developing systems for social protection in Africa. *International Journal on Africa 2003 - 2015*, 4(5)233-237.
- Treichei, A. (2008). *Education and employment opportunities in developing countries*. Cambridge: Cambridge University Press.

### **Reports and Government Publications**

- Federal Government of Nigeria (2001). *Nigeria national youth policy and strategic plan of action*. Abuja: FGN Publication.
- Institute of Advance Studies (2009). *Year 2008 and 2009 IAS report*. Abuja: FGN Pub.
- International Labour Organization (2007). *Statistics of employment in the informal Sectors: Report for the 5th international conference of labour statisticians*. Geneva: ILO Pub.
- I.L.O (2007) .*Youth employment intervention in African: A mapping report of the employment and labour sub-cluster of the regional co-ordination mechanism for Africa*. Geneva, Switzerland: ILO .
- National Bureau of Statistics (2008).*Social statistics in Nigeria: Year 2007 annual report* .Abuja: NBS Pub.
- National Bureau of Statistics (2010). *Care welfare indicator: Year 2009 annual report*. Abuja: NBS Pub.
- National Bureau of Statistics (2012). *Labour force survey: Year 2011 annual report*. Abuja : NBS Pub.
- National Bureau of Statistics (2017). *Employment and unemployment rates in Nigeria: Year 2016 annual report*. Abuja : NBS Pub.
- National Bureau of Statistics.(2019). *Unemployment and underemployment by states in Nigeria:Year 2018 labour forces statistics*. Abuja: NBS Pub.
- National Directorate of Employment (2009), *Year 2008 annual report*. Abuja: Planning, Research & Statistics Department, NDE.
- National Directorate of Employment (2010). *Year 2009 annual report*. Abuja: Planning, Research & Statistics Department, NDE.
- National Directorate of Employment (2011). *Year 2010 annual report*. Abuja: Planning, Research & Statistics Department, NDE.
- National Directorate of Employment (2014). *Year 2013 annual report*. Abuja: Planning Research & Statistics Department, NDE.
- National Directorate of Employment (2016). *Year 2015 annual report*. Abuja: Planning, Research & Statistics Department, NDE,
- . National Population Commission (2006). *Year 2006 National Population Census*. Abuja: NPC, Abuja.

### **Unpublished Work**

- Orji, J. I. (2007). *Assessment of impact of poverty reduction programmes in Nigeria as a development strategy, 2000 – 2005*( Unpublished doctoral dissertation). Department of Management and Policy Studies, University of Benin, Benin.

### **INTERNETS**

- Almond, G. A. (1966). *Political theory and political science: American political science Review*. Retrieved from <http://www.doi.org/10.2307/1953762>.