



Investigating The Level Of Usage Of Information And Communication Technology (ICT) For Man-Power Development In The Oil Producing Communities Of Delta-State

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ABSTRACT

This research focuses on investigating the level of usage of information and communication technology (ICT) for man-power development in the oil producing communities of Delta-State. It is a fact that various ICT projects in the forms of skills acquisition centres has been executed by government at all level, oil multi-national and NGOs so as to empower the youth of these communities for self-development, vis-à-vis peace in their different communities. But the truth of the situation is that, the youth are still visibly restive and unempowered. Therefore, this research is carried out to ascertain to what extent these various projects of ICT such as handset repair, computer aided photography, desktop publishing, PCs repairs and maintenance, and recharge card printing among others has been engaged by the youth for manpower development. The study adopted the survey design. A total of 320 participants

comprising 300 youths and 20 instructors from selected ICT training centres in Oil Producing Areas of Delta State, Nigeria were drawn from the population using the cluster random sampling. The instrument used for data collection was a questionnaire developed by the researchers. The reliability index of the instrument yielded a value of 0.74. Descriptive statistics – frequency count, percentage (%), mean (\bar{X}) and standard deviation (S.D) were employed for analyse. The result showed that computer aided photography, desktop publishing, PC repairs and maintenance, handsets repairs and computer programming are the areas of ICT development for manpower development. Although, a large numbers of youths, show readiness towards ICT training programmes in the oil production communities of Delta-State, the ICT training is largely confronted with many challenges. Some of the constraints of ICT for manpower development include: lack of skilled personnel, shortage of ICT facilities, inadequate infrastructure and poor enlightenment of the youths. It was recommended that the state government should encourage public private partnership (PPP) to increase funding support for ICT to promote manpower development in oil producing regions of the state.

Keywords: Manpower Development, Youth Restiveness, ICT, Oil Producing Communities, Self-Sustaining Developmental skills

INTRODUCTION

There is no gain saying that the oil producing communities of Delta State has been grossly under-developed by various governments over the years, despite the revenue accruing from the area in terms of mineral resources that have been the main stay of the economy. The youths who are the main thrust of this research have also been neglected over the years in terms of quality education, and other manpower, self-sustaining developmental skills. However, this necessitated the establishment of skills acquisition and development centres by government and oil multi-national in some area of Delta State.

Manpower development is essential to the success of every economy like that of the oil producing communities of Delta State. Although, technology and the Internet Evolution have created global collaboration and competition, human resources, still proffer competitive advantage. Manpower development improves skills and the competence needed to enhance productivity. Therefore, it is vital to equip the youths with Information and Communication Technology (ICT) knowledge and skills through training and access to information to enable them improve performance for self and societal development. Youth restiveness in the oil producing communities has taken its toll on the social, economic, political and sustainable development. Youth restiveness has become part and parcel of the people of the affected communities such that the lack of man-power development, unemployment, and marginalization as the root causes of youth restiveness in the oil producing communities. Furthermore the youths have been protesting the long period of neglect and deprivation of their basic rights and for what the people of the region suffered in spite of their huge contributions to the nation's economy. Youth restiveness manifests through confrontations, vandalization of oil pipelines, oil bunkering, piracy, kidnapping of persons for ransoms, work stoppages, extortion on companies and developments.

Komonibo (2004) asserted that youth restiveness evolved as a result of poverty, ethnic divide, economic marginalization, death of traditional values, drug abuse, lack of education, lack of skills and knowledge for self-development, and the self-centeredness of office/political office holders but the advent of the Information and Communication Technology (ICT) has opened up new vistas of empowerment potentials which if effectively harnessed will result in the man-power development of the youths in the oil producing communities of Delta State, making them self-reliant. This in turn will check the influence to be restive.

The role of Information and Communication Technology (ICT) in manpower development is urgently needed in the oil producing communities because of its impact on global development by the role of computer in handsets repairs, computer-aided photography, desktop publishing, website designing and hosting, system networking, PCs repairs and maintenance, subscribing to and operating social media etc. Nwagwu (2006) posited that the rapid rate of ICT evolution and its impact on society has given it a strong role in man power development and globalization. The positive nature of ICT, justified its inclusion in the

National Policy on Education (Federal Republic of Nigeria, 2013), as the modern tool for human resource development.

An attempt will be made through this research work to examine the level of skills acquisition and competency among the trainees (youth) which will further depict the effectiveness of usage of the ICT in this area of the targeted youths, as it will help in engaging and developing them to a self-sustaining level, thereby channelling their energies towards resourcefulness. Fubara (1999) and Austins and Tygris (2010) advocated the need for manpower development by the youths acquiring employable and entrepreneurial skills to curtail the problem of restiveness in the Oil Producing Communities in Delta State.

So much criticism and observation have been unleashed on the people of the Oil Producing Communities of Delta State particularly the youths for their state of restiveness by scholars, individuals, corporate organizations and governments. However, issues of under development of the human resource/manpower development and capacity building of the individuals from the region have been under played. In order to redress this, there is the need to critically look into capacity building in ICT vis-a-vis manpower development as an essential instrument for remoulding these peculiar youths of the oil producing communities of Delta State. ICT skills needed from the employee can help develop the youth's entrepreneurial potential that could curb the youth restiveness in the region through series of programmes in ICT empowerment programmes.

The problem of youth restiveness is no longer news in Nigeria especially in the South-South region of Nigeria. This experience manifests itself in various forms and magnitude which has led to the disruption of operations in the various multinational oil companies which has led to the drop in oil production, loss of jobs, destruction of facilities and installations of oil pipelines that has eventually led to pollution and degradation of environment, destruction of economic lives, Agrarian and Aquatic lives which is very useful to the people of Delta-State. Upon the above, the government and the oil multi-national should establish various skills and acquisition development centres to foster programmes that will help to arrest youth resident through manpower development.

Problem Statement

The increasing complexity of the Nigerian Labour Market Vis-a-vis Delta State has created unending Youth restiveness in the oil producing areas of Delta state. The issue of Youth unemployment has become a stigma in Delta State for some decades. But the advent of information and communication technology (ICT) as a global tool for empowerment has expanded the frontiers for jobs creation. The coming of ICT has evolved creative, flexible and visionary skills in would be employees needed in present day work places. As workers are required to possess a broad range of writer personal and managerial skills to cope efficiently at work places, Gainer (1988) and Onwumere and Adigwe (2017) opined that skills needed by employers from employees would embrace attitudes, behavior, image, communication skills, problem-solving, decision making, management and organized process.

The application of ICT skills and knowledge as championed by governments and other relevant bodies would have helped to develop the needed man-power and curb youth restiveness in the oil producing communities of the state in taming the frequent occurrences of youth restiveness in the affected communities in Delta State.

Objectives of the Study

In the light of these, the general objectives of the study are to look the extent to which the skills and acquisition development centre has developed the youth through mediums such as: Handset repairs; Computer aided photography; desktop publishing; recharge cards printing and PCs repairs and maintenance. To achieve the above general objective, the following shall serve as specific objectives:

- (a) To identify the areas of ICT development for manpower development in the oil production communities of Delta-State.
- (b) To examine the constraints of ICT development in the training centers in the oil production communities of Delta-State.
- (c) To identify whether the ICT facilities in the skills acquisitions centers are adequate in the skills acquisitions centers in the oil producing communities of Delta-State.

- (d) To evaluate the youth readiness for the ICT training programmes in the various skills acquisition centers in the oil producing communities of Delta-State.

Research Questions

The following research questions guided the study

- 1) What are the areas of ICT development for manpower development in the oil production communities of Delta-State?
- 2) What are the constraints of ICT development in the training centers in the oil production communities of Delta-State?
- 3) Are there adequate ICT facilities in the skills acquisitions centers in the oil production communities of Delta-State?
- 4) Are the youth readily available for the ICT training programmes in the various skills acquisition centers in the oil production communities of Delta-State?

REVIEW OF RELATED LITERATURE

ICT is an acronym for Information and Communication Technology. Originally, ICT as a compound concept defines any communication device or application that has to do with information storage and dissemination. Such devices include radio, television, cellular phones, computer and network infrastructures. Today, it has assumed new meaning. Ugwoke (2011) conceptualizes ICT as a set of technological tools and resources used to communicate, disseminate, store and manage information. It is equally an embracing concept that includes hardware, software, processes and people that are involved with technologically oriented communication.

Manpower occupies an indispensable place in any human establishment. The concept (manpower) denotes the productive capacity of the labour force of a given entity. It is the totality of the economic resources which represent the skills and attitude resulting from education and training. Manpower is the human capital that undertakes development efforts. For some reasons, the use of the word “manpower” to describe the above concept of capabilities of the working population has been questioned just as the hitherto dominant element in manpower planning approach, forecasting, has been criticised (Onwumere & Adigwe, 2018).

Manpower development is the strategic and dynamic alignment of a nation’s human resources with its development aspiration, given the critical role of human capital as the driver of development process. Manpower planning provides the framework of action within a plan through which the available human resources are effectively developed and optimally utilized (Yesufu, 2000). The manpower enterprise as implied above has three components namely; manpower planning (coordination), manpower development (training) and manpower utilization (employment). The tripod is expected to work in harmony. It is the responsibility of the first leg of the tripod, manpower planning, to ensure this harmony through continuous (re)alignment of the other two components. Employment crisis (unemployment/underemployment) is commonly the most familiar symptom of dislocation or misalignment of harmony within the tripod (Ukpong, 2001A).

Droley (1996) sees manpower as a planned process to modify attitude knowledge or skill through learning experiences to achieve effective performance in a range of activities. From the foregoing, it can be said that manpower development as a “continuous exercise” just as development planning is, reflecting the changes in national objectives, for example, technology and knowledge. Gainer (1998) sees manpower development as any activity which deliberately attempts to improve a person’s skill on a job and also creates learning in the areas of knowledge, experience and attitudes.

Ihiegbulem (1992) opined that youth restiveness is “a sustained protestation embarked upon to enforce desired outcome from a constituted authority by an organized body of youth marked by violence and the disruption of lawful activities. Igwe (1992) defines youth as people aged 18 - 35. This constitutes about 40% of the nation’s population. The policy further added that the extent of youth’s “responsible conducts and roles, in society is positively correlated with the development of their country (region)”.

The problem of manpower development according to Gooshit (2006) is connected with selection/credibility of trainees for the exercise. He added that the process of selecting the trainees is

affected by non-merit criteria such as political and ethnic balancing coupled with the geographical spread of training opportunity. Some basic problems affecting manpower development according to Enuke and Enuke (2000) are:

- How to design programmes for persons of different educational background, experience and age.
- How to communicate to the lowly education.
- The effects of the training on trainees.
- The timing of the programme.
- Problem of engaging the right caliber of personnel, knowledgeable about the people and their needs.

Presently, the uneven spread of ICT seems to be the factor sharpening disparities between developed and developing nations such as Nigeria (Austins & Tygris, 2010). But a unique opportunity for the region cum the nation to break away from underdevelopment is visible in the vibrant new economies in the Asia and Latin countries. However, a prerequisite for making this a reality lies not directly in strength in natural resources but in her untapped human resources. This is to identify the gains in exploring ICT to the advantage of the Oil Producing Communities of Delta State vis-a-vis economic advancement. The ability to use computers effectively is an essential aspect of every person's education. In this technology driven age, everyone requires ICT competence to survive. Adomi and Anie (2006) have it that businesses are finding, it very essential to train and retrain employees to establish or increase their knowledge of computer and other ICT facilities.

Generally, manpower development is often than not confronted with myriads of problems. The challenges range from —sense of hopelessness among some youths, social marginalization of some youths, insufficient opportunities for youth to participate in a meaningful way, lack of communication between youth and adult groups, adults' negative perception of youth and lack of civic knowledge and skills' (Balsano, 2005). Other barriers to youth empowerment include illiteracy, inferiority complex, and lack of incentives after empowerment training and poverty (Onwumere & Adigwe, 2018).

Studies have shown that the ICT era have created various types of jobs from Chief Information Officer in big enterprises or government agencies to the computer shop operators since early the beginning of the millennium (year 2000). Vendors of smart or mobile phones and their accessories are common sight in street corners in various communities (Oladunjoye & Audu, 2012). There are various types of ICT based businesses such as document processing centres, cybercafé, computer training centres, computer services and repairs, hand set services and repairs, internet, programming, cable and satellite TV installations among others. With very little take off funds; these were all common vocations have contributed to manpower development in many communities (Olasanmi, Ayoola & Kareem, 2012).

Oladunjoye and Audu (2014) explored the impact of ICT on youth and its vocational opportunities in Idah Local Government Area of Kogi State, Nigeria and found that development of ICT will provide employment opportunities to the youths thereby securing the nation both socially and economically. The result showed that the impact of ICT will improve (wellbeing of the citizens) in manpower development among youths in Idah Local Government Area of Kogi State, Nigeria.

The causes of youth restiveness are numerous. Some of them have been briefly explained below:

Bad Governance: Is not needed for the growth and development of any nation/region. Unfortunately, this is not the case with the Oil Producing Communities of Delta State.

Unemployment: Is a hydra-headed monster which exists among the youths in the Oil Producing Communities of Delta State and the nation. Abiodun (2006) is of the opinion that the absence of job opportunities in developing nations is the cause of youth restiveness with disastrous consequences.

Poverty: This connotes inequality and social injustice and traumatizes the poor. More than 70% of people in Nigeria are in abject poverty, living below the poverty line with 1/3 surviving with less than a US dollar per day (Abiodun, 2006). This figure includes army of youths in the Oil Producing Communities in Delta State who struggle to make a living by hawking all manner of items for survival.

Inadequate Educational Opportunities: Quality education has a direct impact on the people's prestige, greatness, and cohesion. The knowledge and skills the youths acquire, help determine their degree of

patriotism and contribution to national integration, progress and development. The cost of acquiring education has created a huge population of illiterate youth unqualified for the few available jobs.

Absence of Basic Infrastructure: Most rural communities and urban areas in Nigeria such as, the ones in the Oil Producing Communities of Delta State lack electricity, motorable roads, housing, and communication media. Besides youth restiveness is the agitation for equitable distribution of resources.

Inadequate Information Flow: Communication creates room for sharing information and help promotes social cohesion. Hence, Adebayo (2005), revealed that inadequate communication and information flow is one factor responsible for youth restiveness in the Oil Producing Communities of Delta State.

The youths occupy a vital place in any society, Aside, being the leaders of tomorrow, they are in majority (Nwaokolo, 2007). Besides their numerical strength, youths have energy and ideas that are society's great potentials (Nwaokolo, 2007). Igwe (1992) affirms that the extent of the youth's "responsible conduct and roles in society is positively correlated with the development of their country". There has been an increase occurrence in acts of violence and lawlessness, hostage takings, oil bunkering, arms insurgence and cultism, in the Oil Producing Communities of Delta State. These forms of youth restiveness have economic, political and religious undertone. The schematized relationship between the variables is shown Figure 1.

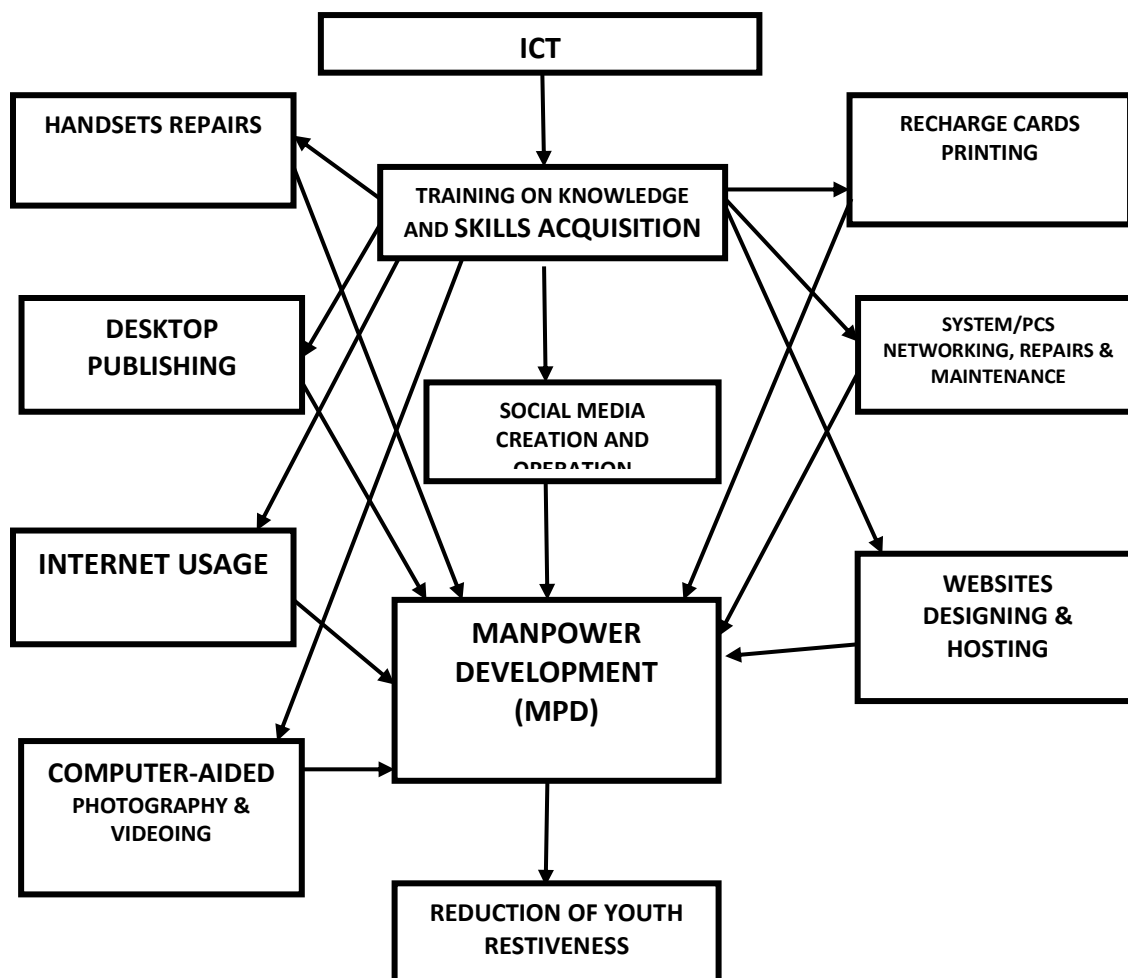


Figure 1: The Schematized Variables of the Study

Source: Researcher's conception

This means ways of finding and adopting social programmes to foster human development and organizing training. This process will enable the acquisition of value knowledge and development of right attitude, skills and good behaviour to live in harmony in the society.

Based on this, the researchers deem it appropriate to hinge this study on the Social Reconstructionism theory as propounded by Theodore Brumeld (1904-1987). This theory sees man not only as a social being, but as a social agent who has the natural endowment to change his placement in life. Brumeld recognizes the potential for either human annihilation through technology and human cruelty or capacity to create a beneficent society using technology and human compassion. George Counts (1889-1979) recognized that education was the means to prepare people for creating this new social order. Critical theorist like the ones mentioned and others who are social reconstructionist believe that systems must be changed to overcome oppression, cruelty, timidity e.t.c and improve on human conditions (Efurhievwe, 2017).

Significance of the Study

This study is focused on the application of ICT skills in reducing youth restiveness in the oil producing area of Delta-State. Therefore, the study will go a long way in meeting the needs and aspirations of the stakeholder; such as the government, the communities as well as the multinational oil companies and the general public, and above all the youths of the various communities. It is the belief of the study that if problem of youth unrest reduce by the ICT application skills and knowledge there will be relative peace for physical and economic development of these oil producing community's via-a-vis Delta-State.

RESEARCH METHODOLOGY

The study adopted the survey design through the means of administering questionnaire among the targeted youths in the Oil Producing Areas of Delta State of Nigeria. The population covered all the youths and ICT training centres in Oil Producing Areas of Delta State of Nigeria. A total of 320 participants comprising 300 youths and 20 instructors from selected from the ICT training centres in Oil Producing Areas of Delta State, Nigeria. The cluster random sampling was used to divide the oil producing areas into ten (10) clusters. From each of the areas that make up a cluster, 32 participants (30 youths and 2 instructors of ICT training centres) were drawn.

The instrument used for data collection was a 16-item questionnaire developed by the researchers. The questionnaire was used to collect data on the areas of ICT development for manpower development, constraints of ICT development in the training centers, adequacy of ICT facilities in the skills acquisitions centres and youth readiness for the ICT training programmes. The response rating on the questionnaire was a three point likert type scale of Agreed -3, Undecided-2 and Disagreed -1. The questionnaire was used because they provide access to geographically dispersed samples at low cost. In addition, questionnaires provide a high degree of anonymity as respondents have time to think about their answers and consult other sources. Responses of the persons on the acquisition and usage of ICT was sampled with a view to establish the relationship between ICT usage and MP development in the Delta State. The instrument was face and content validated by experts in Technical Education from the College of Education, Mosogar.

The reliability of the instrument was determined using the Cronbach reliability technique. The reliability index yielded an alpha of 0.74 which made the researchers consider the instrument satisfactory for administration. A total of 320 questionnaires were distributed but only 315 were successfully recovered and used in the analysis. This indicates a 98.4percent return and use rate. The study adopted the relevant descriptive statistics – frequency count, percentage (%), mean (\bar{X}) and standard deviation (S.D) to show the content to which ICT, empowerment among youths can help reduce youth restiveness in the Oil Producing Communities of Delta State. A bench mark of 2.00 was used as the criterion mean for decision making on the items. This was obtained by adding up the score 0f the three (3) responses (Agree - 3, Undecided -2 and Disagreed – 1) and dividing the sum of the scales (6) by the total number of responses (3) to give 2.00. Hence, a score of 2.00 or higher on any item was adjudged to be agreed upon while a score of 1 to 1.99 was taken otherwise.

RESULTS

The results of the analysis are presented below

Research Question 1: *What are the areas of ICT development for manpower development in the oil production communities of Delta-State?*

Table 1: Descriptive Analysis of the Areas of ICT development for Manpower Development in your community

	Areas of ICT development	A ₍₃₎	UD ₍₂₎	D ₍₁₎	\bar{X}	Std. Dev.	Remark
1	Websites Designing and Hosting will improve the socio- economic wellbeing of the youths	124 (39.4%)	23 (7.3%)	168 (53.3%)	1.86	.954	Disagreed
2	Computer aided photography is an important area of ICT development useful for youths training in the communities	236 (74.9%)	53 (16.8%)	26 (8.3%)	2.67*	.623	Agreed
3	Desktop publishing is an important area of ICT development useful for your training in the communities	114 (36.2%)	117 (37.1%)	84 (26.7%)	2.10*	.788	Agreed
4	PC repairs and maintenance is an important area of ICT development useful for your training in communities	140 (44.4%)	81 (25.7%)	94 (29.8%)	2.15*	.851	Agreed
5	Handsets repairs is an important area of ICT development useful for youth training in communities	154 (48.9%)	69 (21.9%)	92 (29.2%)	2.20*	.863	Agreed
6	Computer programming is an essential area of ICT development that is not available in the training centers	176 (55.9%)	21 (6.7%)	118 (37.5%)	2.18*	.950	Agreed

*Significant mean ($\bar{X} \geq 2.00$) N = 315 Percentages indicated in bracket

Table 1 showed that majority of the respondents agreed on items 2, 3, 4, 5 and 6 at a mean score range of 2.10 and 2.67 ($\bar{X} > 2.00$). On the other hand, majority of the respondents disagreed on items 1 at a mean score of 1.86. Therefore, this showed that computer aided photography, desktop publishing, PC repairs and maintenance, handsets repairs and computer programming are the areas of ICT development for manpower development in the oil production communities of Delta-State

Research Question 2: Are there adequate ICT facilities in the skills acquisitions centers in the oil production communities of Delta-State?

Table 2: Descriptive analysis of the adequate ICT facilities in the skills acquisitions centres

S/N	Constraints of ICT development	A ₍₃₎	D ₍₂₎	SD ₍₁₎	\bar{X}	Std. Dev.	Remark
1	Skilled personnel in various skills acquisition programmes to training youths are not available in training centers	144 (45.7%)	105 (33.3%)	66 (21.0%)	2.25*	.779	Agreed
2	Proper facilities to aid effective ICT development are not readily available in in training centers	118 (37.5%)	96 (30.5%)	101 (31.1%)	2.05*	.833	Agreed
3.	Inadequate infrastructure in skill acquisition center limits the population of youths partaking in ICT programmes training	131 (41.6%)	95 (30.2%)	89 (28.3%)	2.13*	.826	Agreed
4	Poor enlightenment on the importance of ICT to motivates youth to participate in skill acquisition	153 (48.6%)	31 (9.8%)	131 (41.6%)	2.07*	.948	Agreed

*Significant mean ($\bar{X} \geq 2.00$) N = 315 Percentages indicated in bracket

Table 2 showed that majority of the respondents agreed on items 1, 2, 3 and 4 at a mean score range of 2.05 to 2.25 ($\bar{X} > 2.00$). Therefore, this showed that lack of skilled personnel, lack of proper ICT facilities, inadequate infrastructure and poor enlightenment are the constraints of ICT facilities in the skills acquisitions centers in the oil production communities of Delta-State

Research Question 3: Are there adequate ICT facilities in the skills acquisitions centers in the oil production communities of Delta-State?

Table 3: Descriptive analysis on Adequacy of ICT facilities in the skills acquisitions centers

	Adequacy of ICT facilities	A ₍₃₎	D ₍₂₎	SD ₍₁₎	\bar{X}	Std. Dev.	Remark
1	There are available computers in skill acquisition centers	57 (18.1%)	4 (1.3%)	254 (80.6%)	1.37	.773	Disagreed
2	Internet service are unavailable in many skills acquisition centers	167 (53.0%)	98 (31.1%)	50 (15.9%)	2.37*	.743	Agreed
3	ICT facilities like projectors, electronics notice boards and strips are scantily available in skill acquisition centers	173 (54.9%)	82 (26.0%)	60 (19.0%)	2.36*	.783	Agreed

*Significant mean ($\bar{X} \geq 2.00$) N = 315 Percentages indicated in bracket

Table 3 showed that majority of the respondents agreed on items 2 and 3 at a mean score range of 2.36 and 2.37 while majority of the respondent disagreed on item 1 at a mean score of 1.37. Therefore, this showed that the supply of computers, internet services, ICT facilities like projectors, electronics are inadequate in the skills acquisitions centres in the oil production communities of Delta-State.

Research Question 4: Are the youth readily available for the ICT training programmes in the various skills acquisition centers in the oil production communities of Delta-State?

Table 4: Descriptive Analysis on youth readily available for the ICT training programmes

	Youth readiness for ICT training	A ₍₃₎	D ₍₂₎	SD ₍₁₎	\bar{X}	Std. Dev.	Remark
1	Large numbers of youths partake in skills acquisition as it is channelled to obtain employment	173 (54.9%)	54 (17.1%)	88 (27.9%)	2.28*	.871	Agreed
2	Youths are readily available for ICT training programmes in skill acquisition as it is a channel centers that are fully equipped	179 (56.8%)	83 (26.3%)	53 (16.8%)	2.40*	.760	Agreed
3	There is a massive turning up of youths in ICT training programme as it reduces indulgence in social vices	142 (41.1%)	99 (31.4%)	74 (23.5%)	2.22*	.801	Agreed

*Significant mean ($\bar{X} \geq 2.00$) N = 315 Percentages indicated in bracket

Table 4 showed that majority of the respondents agreed on items 1, 2 and 3 at a mean score range of 2.22 and 2.40 ($\bar{X} > 2.00$). Therefore, this showed that large numbers of youths are readily available for the ICT training programmes in the various skills acquisition centres in the oil production communities of Delta State.

DISCUSSION

The result showed computer aided photography, desktop publishing, PC repairs and maintenance, handsets repairs and computer programming are the areas of ICT development for manpower development in the oil production communities of Delta-State. This result is quite expected in that it is evident that ICT penetration in oil producing regions of Delta State has increased the number of phone vendors who sell smart phones, laptops, computers, phone/laptop accessories and equally repair them in various street corners

The result agrees with of Olasanmi, Ayoola and Kareem (2012) who found that ICT infiltration has made it created the avenue for various types of ICT based businesses such as document processing centres, cybercafé, computer training centres, computer services and repairs, hand set services and repairs, internet, programming, cable and satellite TV installations among others to be created. With very little take off funds; many have got skills that helped them self-reliant and independent in many communities. The result is in line with that of Ugwoke (2011) who found that ICT as a set of technological tools and resources is relevant to communicate, disseminate, store and promote manpower development.

Oladunjoye and Audu (2014) explored the impact of ICT on youth and its vocational opportunities in Idah Local Government Area of Kogi State, Nigeria and found that development of ICT will provide employment opportunities to the youths thereby securing the nation both socially and economically. The result showed that the impact of ICT will improve (wellbeing of the citizens) in manpower development among youths in Idah Local Government Area of Kogi State, Nigeria.

The result showed that skilled personnel, proper ICT facilities, inadequate infrastructure and poor enlightenment are adequate ICT facilities in the skills acquisitions centres in the oil production communities of Delta-State. The result agrees with that of Balsano (2005) who found that barriers to youth empowerment include illiteracy, inferiority complex, and lack of incentives after empowerment training and poverty.

The result showed that internet service, ICT facilities like projectors, electronics are adequate ICT facilities in the skills acquisitions centers in the oil production communities of Delta-State. Furthermore, the result shows that large numbers of youths, youths are readily available and massive turning up of youths are readily available for the ICT training programmes in the various skills acquisition centers in the oil production communities of Delta-State. The result agrees with that of Oladunjoye and Audu (2018) who revealed that impact of ICT will improve (wellbeing of the citizens) in manpower development among youths in Idah Local Government Area of Kogi State, Nigeria

CONCLUSION

Manpower development is essential to the success of every economy like that of the oil producing communities of Delta State. This may be due to the fact that technology and the Internet evolution have created global collaboration and competition advantage for many people. Based on the findings, it was concluded that computer aided photography, desktop publishing, PC repairs and maintenance, handsets repairs and computer programming are the areas of ICT development for manpower development. Although, a large numbers of youths, show readiness towards ICT training programmes in the oil production communities of Delta-State, the ICT training is largely confronted with many challenges. Some of the constraints of ICT for manpower development include: lack of skilled personnel, shortage of ICT facilities, inadequate infrastructure and poor enlightenment of the youths.

RECOMMENDATIONS

To promote ICT usage, it is recommended that:

1. The ICT infrastructure in technology skill acquisition centres should be upgraded while the dilapidated ones; should be replaced to encourage the use of ICT.
2. The state government can achieve this by increased funding and public private partnership (PPP).
3. In addition, youth restiveness and security challenges in oil producing regions of Delta State should be vigorously tackled so as to provide a safe business environment that would encourage both local and foreign investors to invest in ICT.
4. Lastly, intensive seminars, conferences and workshops should be mounted by relevant bodies to educate and upgrade the technical skills of youth in the area of ICT.

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