

**Providing Gainful Employment to the Youths: The
National Directorate of Employment and the Imo
Job Centre Examples.**

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1.0 Introduction

1.1 Background Information

- Nigeria had an estimated population of 140 million in 2006
- It is estimated that one in every six black people in the world is a Nigerian.
- Runs the presidential system of government.
- Made up of a three-tier structure arrangement namely: federal, state and local government
- Agriculture is the main economic activity in terms of employment and linkages with the overall economy
- The economy is diffused with the primary production sector.
- This sector is dominated by agriculture which accounts for 41% of the GDP followed by crude oil which is 22%.
- The secondary sector, especially manufacturing, accounts for 3.8%.
- This makes Nigeria one of the least industrialized countries in Africa

Background Information Continued

- Nigeria has estimated proven oil reserves of 32 billion barrels and is the sixth largest producer in the Organization of Petroleum Exporting Countries (OPEC) (NPC, 2005).
- Current economic strength derives largely from oil and gas resources wealth.
- Petroleum resources contribute about 95% of export revenues, 78% of government revenues in 2007 and 22% of the GDP in 2006
- Nigeria has more than 100 tertiary institutions producing more than 200,000 graduates yearly
- Thus an appreciable number of educated labour force.
- However, the education system has been criticized for producing too many job-seekers and too little entrepreneurs

Background Information Continued

- The unemployment and underemployment rate is put at more than 15% of the labour force.
- In 2005, Nigeria had a labour force of 57.2 million
- In 2003, the overall unemployment rate of 12.3% exceeded rural unemployment of 7.4%.
- The problem of unemployment situation became worrisome soon after independence in 1960
- In 1964, it was 14%. In 1985, it was 4.3%, 5.3% in 1986 and 7.0% in 1987. It fell to 5.1% in 1988
- The largest proportion of the unemployed represented by between 35-50% were secondary school leavers
- The urban unemployment rate for primary school leavers was between 3-6% in the 1980s.

Background Information Continued

- The worldwide economic depression of the early 1980s worsened Nigeria's economy.
- Industrial output shrank; commercial activities reduced as a result.
- This eventually found expression in loss of employment for Nigerians.
- The youths (13-35 years age group) and graduates were the hardest hit.
- It was against this background that the Nigerian government established the National Directorate of Employment, NDE, in 1986.
- More recently, Imo, one of the states in the Federal Republic of Nigeria established the Imo Job Centre (IJC).
- This centre features the innovative concept of Imo finishing school all geared towards youth employment.

Background Information Continued

- This paper is an attempt to present the examples and share experience of the National Directorate of Employment and the Imo Job Centre in providing gainful employment to youths.
- In this era of globalization, information sharing enhances our thinking globally and acting locally.
- Information contained in this paper will enable both policy makers and relevant stakeholders think out of the box and hence adapt the successes to their local realities

Background Information Continued

- The rest of the paper is organized as follows:
- Section 2 identifies the programme areas of the NDE.
- Section 3 highlights the operational procedure of the programme areas.
- Section 4 identifies the strengths, weaknesses, achievements and opportunities for, and challenges to NDE.
- Section 5 identifies the vision and mission of the IJC.
- Section 6 identifies the strengths, weaknesses, achievements and opportunities for, and challenges to the IJC.
- Section 7 concludes.

2.0 The National Directorate of Employment (NDE)

- Established in November 1986 and its job is creation programmes launched in January, 1987, the NDE is Nigeria's apex agency for employment creation through programmes of direct intervention among school leavers and graduates
- Emphasizes self reliance and entrepreneurship.
- The charter is to ensure commitment to employment generation,
- poverty reduction,
- wealth creation and attitudinal change to enable
- Nigerian youths to be self-employed and
- thereby contribute to the economic growth and development of the nation
- In line with the nation's reform agenda-the National Economic Empowerment and Development Strategy (NEEDS) - and the millennium Development Goals.

NDE Continued

- To achieve its mandate, a Board of Directors is in place
- It define policy and supervise operations.
- Board of Directors cuts across interest groups from industry, commerce, agriculture, finance, employers of labour and government.
- The Board of Directors articulated 4 nationwide:
 - (a) Vocational Skills Development Programme (VSDP).
 - (b) Small-scale Enterprise Programme (SSE).
 - (c) Rural Employment Promotion Programme (REP) and
 - (d) Special Public Works Programme (SPWP)

3.0 Operational Procedure of the Programmes

- **3.1 Vocational Skills Development Programme**
- Mainly designed for skills acquisition.
- Targeted at the youths.
- Youths are the majority of the unemployed and are without the requisite productive and marketable skills.
- Main schemes of programme:
 - a. National Open Apprenticeship Scheme (NOAS)
 - b. School-on-wheels (SOW) Scheme and
 - c. Waste-To-Wealth (WTW) Scheme.

3.1.1 The National Open Apprenticeship Scheme (NOAS).

- NOAS attempts to link education, training and the work place.
- Provides youths with basic skills for specific trades.
- The trades include domestic trades
- such as dress-making/tailoring, hair dressing, barbing, watch repair, radio repair etc.
- mechanical trades include black smiting/welding, and auto-mechanic foot wear/shoe repair.
- Building trades include agro farming, carpentry/joinery masonry/building, painting/glazing and plumbing.

NOAS continued

- The apprenticeship depends on the specific trade being learnt
- varies between 6 months and 2 years.
- On completion, the participants would have acquired skills for self-employment or for hiring by employers of labour.
- The NDE pays monthly stipend to the trainees.
- This currently stands at N2, 000 per month (N145 = 1\$).
- The NDE also pays for the services rendered by the master craftsmen and trainers.
- To trainers/master craftsmen involved in computer operations, N5, 000 per trainee is paid for the 6 months duration of the training.
- To trainers/craftsmen in other trades N1000 per trainee per year is paid.

3.1.2 School-On-Wheels (SOW) Schemes.

- A mobile training scheme which provides vocational training to school learners and other unskilled persons in the rural areas.
- Involves taking fully equipped mobile vocational training facilities to the rural areas.
- Skills taught include domestic trades, mechanic trades and building trades.
- Qualified NDE officials deliver the training.
- Sometimes assistance is received from staff of local government councils in such areas as provision of venue, security and logistic support

3.1.3 Waste-To-Wealth (WTW) Scheme.

- Designed and implemented in training interested youths in the techniques of converting such materials as scraps, disused cans and containers into useful marketable products.
- Example, snail shells, corals, cane materials, coconut shells and similar discarded materials can be transformed into house décor objects, toys furniture items and valuable household objects.
- After the two-week training, participants are offered loans with which to establish their own business.

3.2 Small Scale Enterprises (SSE) Programme

- Designed to enable unemployed Nigerians set up and manage their own businesses.
- Characterized by the Entrepreneurship Development Programme (EDP).
- The EDP is a popular strategy for entrepreneurship training/business development and promotion
- Thus creating enterprises for employment and income generation.
- Business initiatives are stimulated in participants.
- Micro and small scale entrepreneurs are empowered through well targeted training to increase their capacity to run their businesses.
- Emphasis is laid on enhancing knowledge of basic entrepreneurial requirements and constraints.
- The target groups of the entrepreneurship training is the youths, unemployed graduates and mature people.
- Unemployed graduates and the willing and able retirees undergo start-your-own business training,
- school leavers and artisans undergo basic business training.

3.2.1 Stages of Entrepreneurship/Business Training

- **Start-Your-Own-Business (SYOB)**
- The SYOB is the first stage.
- Involves making potential entrepreneurs to understand such issues as :
- the structure of the Nigerian economy;
- the vagaries of the labour market and related topics of entrepreneurship training;
- the business ideas, the marketing plan, legal responsibilities and insurance;
- types and sources of capital etc.
- SOYB training lasts for one week.

Entrepreneurship Attachment

- In this second stage, participants are attached for not more than 3 months to established entrepreneurs;
- stipends are paid to school leavers and university graduate participants as applicable.

Feasibility Report Writing

- Final stage of business training
- Participants are taught how to prepare a bankable feasibility report.
- Takes 1 week after which participants prepare report on their chosen business for a loan amount not more than N250, 000.
- The SSE has such interesting features as women cooperative scheme, and training in income generation

3.3 Rural Employment Promotion (REP) Programme

- Designed to provide self-employment in agriculture for school leavers and tertiary institutions graduates in agriculture and related disciplines.
- Interested applicants are offered relevant training and orientation in agriculture.
- Training covers modern agricultural practices in crop production,
- processing,
- livestock management and
- agro-allied ventures.
- In the beginning, land is provided for the participants and cleared at the expense of the NDE.
- Currently (2000 to date) , because of pressure on land and disputes on ownership of acquired land, the NDE concentrates on training while participants provide own land.

Rural Employment Promotion (REP) Programme continued

- Programme executed at the state level in cooperation with state and local governments.
- Schemes implemented under this programme:
- (a) Rural Agricultural Development and Training Scheme.
- (b) Integrated Farming and Training Scheme.
- (c) Rural Handicrafts Scheme and
- (d) Agricultural Skills Training Centre.

The Rural Agricultural Development and Training Scheme

- This Scheme involves training interested unemployed persons in:
 - crop production and processing,
 - livestock production,
 - vegetable production and
 - dry season farming.
- NDE provides training materials such as farm inputs, irrigation pump and breeding stock.
- Training involves theory and practical demonstration for 4 weeks and
- attachment to established farms in the state for 3 months following the 4-week training.

The Integrated Farming and Training Scheme

- This Scheme is designed to provide agricultural training to
- interested unemployed graduates of tertiary institutions and
- retirees.
- Training is on livestock farming,
- crop processing and
- arable farming.
- An integrated farm enables the farmer:
- transform crop plant residues and un-graded grains to animal feeds.
- Animal residue is converted to compost manure for crop production.
- This idea is based on the concept of mixed farming and
- aimed at self-employment and job creation.

Rural Handicrafts Scheme

- This Scheme is designed and implemented for the unemployed to be self-employed in
 - crop production,
 - livestock production or integrated farming enterprises.
- In it, productive farm ventures are engaged in during periods of waiting for the rain-fed farming season.
- Thus apart from keeping the farmers busy, it also raises their income.
- The handicrafts chosen are those that have relevance to agriculture.
- Training lasts for 4 weeks.

Agricultural Skills Training Centre, ASTC,

- ASTC is established in each of the 6 geopolitical zones on a pilot basis.
- Training is conducted for the unemployed on agricultural business ventures.
- Training lasts for 16 weeks including 4 weeks for field attachment.
- Training encompasses crop production,
- livestock production,
- crop processing and agro services.
- Loans granted vary.
- The minimum is N100,000 while the maximum is N250,000.
- Loan amounts approved depend on the value of the feasibility study;
- payback period is 5 years with 1 year grace period.
- Interest rate is 9% per annum.
- Loan default is a problem to the NDE
- For instance, out of 10 persons granted loan under the SOYB in Imo State in 2004, none has repaid the loan till date.

3.4 Special Public Works Programme (SPWP)

- Provides immediate temporary employment to the unemployed.
- Accomplished through engaging the unemployed in executing relevant public works.
- NDE supports the view that infrastructural construction and maintenance are capable of generating employment .
- The ILO suggested the use of labour-based light-equipment supported method of construction and maintenance of rural infrastructure.
- This was successfully pre-tested with the SPWP of the NDE.

Schemes under the SPWP

- Under the SPWP, the NDE recruits interested unemployed persons and trains them as work gangs for states, local governments and communities who embark on development projects.
- NDE pays for the labour while relevant governments and communities supply the raw materials.
- Schemes under the SPWP include:
 - (a) Graduate Attachment Programme (GAP).
 - (b) Community-Based Development Scheme (CDS).
 - (c) National Sanitation Employment Scheme (NSES).
 - (d) Public Toilet Scheme.
 - (e) Job Creation through Water Supply and Distribution.
 - (f) Environmental Beautification and Protection (EBP) Scheme.
 - (g) Mowing Machine Scheme (MMS) and
 - (h) Erosion, Shelter and Windbreakers Control Scheme.

The Graduate Attachment Programme (GAP)

- The GAP falls under the transient job provision of the NDE.
- Instead of allowing the skills of the unemployed graduates to suffer atrophy, the NDE temporary recruits those who are interested and attaches them to industrial firms.
- Some participants are engaged in community development projects, such as road rehabilitation, renovation and maintenance of public infrastructure as well as environmental beautification.
- Interested graduates register at the NDE offices in any state
- Prospective participants are placed appropriately.
- A minimum period of 12 months and a maximum of 24 months required for participants to gain pertinent practical proficiency requisite for meeting employers' demand on number of years of cognate working experience.

Graduate Attachment Programme (GAP) continued

- Some collaborating agencies under the GAP include:
- (a) Federal and State Ministries of Works, Housing and Transport;
- (b) Federal and State Ministries of Agriculture;
- (c) Federal Ministries of Environment;
- (d) Construction and manufacturing companies; and
- (e) Works Department of Local Government Councils.
- Each collaborating agency is encouraged to absorb as many participants as possible after the pupilage period.
- NDE pays monthly allowance of N8,000 and N2,000 to graduate participants and school leaver participants respectively.
- The collaborating agencies are expected to subsidize the monthly allowance paid by the NDE to the participants.

The Community-Based Development Scheme, CDS

- CDS, aims at generating employment at community level on a collaborating basis.
- Facilitates engagement of the unemployed on community based infrastructure development.
- Choice of activities and ownership of projects are responsibilities communities.
- This ensures sustainability and maintenance of facilities

The National Sanitation Employment Scheme, NSES

- NSES, is a two-pronged approach at providing gainful employment and maintaining a clean environment.
- It is a direct reaction to problem of waste management in the urban areas.
- Uses the abundant unskilled labour in the cities.
- A distinctive feature of the NSES is the waste management.
- In the waste management initiative, the NDE introduced simple motorized tricycle to evacuate refuse from offices and residences.
- Refuse is taken to a central collection point from where disposal vans move them to designated dumps and or incinerators.
- The NDE loans out these machines to interested beneficiaries.
- Technical training is also provided by the NDE for beneficiaries.

Public Toilet Scheme

- In this Scheme, NDE in collaboration with communities and local governments generates employment through construction of toilets in public places.
- The communities provide the necessary materials for construction.
- The NDE provides the labour and technical expertise.
- Management of such facilities provides employment to the operators.

Job Creation Through Water Supply and Distribution

- Articulated to generate employment and also assist in addressing water supply and distribution in villages, towns and cities.
- This initiative is implemented through:
- (a) Neighbourhood Water Scheme (NWS) and
- (b) Water Trucking and portage Scheme (WTPS).

The Neighborhood Water Scheme, NWS,

- NWS provides employment to many unskilled persons.
- Also provides portable water to the citizenry.
- Involves sinking of bore holes, construction of earth dams and fabrication of overhead tanks for water storage.
- Beneficiaries are provided with training on the construction, management and maintenance of the facilities.
- Training is also provided on how to use the water system for irrigation in the dry season.
- Projects executed in partnership with interested communities.
- On completion, the projects are handed over to the relevant community on loan.

The Water Trucking and Portage Scheme, WTPS

- WTPS, is complementary to the NWS.
- Involves making use of locally available materials for the construction of water trucks.
- The trucks are then used to deliver clean water to consumers door to door.
- The truck mounted on two wheels can carry 8-10 jerry-cans. Beneficiaries receive jerry-cans and trucks on loan.

the Environmental Beautification and Protection, EBP, Scheme

- Under this Scheme, beneficiaries are supported to establish nurseries where flowers can be raised and eventually be bought.
- Through this, the NDE generates gainful employment through
 - the beautification of streets,
 - construction of parks and gardens and
 - planting of trees.

The Mowing Machine Scheme, MMS,

- The MMS provides beneficiaries with
- training and
- relevant equipment to clear bushy environment at a fee.
- Machines are usually provided by the NDE on loan to the beneficiaries.

The Erosion, Shelter and Windbreakers Control Scheme

- By way of creating employment as well as tackling the problem of erosion and desertification,
- the NDE has developed some techniques using available unskilled labour, simple tools and equipment.
- The Erosion, Shelter and Windbreakers Control Scheme involve training interested applicants on the techniques of erosion control and shelter belt development.
- With particular reference to desertification, planting of trees in grazing reserves, establishment of shelter belts and windbreakers are embarked upon by willing and able young adults.

4.0 Strengths, Weaknesses, Achievements and Opportunities for and Challenges to the NDE.

- **4.1 Strengths of the NDE**
- (a) A scheduled organization with a well established pensions scheme.
- Operates very good conditions of service which guarantee job security for staff.
- (b) Backed by law. Established by Act Cap 250 of the laws of the Federal Government of Nigeria.
- Act is published in Federal Government (Extra ordinary) Gazette N0 61 of 20th October, 1989.
- (c) Supervised by a Board of Directors whose chairman is the Minister of Labour.
- (d) Offices in all states of the federation including the Federal Capital Territory.
- (e) Integrates the activities of women organizations into its job creation agenda.
- (f) Has active and ready collaboration with both local ministries,
e.g. departments and agencies and
international agencies e.g. International agencies include the UNDP, the ILO, the GTZ etc.

4.2 Weaknesses of the NDE

- (a) The NDE in the execution of the apprenticeship programme has placed some young adults in various skills, development projects without adequate understanding of the interest, aspirations and aptitudes of the participants.
- (b) Many of the participants were attracted to the programme simply because of the meager monthly stipend.
- (c) The defaulting attitude of loan beneficiaries makes recycling of loan impossible.
- (d) Gender considerations of the NDE notwithstanding, Nigeria still faces the challenge of meeting the employment prospects of young women.

4.3 Achievements of the NDE

- **4.3.1 Vocational Skills Training**
- A total of 783,318 unemployed youths who had hitherto lacked marketable skills have been trained in 80 different trades under the NOAS
- Over 38,000 youths are undergoing training in various trades nationwide
- With respect to the number of youths trained and provided with tools and equipment to establish and run their own businesses, the following figures have been reported for the various years: 25 in 2002, 120 in 2003, 13 in 2004, 1,901 in 2005 and 1,480 in 2006

4.3.2 Achievements under the Small Scale Enterprise

- A total of 61,513 unemployed graduates and school leavers have benefited from the business training programmes
- Over 700,000 National Youth Service Corp members have benefited from the entrepreneurship development sensitization programme conducted by the NDE
- Entrepreneurship Development Programme of the Small Scale Enterprise recorded the following beneficiaries in the specified years: 105,000 in 1999, 95,000 in 2000, 39,551 in 2001, 21,551 in 2002 and 36,000 in 2003.
- Within 2004-2005, over 22,000 feasibility reports were received by the NDE
- Out of this number, 700 viable projects were funded by the Nigerian Agriculture Cooperative and Rural Development Bank (NACRDB).
- In line with the memorandum of understanding between NDE and NACRDB, the NDE deposited N300,000 in each state branch of NACRDB to facilitate granting of loans to train beneficiaries

4.4 Opportunities for the NDE

- (1) The NDE should explore collaboration with education planners and administrators and policy makers for inclusion of functional entrepreneurship based training in the school curriculum.
- (2) In spite of the over 20 years of the NDE operatives, Nigeria is still far from full employment.
- The NDE should conduct a study on this and find out how to achieve this ideal in the next 20 years.

Challenges to NDE

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- **4.5.1 Inverted Attitude to Work**
- Sharing the national cake, instead of helping in baking it.
- **4.5.2 The Economy's Dependence on Oil**
- The boom and bust mode of the economy on account of dependence of the economy on oil revenue
- This impacts negatively on such macroeconomic indicators as employment growth and public expenditure.
- **4.5.3 Less than Favourable Environment for Private Sector Growth.**
- Operating business in Nigeria is encumbered with such constraints as poor infrastructure and high cost of doing business.
- Nigeria's basic infrastructure are in a state of crisis: barely 1700MW of electricity are generated for a country that needs at least 40,000MW.

5.0 Vision and Mission of the Imo Job Centre

- An initiative in grappling with youth unemployment at the state level is the Imo Job Centre (IJC).
- The IJC was established by the government of Imo State in 2007.
- background information on the state where it operates.
- Imo State is one of the 36 states that make up Nigeria.
- Located in the southeastern part of the country,
- it has a population of 3,934,899 and an estimated land area of 5288 km²
The state is made up of 27 local government areas.
- Endowed with huge agricultural and mineral resources, the state is mostly agrarian.
- By degrees, subsistence production is being replaced by non-farm occupation and a tendency for migration to other parts of the country.
- The state is prominent in the oil exploration industry.
- The state has a weak industry sector made up of a number of distressed and moribund industries
- Youth unemployment is a worrisome feature.

6.1

Strengths of the IJC

- (a) Employment generation is one of the 14-point agenda of the state government.
- (b) It is headed by a Project Director who reports directly to the Governor.
- (c) Lean but efficient bureaucracy
- (d) In partnership with the organized private sector.

6.2 Weaknesses of the IJC

- (a) Is targeted only at Imo State indigenes.
- The negative consequences of unemployment especially among the youths know no state or municipal boundary.
- (b) The IJC is targeted at tertiary institutions graduates. The gains made in employing young tertiary institutions graduates may be neutralized by the pains of non-graduate unemployed youths.
- (c) The IJC has the only office at the state headquarters. Targeted young adults in other locations in the state commute to the state capital at own cost to avail themselves of the services or get crowded out.

6.3 Achievements of the IJC

- from inception to date, securing jobs for 5,000 unemployed youths registered with it.
- Has in its data bank the number, categories and contact details of unemployed graduates in the state who are registered with it.
- For instance, data gathered from the centre show that as at December 2008, the following categories of unemployed youths registered with it.

Achievements continued

- Table 1. Categories of unemployed youths registered with the Imo Job Centre as at December, 2008.

Academic Qualification	Total Number Registered
• NCE	1,479
• OND	420
• HND	2,073
• B.ED	1,886
• B.Sc/B.A	5,153
• PGD/M.Sc	116
• Others	381
• Total	11,508

- majority (45%) of the registered unemployment youths were made up of B.Sc/B.A degree holders.
- Such information is expected to inform and influence the government and the relevant stakeholders on the categories and background of job seekers in the state.

Achievements continued

- Other achievements recorded by the IJC include forging a public-private-partnership arrangement in tackling the problems of youth employment in the state.
- This is evident in the organized private sector especially those in the services sector calling at the IJC for the details of graduates in specific areas and offering to partly fund the activities of the finishing school.
- Establishment of the finishing school is one achievement of the IJC.
- A finishing school is one that focuses on training in cultural and social activities after an ordinary school with a view to completing an educational experience.

The Imo State Finishing School

- The Imo State Finishing School is a novel programme created under the IJC to upgrade the level of preparedness for the world of work of young graduates of Imo State origin.
- Participants who are selected after an aptitude test then go through a 5-week residential immersion programme.
- The training focused on the critical and requisite skills needed for entry and progress in the workplace.
- The skills are interview simulation, proper dressing, curiosity and enquiring, leadership and follower-ship skills, problem solving skills, information technology skills, value and work ethics etc.
- With respect to the finishing school, 69 participants were selected from 7000 applicants.
- The selection was based on their performance in a validated aptitude test.
- Resource persons were drawn from the universities and relevant consultancy firms.

6.4 Opportunities for the IJC

- Sensitizing the organized private sector especially the oil companies to discharge a part of their corporate social responsibilities by sponsoring the finishing programme and employing from the pool of the graduates.
- The need to expand the scope of the activities to include youths who are not graduates of tertiary institutions.
- Opening liaison offices in the local government areas of the state.

6.5

Challenges to IJC

- In the face of economic meltdown, funding tends to threaten the vision and mission of IJC.
- Most government programmes tend to go with the government that initiated them. Hence sustainability may not be guaranteed.

7.0 Summary, Conclusion

- The presentation focused on the experiences and examples of providing gainful employment through two institutions in Nigeria. These are the National Directorate of Employment, NDE, at the national level and the Imo Job Centre, IJC, at the state level.
- In terms of lessons learned, we may now draw the following conclusion.
- policies aimed at providing them with gainful employment should necessarily be constantly review and upgraded.
- Attitudinal change, value reorientation, due process and good governance should guide the conduct of our public office holders.
- Those who have attained the statutory retirement age should duly retire and so give way for the employment of younger ones.
- If we want the youths to imbibe the culture of the value of work and respect for honest gains, then the elders must be at the vanguard of such virtues.

Recommendation

- The discussion in this paper has not been exhaustive.
- However, it has drawn attention to a number of issues that are of importance to policy.
- The NDE and the IJC, coupled with the finishing are innovative youth employment practices in Nigeria worthy of emulation and scaling up.
- Evidently, these are not perfect programmes. They can be improved as is evident in their weaknesses, opportunities, and challenges.
- It is recommended that interested institutions adapt the examples and experience to their local realities.
- For us in Nigeria suggestions for improving effectiveness are welcome.

The End

- Thanks for the attention

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