

CAPACITY BUILDING AS A PANACEA TO UNEMPLOYMENT IN NIGERIA

IBIJOJU Taiwo Reuben (PhD), ²ADEYEMI Gideon Oluwatoba, ³ADEKANMBI John Ayodele, PhD, ⁴AWE Solomon Olurotimi

¹Department of Business Administration, School of Management Sciences,
Bamidele Olumilua University of Education, Science and Technology, Ikere-Ekiti,
Ekiti State, Nigeria

Corresponding Author: ibijoju.taiwo@bouesti.edu.ng

²Department of Business Administration, Faculty of Management Sciences,
Afe Babalola University, Ado-Ekiti, Ekiti State, Nigeria

^{3&4}Department of Accounting, School of Management Sciences,
Bamidele Olumilua University of Education, Science and Technology, Ikere-Ekiti,
Ekiti State, Nigeria

Abstract

Human capital development has been identified as an integral avenue through which a nation can achieve sustainable development. Unemployment has been seen as a callous worm that eats deep into the development of a nation, hence, the urgent need to address the menace. Knowing fully well that the government alone cannot provide employment for all the teeming youths in society, notwithstanding, it can empower them to be self-reliant and even make them to become employers of labour. This can easily be achieved through capacity building. This study explores the concept of capacity building and how it can serve as a solution to the menace of unemployment in Nigeria, particularly, Ondo State. The study explores both conceptual and empirical reviews of the concepts of capacity building as well as unemployment. Since the total number of unemployed citizens in Ondo State is unknown, Z score formula was adopted to determine the desired sample size of 100. Primary data were collected through the use of self-administered questionnaire. Data were analysed using Regression Analysis. The result showed that capacity building has significant influence on unemployment rate in Ondo State, Nigeria. Government should invest more in capacity building in order to reduce unemployment rate in the state.

Keywords: Capacity building, Panacea, Unemployment, Capacity program, Ondo State.

1.1. Introduction

Capacity building has been meticulously encouraged in Nigeria in recent years, which aims at the promotion of training and developing as well as empowering the unemployed. Considering the funding of such capacity building program and as well as seeing it as unimportant. The statistics from the Manpower Board and the Federal Bureau of Statistics has it that Nigeria has 64 million of them unemployed, while 1.6 million are underemployed (Awogbenle & Iwuamadi, 2010). Among the causes of unemployment in Nigeria are rural-urban migration, rural

underemployment and urban unemployment, lack of employable skills, rapid population growth, and absence of vibrant manufacturing sector.

While these facts may not have captured in totality the unemployment scenario in Nigeria, they point to the fact that the situation is a very critical one. To address this menace, various regimes in Nigeria have initiated development programs geared towards self-employment and self-dependence among the unemployed. Agencies and institutions have been established with the mandate of combating unemployment and poverty facing the unemployed. One of these institutions is the National Directorate of Employment (NDE), established in 1986 (NDE, 2009). With the realization that one of the major causes of unemployment among Nigeria is lack of skills for wage employment or to become self-employed, the NDE designed the Vocational Skills Acquisition Training to train youths in a wide range of vocational skills in view of making them self-employed and economically self-reliant (NDE, 2009).

The skill acquisition programs have been identified as panacea for the high youth unemployment, poverty and hunger in Nigeria, where statistics have shown that 70 per cent of the unemployed population of the country is unskilled (Ojei, 2010). Vocational skills development program equips youths with the human capital that let them avoid poverty and have a more fulfilling life. Investing such skills in them therefore calls for involvement of all stakeholders. The training involves the use of informal sector operators such as master craftsmen/women as training centers, where unemployed spend a period long enough for them to acquire the requisite skills. As Ojei (2010), the NDE coordinator explained, the training would empower the beneficiaries to become self-reliant; arguing that the unemployed could not continue to walk the streets looking for non-existent jobs; and that the training would lead to the creation of a new generation of self-employed who on their own would become employers of labour.

According to Agi & Yellowe (2013) education is important to the development of human resources, impartation of appropriate skills, knowledge and attitude. It is the basis for transformation, industrialization and a high way to global knowledge economy. Relating to security, Agi & Yellowe (2013) explained further that education is regarded as a means of achieving culture of peace, gender equality and positive African values. It is therefore the understanding of many that education leads to national transformation and development, through

reduction in poverty with ensured peace and security. The National Economic Empowerment and Development Strategy (NEEDS) (2004) document lends credence to the place of capacity building by clearly explaining its role in self-reliance and development, Agi & Yellowe (2013) also supports this when they asserted that the goals of wealth creation or generation, poverty reduction and value re-orientation can only be attained and sustained through an efficient education system which impacts the relevant skills, knowledge, capacities, attitudes and values. In view of the benefits of education enumerated above, Nigeria has provided education for decades with abundant available manpower. However, what keeps agitating the nation endlessly borders on the slow and inefficient economy, near primitive democracy and violent social co-existence in society (NEEDS, 2004). The scope of this study is Ondo State, Nigeria. The scope is purposely chosen for this research work because it's one of the ancient states in Nigeria characterized with teeming population and a notable percentage of perceived unemployment among the youths.

1.2 Statement of the problem

There has been an increasing rate of unemployment in Nigeria and other developing countries due to factors which lead to unemployment. The rate at which people are unemployed is high because some people lack professional skill which can help them to become self-employed. Despite the creation of skill acquisition centres by government to enable both educated and non-educated people acquire skills to become professionals on their own, it is however noticed that graduate do not want to engage themselves into such program due to the education they have acquired in tertiary institutions. They believe such programs are only meant for those who do not acquire tertiary education certificate. This perception has gone a long way in exacerbating the growth of unemployment across the country, most especially in Ondo State, Nigeria.

However, capacity building is for everyone in the society. It is a scheme whereby employees are engaged in capacity building programme to learn more, widen their horizons and thinking faculties and make them improve in their performance. There are many graduates and non-graduates in Ondo state who do not want to enroll in capacity building because they feel like the programme would be a waste of time, most especially, if they do not have money to establish themselves after acquiring such skill. Hence, this study will seek solution on how capacity building can help reduce the rate of unemployment in Ondo state.

1.3 Purpose of the Study

The purpose of this study is to investigate the impact of capacity building on unemployment in Ondo State, Nigeria.

1.4 Research Question

i. What is the impact of capacity building on unemployment in Ondo State, Nigeria?

1.5 Research Hypothesis

H₀₁: There is no significant of capacity building on unemployment in Ondo State, Nigeria.

2.0 LITERATURE REVIEW

2.1 Conceptual Review

2.1.1 Capacity Building

The concept of capacity building has been defined in a variety of ways based on who uses it and what context it is being used for. Capacity development has been defined as the process by which individuals, organizations, institutions and societies develop abilities – both individually and collectively to perform functions, solve problems and set and achieve objectives (McGinty, 2002). The focus of some scholars in their definitions is on existence of commitments, skills, resources and problem solving abilities of the community, in most cases, this could be as a result of their connection to a particular program or institution (Goodman, Speers, McIeroy, Fawcett, Kegler, Parker, & Wallerstein, 1998). Regarding to the many definitions of the concept, Chaskin, Brown, Venkatesh, and Vidal (2001) argued that capacity building can take place on the individual, organizational and community level; and that some capacity focus on affective connections and shared values, while others are particular about processes of participation and engagement. Further, they talked about community capacity building, emphasizing those definitions of community capacity building focus on a range of dimensions and issues (Chaskin, et. al, 2001).

Further, it was argued that capacity building focuses on three main types of activity, namely:

- Developing skills - learning and training opportunities for individuals and groups, and sharing through networks and mutual support, to develop skills, knowledge and confidence.
- Developing structures – developing the organizational structures and strengths of community

groups, communities of interest and networks. • Developing support – developing the availability of practical support to enable the development of skills and structures. In the perspective of Goodman et al. (1998), some dimensions of capacity include notions of participation and leadership, skills and resources, social and inter-organizational networks, sense of community and understanding of community history.

Capacity building is an effective strategy for promoting empowerment. Slogans such as "helping people to help themselves" and the proverb, "teach a man to fish" point directly at capacity building (Bede & Haslinda, 2012). Capacity building is seen as a process by which individuals, groups and organizations, institutions and societies increase their abilities to perform core functions, solve problems and define and achieve objectives; to understand and deal with their development needs in a broad context and in a sustainable manner (UNDP, 1997). According to Groot and Molen (2000) defined capacity building as the development of knowledge, skills and attitudes in individuals and groups of people relevant in design, development, management and maintenance of institutional and operational infrastructures and processes that are locally meaningful. Based on this definition, capacity building for employees in a broad sense may refer to improvements in the ability of all employees to perform appropriate tasks within the broader set of performance standards of the organization.

Capacity building encompasses Human Resource Development (HRD) as an essential part of development. It is based on the concept that education and training lies at the heart of development effort and without HRD most development inventions will be ineffective. It focuses on a series of action directed at helping participants in the development process to increase their knowledge, skills, and understanding and to develop the attitude needed to bring about the desired developmental change. (Groot and Molen, 2000).

According to United Nations Committee of Experts on Public Administration (UNCEPA) (2006), capacity building takes place at three levels, that is, at the individual level, an institutional level and the societal level. Capacity building on an individual level means the development of conditions that enable individuals to build and enhance existing knowledge and skills. Additionally, it requires the conditions that will allow individuals to engage in the process of learning and adapting to change (UNCEPA, 2006).

Ikharehon (2007) believed that the importance of human capacity building in Africa cannot be under-rated. This is because for a country to witness a sustainable development, most especially in the emerging economies, such nations embark on the production of more skilled human capital. This can only be achieved if the government invests massively in entrepreneurship and technical skills. Nations should embark on development of quality and relevant human capacity building that will assist them put in place strategies for sustainable development. The World Bank (2012) described capacity development as a process of change and the systematic management of transformation. It involves the transformation of people, institutional and societal capacity. Chambers (2005) believes Capacity building requires commitment, visionary leadership, viable institution and respective organizations, material, financial and skilled human resources. In the view of Olivier de Surdan (2005) and Theron (2008), human capacity development takes occurs at three different levels: (a) the individual level; the organizational level as well as the societal level. These three levels are interwoven and interdependent. An investment in the human capacity building must design and account for impact at these multiple levels.

2.1.2 Unemployment

According to Hussmanns (2007), unemployed persons are those who have had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the four-week period ending with the reference week. In order to be considered unemployed in South Africa, an individual must meet the following three criteria simultaneously: the individual must be without work, currently available to work, and taking active steps to find work (Statistics South Africa, 2015). One of the most pressing problems in Sub-Saharan African (SSA) has been identified as unemployment (Hilson & Osei, 2014). Rama (1998) found that there are in essence three causes of unemployment. The first being age: the probability of being unemployed is highest amongst the unemployed, and it deteriorates with age. The second is education: various studies indicate that the unemployment rate reduces as education levels get higher.

Unemployment is of specific concern because individuals who become unemployed in the period of their early working years may become discouraged, and those who struggle or even fail to obtain a job after full-time higher education may see a decline in their human capital and

employment prospects, which could result in social exclusion (Gomez-Salvador & Leiner-Killinger, 2008). These studies further argue that unemployment can be problematic not only to the affected, but to the economy as a whole. Firstly, youth unemployment means unused labour potential and therefore has a negative effect on prospective economic growth.

Igbokwe-Ibeto & Mac-Ozigbo (2021) described youth unemployment rate as a percentage of the total number of persons available for employment at any time but cannot get job. Youth unemployment has been seen as one of the significant obstacles to social progress. Apart of being a colossal waste of manpower resources of a country, it brings about welfare loss in terms of lower output thereby amounting to lower income (Raheem, 1993 cited in Igbokwe-Ibeto & Mac-Ozigbo (2021). haven examined the youth unemployment situation, Igbokwe-Ibeto, Agbodike, and Umeifekwem (2015), declared that youth unemployment is a very serious issue not only in Nigeria, but in Africa at large.

2.2 Empirical Review

Bede and Haslinda (2012) examined the youths' perceptions of the components or dimensions of capacity building imparted in them. The survey was carried out in the four area councils of Abuja, the Federal Capital Territory (FCT) of Nigeria, namely, Abuja Municipal, Gwagwalada, Kuje, and Bwari. A simple random sampling technique was adopted in selecting a sample size of 268 from the population. Although Krejcie and Morgan 218 (1970) recommended a sample size of 248 from a population size of 700, it is at the same time advised that since a high response in questionnaire survey is not always likely, the researcher therefore embarked on administering a much higher number of questionnaires in order to achieve a targeted volume of responses. The questionnaires were self-administered. Out of a total number of 268 participants who were surveyed, 250 questionnaires were returned, and subsequently analyzed- that is, two participants more than the number recommended by Krejcie and Morgan (1970). Primary data were collected with the aid of structured questionnaire to ascertain the levels of capacity building among the participants. The study employed descriptive statistics to analyze the data collected. Findings from the survey indicated that a higher percentage of the sampled youth reported high and moderate levels of their capacity building. This implies that the vocational skills development was a successful scheme. From the findings, it was however recommended that

constraints that impede the success of the scheme be addressed by policy makers in order to make the outcome of the skills training a more successful one.

Igbokwe-Ibeto and Mac-Ozigbo (2021) examined the connection between youth unemployment and human capacity building in Nigeria and the imperatives of entrepreneurship education. This survey employed both primary and secondary data. It was argued that human capacity building is a continuous process of development that could be accomplished through entrepreneurial education. Technical human capacity building will serve as leverage for youth unemployment in the country. While the Nigerian government policies have not been able to effectively galvanize the private sector and Non-Governmental Organizations (NGOs) to create more jobs for the youths, however, the missing link is the negative correlation between the nation's educational system and the kind of technical skills needed to achieve youth employability in the country. This study concludes that the dynamics of development at national, state and local levels in the country should involve the exposure of government change agents to participatory learning and action methodologies. This study therefore, recommends among others that, in the new global economy, young people need to acquire more than just basic education and curricula. They should be influenced by the current trends in globalization, entrepreneurial studies and technological transformation. Micro and Small Enterprises should be strengthened and supported both technically and financially by government, private sectors and NGOs. Also, appropriate monetary and fiscal policies are necessary for Nigeria to effectively address its youth unemployment and human capacity development problems.

Malachy and Awujola (2018) investigated the effect of capacity utilization on unemployment in Nigeria between 1981 and 2016, empirically leaning on the model employed by Asta & Zaneta (2010). The study utilized time series secondary data using two-stage least square regression techniques. The annual data utilized for the paper were regressed with E-views econometric package version 9. The results of the 2SLS analysis revealed that a positive relationship exists between capacity utilization and unemployment in Nigeria. The positive relationship is statistically significant at 5% level. The finding indicated that a 100% rise in capacity utilization leads to 3.4% increase in unemployment. The study concluded that government should institute policies geared towards productive employment as this would reduce the pace of unemployment and underemployment in the country. Furthermore, government's focus should largely be

concentrated on the micro, small and medium enterprises as these are the major drivers of employment growth in Nigeria as against the large scale businesses.

3.0 RESEARCH METHODS

3.1 Research Design and Sample Size

The study makes use of descriptive research design with the use of self-designed questionnaire as the research instrument for primary data collection. The population for the study are employed within Ondo state. The sample size for the study is infinite. Since the population of the study is unknown, Z score formula is appropriate to determine the desire sample size of this study. This is shown as follows:

The percentage of 1100 of the population is 5, confidence level 99 and confidence interval is 0.01 by applying the given data in the formula;

Z score infinite formula for unknown population $SS = [z^2 p (1-p)]/c^2$

$$SS = \frac{(2.58)^2 \times 0.05 \times (1-0.05)}{0.01^2} = 316$$

Sample size for finite population

$$= \frac{316}{1 + \frac{316-1}{1100}} = 100$$

$$SS = 100$$

From the result above, the sample size is one hundred (100) from the population of the study among infinite unemployed in Ondo state. Therefore, the questionnaires were self-administered by the researcher, seeking the consent of the participants to really ascertain it was administered to an unemployed within Ondo state. The study made used of descriptive statistics to interpret the responses of the participants to the research questions while regression and descriptive with Anova was used to analyze the research hypothesis.

4.0 Results

4.1 Test of Research Questions

Research question: What is the impact of capacity building as a panacea to unemployment?

Table 4.1: Showing impact of capacity building as a panacea to unemployment

| S/N | ITEMS | SA | A | D | SD |
|-----|-------|----|---|---|----|
|-----|-------|----|---|---|----|

| | | Frq | % | Frq | % | frq | % | frq | % |
|----|---|-----|------|-----|------|-----|------|-----|------|
| 1. | Capacity building helps the unemployed to become self employed | 23 | 23.0 | 33 | 33.0 | 20 | 20.0 | 24 | 24.4 |
| 2. | Capacity building enable the unemployed to be skilful | 26 | 26.0 | 18 | 18.0 | 35 | 35.0 | 21 | 21.0 |
| 3. | Unemployed would know what to do after undergone capacity building programme | 33 | 33.0 | 38 | 38.0 | 13 | 13.0 | 16 | 16.0 |
| 4. | Unemployed will have knowledge about how to make funds for themselves through capacity building | 47 | 47.0 | 27 | 27.0 | 14 | 14.0 | 12 | 12.0 |
| 5. | Capacity building helps the unemployed to become financially buoyant | 49 | 49.0 | 28 | 28.0 | 11 | 11.0 | 12 | 12.0 |

Source: Field Survey, (2022)

Table 4.1 above shows that (23.0%) of the respondents strongly agreed that capacity building helps the unemployed to become self-employed (33.0 %) agreed, (20.0%) disagreed while (24.5%) of the respondents' strongly disagreed. Majority of the respondents' agreed. Also, (26.0%) of the respondents' strongly agreed that capacity building enable the unemployed to be skillful (18.0%) agreed (35.0%) disagreed while (21.0%) of the respondents' strongly disagreed. Majority of the respondents' disagreed. However, (33.0%) of the respondents' strongly agreed that male unemployed would know what to do after undergone capacity building programme (38.0%) agreed, (13.0%) disagreed while (16.0%) strongly disagreed. Majority of the respondents' agreed.

Moreover, (47.0%) of the respondent strongly agree that unemployed will have knowledge about how to make funds for themselves through capacity building (27.0%) agree (14.0%) disagree, while (12.0%) strongly disagree. Majority of the respondent strongly agreed.

In conclusion, (49.0%) of the respondent strongly agreed that Capacity building helps the unemployed to become financially buoyant, (28.0%) agreed, (11.0%) disagree while (12.0%) strongly disagreed. Majority of the respondent strongly agreed. This implies that capacity building have positive impact on unemployment.

4.2 Test of Hypotheses

Hypotheses: There is no significant influence of capacity building as a panacea on unemployment

Table 4.2 : Summary of Regression Analysis

| Model | R | R Square | Adjusted Square | Std. Error of the Estimate |
|-------|-------------------|----------|-----------------|----------------------------|
| 1 | .566 ^a | .314 | 1 | 1.94077 |

Predictors: (Constant), capacity building

Source: Author's Analysis (2022)

Table 4.2 indicated that $R=0.566$ which implies that there was a significant influence between the independent and the dependent variables. The R Square value of .321 Table 4.2 indicated 3.21% of observed variance of capacity building.

Table 4.3: Summary of Regression showing the significant influence of capacity building as a panacea on unemployment

| Model | Sum of Squares | Df | Mean Square | F | Sig | P |
|--------------|----------------|----|-------------|--------|-------------------|-------|
| 1 Regression | 174.316 | 1 | 174.316 | 46.280 | .000 ^a | <0.05 |
| 2 Residual | 369.124 | 98 | 3.767 | | | |
| Total | 543.440 | 99 | | | | |

a. Predictors: (Constant), capacity building

b. Dependent Variable: unemployment

Source: Author's Analysis (2022)

From Table 4.3 capacity building has significant influence on unemployment [$F(1, 98) = 46.280$; $P < 0.05$]. Therefore, the null hypothesis is rejected. This implies that the capacity building will reduce the level of unemployment enabling them to secure a job for themselves thereby become self-employed.

4.3 Discussion of Findings

The findings from this study, through examination of its core objective in Table 4.3 indicated that capacity building has significant influence on unemployment ($P < 0.05$). The null hypothesis was found to be untrue and thereby rejected, while the alternative hypothesis was found to be true and thereby accepted. This result corroborates the findings of Ajufo, (2013) which posit that capacity building helps the unemployed to become self-employed through the participation of capacity program. The implication of this is that capacity building is a significant tool in reducing the rate of unemployment in Ondo State, Nigeria with r-square (r^2) which was found to be 0.314 in Table 4.2, showing the strength of relationship that is 31.4%. This means the more the government embark on capacity building in the State, the self-employment rate is increased by 31.4%.

The research hypothesis also revealed the significant influence of capacity building as a panacea to unemployment with the findings showing a positive and significant relationship between capacity building and unemployment rate. It is indicated that the capacity building will reduce the level of unemployment by enabling them to secure a job for themselves thereby become self-employed. This is in line with the findings of Greene, (2015) who concluded that government helps the unemployed by creating different programs such as empowerment and skill acquisition to enable them (unemployed) have skill that would make them become self-employed and self-reliant.

5.0 Conclusion and Recommendations

It is concluded that Capacity building is an integral part of strengthening social institutions and providing enabling conditions for premium performance by the individuals. Unemployment can be combated through capacity building. However, to make the scheme a more successful venture for the unemployed, it is recommended that government should identify with the unemployed in their training because it is through such partnership that they will identify and address the constraints that impede the vocational training program. Mass unemployment and the

resulting poverty have multi-variance consequences on unemployed, economic, social, political development of a nation leading to unemployed restiveness and personal society and national insecurity as such it results into destroying of government properties and inability to fend for children which lead to destruction in the society. Government should also encourage the informal sectors where these unemployed are trained by providing enabling environment and infrastructure so that the outcome of the training among the beneficiaries will be enhanced.

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