

# **Relationship between National Open Apprenticeship Scheme and Youth Employment: Evidence from Bwari Area Council, Federal Capital Territory, Abuja, Nigeria.**

## **Abstract**

*This study investigated the extent to which the National Directorate of Employment has fulfilled its mandate of combating youth unemployment in Bwari Area Council through survey research design. The analysis of data and testing of formulated hypotheses was executed through descriptive statistics and Chi-square statistic. The findings revealed that the National Open Apprenticeship Scheme is an effective strategy for combating youth unemployment in Bwari Area Council. However, the results showed that the Scheme had not significantly reduced the rate of youth unemployment in Bwari Area Council. The study recommended that policy strategies for the promotion of job creation should be deployed to support enterprises established by youth. In addition, the monthly stipends of trainees of National Open Apprenticeship Scheme should be improved upon and paid regularly to arouse their interest for self-employment opportunities. Furthermore, the government should create an enabling environment for small businesses in Bwari Area Council by making power, good roads, water and other social infrastructural facilities available and National Open Apprenticeship Scheme should be linked with Microfinance Banks to provide loans to their graduates.*

**Keywords:** Apprenticeship; Youth Employment; Bwari Area Council.

## **1. Introduction**

The high rate of Youth Unemployment is one of the greatest challenges of Sub-Saharan African economies in general and the Nigerian economy in particular. The rising trend of the scourge of Youth Unemployment for many years has been of great concern to the Federal, State and Local Governments, Academia, Private Sector, Youth Organizations, Employers and Workers Organizations, development partners, Youth Organizations and the policymakers at all levels of government. The increased priority attached to the issues of Youth Employment in Nigeria led to the creation of the Ministry of Youth Development and the decision to retain it after the restructuring of Federal Ministries in 2008. Furthermore, the magnitude of Youth Employment challenge led to the prioritization of the issues of

employment generation and Human Capital Development in the 7-Point Agenda of the nation.

In addition, for effective response by Nigeria to the menace of Youth Unemployment facing the country and the quest to accelerate her economic growth by mobilization of the full energies and capacities of the youth to enable Nigeria become among the top 20 economies of the world by 2020 in line with the Vision 20-2020 Strategy of the nation, led to the initiation of National Action Plan on Youth Employment (NIYEAP) by the Federal Ministry of Youth Development [1]. This action is in line with Nigeria's decision to become among the lead countries in the implementation of the Global Youth Employment Initiative (YEN) of the United Nations. In terms of conventional wisdom, if the creativity and capacities of the youth can be effectively harnessed, it presents societies with opportunities for growth and development. Equally, social tensions and conflicts could result from youth unemployment as evident from the Niger Delta crisis experienced in Nigeria, with the increase in crimes and criminality in its urban and rural areas.

As observed by [1], given their education and training, openness to new skills and technology, new ideas along with mobility and adaptability, the world's greatest asset to the labour market are young men and women. They are possibly the greatest investment for a country's development besides legally being regarded as future leaders. In the contention of the [2], the youth are regarded as a critical resource whose future hopes are inseparably tied to that of their country. They are the valued possession of any nation or region. The future cannot be guaranteed without them. The reconstruction and development of countries revolve around them. They serve as a yardstick for evaluating the degree to which a country can reproduce as well as sustain itself. There is an association between their country's development and the degree of their vigor, reliable conduct, and responsibilities in society. Their country's development lies wholly on them. The vision and noble intentions of the Nigeria Vision 20-2020 can be developed through them and by their enterprise. Furthermore, it is through them that the world as a whole and Africa, in particular, can make progress towards the realization of the Sustainable Development Goals (SDGs), especially the goal of ending poverty in all its forms; ending hunger, achieving food security and improving nutrition, and promoting sustainable agriculture; and building resilient

infrastructure, promoting inclusive and sustainable industrialization and fostering innovation by 2030.

Hence, economic growth, poverty reduction, and social inclusion would be the gains of ensuring their employment [1]. There are various dimensions of the problem of Youth Unemployment. There are cases of disguised unemployment or underemployment where youths take up jobs that are far below their qualifications and experience and the incomes received are inadequate to address their basic needs of food, clothing, and shelter. Youths seeking for jobs but cannot find any either in the private or the public sector constitute the worst case. In addition, the poor macroeconomic environment restrains youths that are willing to engage in one type of economic activity or the other by setting up their own enterprises. The disparities in manifestation by sex, level of education, locality and sector is another aspect of the problem of Youth Unemployment in Nigeria. All these have added meaningfully to the high level of poverty and unemployment in Africa [3].

In the contention of [1], available evidence revealed that the crisis of youth employment challenges is a global phenomenon. Hence, the need for intervention to abate the risks to national security and our national development, caused by rising Youth Unemployment and underemployment is substantiated by rising youth militancy, youth restiveness, violent crimes, youth participation in political thuggery and armed robbery, increase in other social vices and socially delinquent behaviour comprising the spread of HIV/AIDs [1]. For instance, in Nigeria, available data from the National Bureau of Statistics (NBS) revealed that unemployment in Nigeria increased from 14.2% in the fourth quarter of 2016 to 16.2% in the second quarter of 2017; and 18.8% in the third quarter of 2017. It further stated that the number of people within the labour force who were unemployed or underemployed increased from 13.6 million and 17.7 million respectively in the second quarter of 2017 to 15.9 million and 18 million respectively in the third quarter of 2017 [4]. Additionally, the total number of unemployed and underemployed people combined increased from 32.7% in the second quarter of 2017 to 40% in the third quarter of 2017.

The programmes, schemes, and policy measures initiated by successive governments in Nigeria with a view to improving the socio-economic welfare of the citizenry and reducing unemployment were Third National Development Plan, Fourth National Development Plan, National Directorate of Employment (NDE), Better Life Programme, National Poverty Eradication Programme (NAPEP),

National Youth Policy, National Employment Policy, Small and Medium Enterprises Development Agency of Nigeria (SMEDAN), National Economic Empowerment and Development Strategy (NEEDS), Seven Point Agenda, Youth Enterprise with innovation in Nigeria (YouWin), Subsidy Reinvestment and Empowerment Programme (SURE-P), Graduate Internship Scheme (GIS), Graduate Job Creation Loan Guarantee Scheme, Youth Empowerment in Agricultural Programme, N-Power Programme, and National Youth Development Agenda. From the point of view of significant unemployment reduction, some successes were recorded by some of the policies, schemes, and plans whereas others were virtual failures. To tackle the problem of mass unemployment involving all categories of labour (unskilled and skilled, including graduates of tertiary institutions) in the country, the National Directorate of Employment (NDE) was established in 1987 by the Federal Government with Vocational Skills Development (VSD), Agricultural Sector Employment Programme, Special Public Works (SPW) and Small Scale Enterprises (SSE) as four core areas of activities [5].

The VSD programmes consist of National Open Apprenticeship Scheme (NOAS), Waste to Wealth Scheme, The Disabled Scheme, and School on Wheels Scheme. The Graduate Agricultural Loan Scheme and School Leaver Agricultural Scheme make up the Agricultural Sector Employment Programme. The SPW dwells on environmental sanitation, land clearing, other farm support services, construction and maintenance of roads and other infrastructure. Under the Small Scale Industries and Graduate Employment Programme, we have a Graduate Job Creation Loan Scheme and Matured People Scheme (MAS), [1]. NOAS was one of the innovative programmes designed and implemented by NDE to combat the problem of mass unemployment. It was meant to provide unemployed youth with vocational skills that could enable them to be self-employed. It is worth noting that youth employability and youth employment were addressed in the National Youth Policy. The main areas identified for youth development were: education and vocational training to make youth self-reliant and employable citizens and gainful employment and entrepreneurial development by enhancing their access to employment opportunities.

In spite of the existence of NDE, unemployment still remains one of the major problems in Nigeria. Furthermore, the National Economic Empowerment and Development Strategy (NEEDS) was introduced in the country with four major objectives of wealth creation, employment generation, poverty reduction, and value orientation. Seven million new jobs were expected to be created by 2007

through the policies of NEEDS. However, as observed by NEEDS-2, the country experienced growth without a corresponding increase in job opportunities [1]. Besides, poverty reduction, the Seven Point Agenda was meant to check the problem of unemployment. In spite of this, the expected increase in employment through the real sector of the economy was not realized. This was based on the premise that economic growth did not translate to any major increase in employment. In the contention of the National Bureau of Statistics [4], available statistics revealed that the population of unemployed persons in Nigeria is 15.9 million. Evidence from available statistics showed that the preponderance of this population is made up of youth.

Despite the huge government expenditure for the implementation of innumerable economic reforms, policy initiatives and social development programmes targeting employment over the past five decades, the employment situation, especially Youth Employment has not improved substantially. Unemployment has continued as a clog in the wheel of sustainable development in the country. Regardless of the apparent need for employment in the country, particularly for the teeming youth population, the results on the ground have been awfully disappointing. These economic reforms, policy initiatives and social development programmes initiated by successive governments in Nigeria were totally not enough to accommodate the legion of unemployed youth in the country but gave employment to a limited number of them. Specifically, it is regrettable to note that the incidence of Youth Unemployment in Nigeria and Bwari Area Council, in particular, has been on the increase 32 years after the introduction of NOAS. This calls for the reexamination of NOAS as a programme for combating the problem of mass unemployment. The low impact of government expenditure besides aid for development obtained from donor countries on employment and economic welfare has been attributed to the high level of corruption and poor management of resources. On the contrary, government spending has not been commensurate to the enormity of the unemployment problem facing the country. Hence, the need to examine the effect of NOAS on Youth Employment in Bwari Area Council from 2004 to 2018.

The relationship between several public policies, national issues, and Youth Employment have been assessed previously by some studies. Famous among these studies are [6], [7], [8], [9],[10], [11], [12], and [13]. This study is different from others in terms of focus because to the best of our knowledge, no effort let alone thought-provoking has been made to assess the relationship between NOAS

and Youth Employment in Bwari Area Council. The questions that come to mind are: Is NOAS an effective strategy for combating youth unemployment in Bwari Area Council? To what extent has the implementation of NOAS reduced the rate of youth unemployment in Bwari Area Council? It is against this backdrop that the main objective of this study is to examine the extent to which the NOAS has combated youth unemployment in Bwari Area Council. Specifically, it will ascertain whether the implementation of NOAS has significantly reduced the rate of youth unemployment in Bwari Area Council.

The rest of the paper is structured as follows. Section two dwells on the literature review and theoretical framework. The methodology will be in section three. Data presentation, analysis, and discussions are in section four while section five presents the conclusion and recommendations.

## **2. Literature Review and Theoretical Framework**

### **2.1 Literature Review**

Some studies have been embarked on the effect of various programmes, schemes and policy measures of governments initiated with a view to reducing unemployment on Youth Employment with varying results and submissions. For instance, [14] examined the relationship between enterprise education and youth employability using students from the University of Abuja. The results revealed that entrepreneurship education contributes significantly to the formation of new ventures thereby encouraging students to start their own business and also increases the propensity to be self-employed. Furthermore, the result showed that students who have completed the required course unit on entrepreneurship at the university are more likely to aim for entrepreneurship as a career option than students who have not included entrepreneurship in their studies. Additionally, the result revealed that the greatest obstacles encountered by young entrepreneurs in the process of starting a business were access to finance and business support services and physical infrastructures.

In a related study and employing descriptive statistics, [8] reviewed the NOAS with a view to knowing how it has fulfilled its mandate of promoting skills acquisition and youth employment in Nigeria. The results showed that the master craftsmen and women operate both traditional apprenticeship and the NDE scheme using the same training methods. In addition, it revealed that there are no Saturday theory classes due to lack of funds. Additionally, it also found that apprentices have a low educational background and that there are no evaluation and

certification at the end of the training. Furthermore, the result revealed that the trainees get an equivalent of €3 a month and are paid in arrears of 3 to 6 months. Finally, it was discovered from the result that there was a shortage of tools and high rate of dropout.

Furthermore, in another similar study, [12] employed a survey research design to examine the NOAS as a tool for promoting youth employment in Benue State. The analysis of data and testing of postulated hypotheses were carried out through descriptive statistics and Chi-square statistic respectively. The study revealed that the NDE through its NOAS has recorded considerable achievement in skills acquisition and self-employment among a good number of youth in Benue State. In addition, it discovered that the NDE has cumulatively supported over 1000 Small and Medium Enterprises (SMEs) projects in the state through the NOAS. Such projects include soap making, welding enterprises, tailoring, computer centers, carpentry, and motor mechanics. With these institutions put in place, NDE has contributed in no small measure to employment generation, the growth of industrial output and local sourcing of raw materials in Benue State.

Furthermore, the study showed that the implementation of the NOAS in Benue State is faced with many challenges. These include; poor business environment, low interest of the youth in the skills development programmes provided by the NDE through the NOAS, low level of education by the trainers, absence of theory classes to complement practical training. It also found from the perspective of the respondents across the sampled population that the major challenge of NOAS in Benue State was funding. It was evident from the outcome of this study that the problem of inadequate funding was discovered to be responsible for the inability of many beneficiaries of the NOAS in Benue State to practice the knowledge and skills they have acquired through the scheme. The amount of money given to beneficiaries as take-off capital (fifty thousand naira) is not only grossly inadequate given the present economic reality in Nigeria, but they are also dwarfed by a series of conditions required to approach any commercial bank for loans.

Using the survey research design and on the same subject, [9] examined the adequacy of the NOAS in training the youth for economic empowerment in Nigeria. The Chi-square statistic was employed to test the formulated hypotheses. The results found that the NOAS training in terms of skills acquired was adequate. However, the results revealed that the NOAS were lacking some training facilities. Despite the far-reaching findings of the various studies reviewed, none

was conducted in Bwari Area Council which is the area of study for this study. Hence, no effort let alone thought-provoking had been made to assess the relationship between NOAS and Youth Employment in Bwari Area Council. In addition, neither of the studies particularly examined the degree to which the implementation of NOAS has reduced the rate of youth unemployment in Bwari Area Council. This is the gap that this study intends to fill and it confers the justification for this study. Therefore, the study contributes to the existing literature by investigating the relationship between NOAS and Youth Employment in Bwari Area Council.

The following hypotheses were formulated for this study:

$H_{01}$ : NOAS is not an effective strategy for combating youth unemployment in Bwari Area Council.

$H_{02}$ : NOAS has not significantly reduced the rate of youth unemployment in Bwari Area Council.

## **2.2 Theoretical Framework**

This study is anchored on the Keynesian model of economic growth which advocated the necessity of state intervention to remedy the failure of the market. This theory was made popular as a result of the great depression of the 1930s when the Western world was forced to give a second thought to the idea of Laissez-faire. It was during this period that John Maynard Keynes put forward his ideas. The deployment of demand, employment, and consumption to revive the Western economies was his major concern. To ensure the development of National Economic Policy and control of savings and investments in the business sector, this model supports government's intervention in the sectors of the economy that render social services. According to Malhotra [15],

the most significant departure of the Keynesian theory from the classical model lies in its success in relating academic economics to the economics of government by arguing that economic problems result from market failure and that the problem can be reduced or solved by appropriate government intervention.



Since the Keynesian macroeconomic policy operates on the demand side of the economy, microeconomic policies are secondary to macroeconomic policy in the Keynesian paradigm. Hence, the Keynesian prescription represents an attempt to resuscitate output and tame unemployment by managing the level of aggregate demand in the economy. However, the monetarists maintained that it was a diversionary effort from the supply side of the economy. As noted by [16], the expansion of interventionist policies leads to inflation rather than full employment and economic growth. The monetarists recommended a cut in public expenditure and allowing the market to operate freely as the only solution for management of the economic crisis. As observed by [12], distortions in the economies of the world evidenced by the growth of monopolies and oligopolies have shown that the market is not perfect as assumed. Keynes asserted that the economy cannot be regulated by market forces and that it was over for the age-long classical economics. Hence, the laissez-faire philosophy proposed by Adam Smith was eventually abandoned due to the belief in the Keynesian thesis.

The suitability of the Keynesian model of economic growth for this study lies in the fact that it perceives unemployment as a situation in which the number of people who are able and are willing to work at the current wage, exceeds the number of jobs available, and at the same time, firms are unable to sell all the goods at their disposal [17]. One implication of the General Theory of Employment, Interest, and Money advocated by Keynes and published in 1936 is that wage-cut is not a measure to reduce unemployment since it reduces the income and the purchasing power of the people. This is because a rise in unemployment and ineffective demand may be the outcome of such a wage-cut. Hence, the only solution to the problem of unemployment is by raising effective demand. In the contention of [18], the cause of unemployment from the point of view of Keynes is Insufficiency of effective demand. Keynes advocated for government intervention in the economy by embarking on measures to increase consumption/investment or both to eradicate unemployment. As opined by [18], monetary and fiscal policies assume great significance in determining the level of income and employment in the economy.

The theory supposes that the government, private individuals, and organizations can work together as long as there is unemployment [18]. These postulations are found to align with the vision and mission that motivated the Nigerian government to introduce NDE in 1986; to design and implement job creation programmes that will promote attitudinal change, employment generation,

poverty reduction and wealth creation among the youth [19]. Similarly, its argument that economic problems occur due to market failure and that the problem can be reduced or solved by appropriate government intervention has recognized the role of government in combating youth employment in Nigeria through relevant policies and programmes; comprising the NOAS.

The criticisms leveled against the Keynesian theory was that it was wholly static and obviously mechanical. In addition, another criticism of the model is that its assumption of perfect competition is unrealistic and misleading. Based on empirical evidence, perfect competition is not seen in reality rather imperfect competition and monopolies exist. There will be a simultaneous increase in real wage and employment as a result of the presence of imperfect competition and monopolies. A decrease in this degree of monopoly may lead to a fall in prices of commodities. The constant proportion between employment and output may not hold even before full employment has been reached. An increase in output may occur through better use of capital equipment rather than an increase in employment labour[12]. In spite of these criticisms, the Keynesian model is still very useful in analyzing the efforts of the government in tackling the problem of unemployment in Nigeria.

The unemployment situation advocated by the Keynesian model of economic growth can be likened to the unemployment situation in Nigeria. The unpatriotic taste of many Nigerian customers comprising the government that indirectly exports jobs abroad at the detriment of the domestic economy is one of the causes of this ugly trend. Hence, the local producers are forced to lower output and reduce workforce as a result of low demand caused by the uncontrolled foreign tastes for virtually all commodities. As this experience continues, there will be a loss of more jobs in some firms, particularly the Small Scale ones as a result of their being pushed out of the market. The establishment of NDE and by extension the NOAS stands as an intervention by government to solve the problem of market failure according to Keynes model which believes that economic problem results from market failure and that the problem can be reduced or solved by appropriate government intervention. This is so because the establishment of NOAS was designed to influence the unemployed youth not only to seek to acquire skills that will enable them to gain employment but to establish their own businesses and then employ others. This is indeed an appropriate intervention by government and it captures the propositions of the Keynesian theory of economic growth.

### 3. Methodology

To attain the objectives of this study, a survey research design was employed. Both primary and secondary sources of data collection were employed for this study. The secondary data were generated through a review of relevant literature relating to the association between NOAS and Youth Employment, comprising journal articles, relevant textbooks, and other publications. The primary data were generated through visits to training centers to observe how the training was carried out, interviews, and the use of a questionnaire. The study utilized the cluster sampling technique. The Bwari Area Council has an estimated population of 485,144 using a projection of 9.3% annual growth rate of 2006 census figure. This population of 485,144 is distributed across the ten electoral wards of the Area Council. The Bwari Area Council of the Federal Capital Territory, Abuja was subdivided into ten electoral wards. Furthermore, three wards were randomly selected out of the ten electoral wards in Bwari Area Council. These are Bwari Central, Dutse, and Kubwa. The Bwari Central has a population of 40,000. On the other hand, Dutse and Kubwa have populations of 77,000 and 136,000 respectively.

The populations of the three wards were randomly reduced to 40 for Bwari Central, 77 for Dutse, and 136 for Kubwa making a total of 253, to which questionnaires were administered. Furthermore, 110 employees of NDE were identified within the three wards. Therefore, 80 employees were randomly sampled out of 110 employees. Additionally, six NOAS trainers in Bwari Area Council were randomly selected from these wards and studied bringing the total number to 86. They were chosen because of the need to get their perceptions concerning the relationship between NOAS and Youth Employment in Bwari Area Council. Finally, the questionnaires administered to NDE's employees, and NOAS trainers (86) were added to the questionnaires administered to members of the public in Bwari Area Council (253) to give a total of 339 questionnaires. Hence, the 339 persons from the wards that make up the Bwari Area Council, chosen for this study were selected through the cluster sampling technique. A total number of 320 questionnaires were filled and returned by the respondents. The members of the public that did not return their questionnaires were 19. Descriptive statistics was employed for the analysis of data. The Chi-square technique was employed for testing the postulated hypotheses. The wards in Bwari Area Council that constitute the population of the study is depicted in Table 1.

**Table 1:** Sample of the Study

S/No.	Name of Ward	Population	No. of Respondents
1	Bwari Central	40,000	40
2	Dutse	77,000	77
3	Kubwa	136,000	136
<b>Total</b>			<b>253</b>

**Source:** Author's Compilation

*The Chi – square formula is stated as:*

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

*Where:*

$\chi^2$  = Chi – square Calculated

$\sum$  = Sigma Notation

*O* = Observed Frequency

*E* = Expected Frequency

#### 4.Data Presentation, Analysis, and Discussion of Results

**Table 2:**Distribution of respondents based on whether the NOAS is an effective strategy to combat unemployment in Bwari Area Council

Opinion	Samples				Total	Percentage (%)
	Members of the Public	Percentage (%)	NDE Staff	Percentage (%)		
Yes	213	88.75	46	57.5	259	81
No	27	11.25	34	42.5	61	19

<b>Total</b>	240	100.00	80	100.0	320	100
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**Source:** Field Survey, 2018

Table 2 presents the opinions of the respondents to establish whether NOAS is an effective strategy for combating youth unemployment in Bwari Area Council. Table 2 revealed that 259 respondents constituting 81 percent of the sample size affirmed that the NOAS is an effective strategy in combating unemployment in Bwari Area Council. This result is in line with the submissions of [9]. However, 61 respondents representing 19% of the sample disagreed with the view.

**Table 3:** Distribution of respondents based on whether the implementation of NOAS has significantly reduced the rate of youth unemployment in Bwari Area council.

Opinion	Samples				Total	Percentage (%)
	Members of the Public	Percentage (%)	NDE Staff	Percentage (%)		
Agree	67	27.92	20	25	87	27.19
Disagree	173	72.08	60	75	233	72.81
<b>Total</b>	240	100.00	80	100	320	100.00

**Source:** Field Survey, 2018

Table 3 showed that 233 respondents constituting 73 percent of the total sampled population disagreed that the implementation of NOAS has not significantly reduced the rate of youth unemployment in Bwari Area Council. This result is contrary to the submissions of [12]. This implies that the implementation of the Scheme has not led to a significant reduction in the incidence of youth unemployment in Bwari Area Council despite the fact that NOAS is perceived as an effective strategy. This means that the problem may be with the implementation. On the other hand, 87 respondents representing 27 percent of the sample disagreed with the assertion.

#### 4.1. Testing of Hypotheses

To investigate the relationship between NOAS and Youth Employment in Bwari Area Council, we subjected the hypotheses formulated initially in this study to statistical test to reach a valid and generalized conclusion of the study.

$H_{01}$ : NOAS is not an effective strategy for combating youth unemployment in Bwari Area Council.

$H_{02}$ : The implementation of NOAS has not significantly reduced the rate of youth unemployment in Bwari Area Council.

#### 4.1.1. Hypothesis I

To test this hypothesis, information in Table 2 was employed.

**Table 4:** Distribution of respondents based on whether the NOAS is an effective strategy to combat unemployment in Bwari Area Council

Opinion	Samples		Total
	Members of the Public	NDE Staff	
A	B	C	D
Yes	213	46	259
No	27	34	61
<b>Total</b>	240	80	320

**Source:** Field Survey, 2018

The expected frequency is calculated from the formula

$$\text{Expected Frequency} = \frac{R_t * C_t}{T}$$

Where:

$R_t$  = Row Total

$C_t$  = Column Total

$T = \text{Grand Total}$

The application of the formula yields the following expected frequencies for various cells:

$$\text{Cell } B_1:C_1 = \frac{\text{Row}_1 \text{ total} * \text{Column}_b \text{ total}}{\text{Grand Total}} = \frac{259 * 240}{320} = 194.25$$

$$\text{Cell } B_2:C_2 = \frac{\text{Row}_2 \text{ total} * \text{Column}_b \text{ total}}{\text{Grand Total}} = \frac{61 * 240}{320} = 45.75$$

$$\text{Cell } B_1:C_1 = \frac{\text{Row}_1 \text{ total} * \text{Column}_c \text{ total}}{\text{Grand Total}} = \frac{259 * 80}{320} = 64.75$$

$$\text{Cell } B_2:C_2 = \frac{\text{Row}_2 \text{ total} * \text{Column}_c \text{ total}}{\text{Grand Total}} = \frac{61 * 80}{320} = 15.25$$

**Table 5:** Contingency Table for Hypothesis I

Opinion	O	E	$\frac{O - E}{E}$	$\left(\frac{O - E}{E}\right)^2$	$\frac{\left(\frac{O - E}{E}\right)^2}{\frac{O + E}{30}}$
Yes	213	194.25	18.75	351.56	1.8098
No	27	45.75	-18.75	351.56	7.6844
Yes	46	64.75	-18.75	351.56	5.4295
No	34	15.25	18.75	351.56	23.0531
<b>Total</b>	320				$\sum \frac{\left(\frac{O - E}{E}\right)^2}{\frac{O + E}{30}} = 37.9768$

**Source:** Authors' Computation, 2018.

$$\alpha = 5\% = 0.05$$

$$d. f. = (C - 1)(R - 1) = (2 - 1)(2 - 1) = (1)(1) = 1$$

Where:

$C = \text{Number of Columns}$

$R = \text{Number of Rows}$

$\chi^2$  tab value at 5% level of significance,  $d. f. : 1 = 3.84$

**Decision Rule:**

*If the  $\chi^2$  calculated is greater than the critical value, reject the null hypothesis*

*If the  $\chi^2$  calculated is less than the critical value, accept the null hypothesis*

**Decision:** *Since  $37.98 > 3.84$ ,  $H_0$  is rejected*

**4.1.1.1. Interpretation**

Given that the calculated  $\chi^2$  value of 37.98 is greater than the critical value of 3.84, there is no statistical evidence to accept the null hypothesis, therefore, we accept the alternative hypothesis which states that NOAS is an effective strategy for combating youth unemployment in Bwari Area Council.

**4.1.2. Hypothesis II**

To test this hypothesis, information in Table 2 was employed.

**Table 6.** Distribution of respondents based on whether the implementation of NOAS has significantly reduced the rate of youth unemployment in Bwari Area council.

Opinion	Samples		Total
	Members of the Public	NDE Staff	
A	B	C	D
Agree	67	20	87
Disagree	173	60	233
<b>Total</b>	240	80	320

**Source:** Field Survey, 2018

The expected frequency is calculated from the formula

$$\text{Expected Frequency} = \frac{R_t * C_t}{T}$$

Where:



$R_t = \text{Row Total}$

$C_t = \text{Column Total}$

$T = \text{Grand Total}$

The application of the formula yields the following expected frequencies for various cells:

$$\text{Cell } B_1:C_1 = \frac{\text{Row}_1 \text{ total} * \text{Column}_b \text{ total}}{\text{Grand Total}} = \frac{87 * 240}{320} = 65.25$$

$$\text{Cell } B_2:C_2 = \frac{\text{Row}_2 \text{ total} * \text{Column}_b \text{ total}}{\text{Grand Total}} = \frac{233 * 240}{320} = 174.75$$

$$\text{Cell } B_1:C_1 = \frac{\text{Row}_1 \text{ total} * \text{Column}_c \text{ total}}{\text{Grand Total}} = \frac{87 * 80}{320} = 21.75$$

$$\text{Cell } B_2:C_2 = \frac{\text{Row}_2 \text{ total} * \text{Column}_c \text{ total}}{\text{Grand Total}} = \frac{233 * 80}{320} = 58.25$$

**Table 5:** Contingency Table for Hypothesis II

Opinion	O	E	$\frac{O - E}{E}$	$\left(\frac{O - E}{E}\right)^2$	$\frac{(O - E)^2}{E}$
Agree	67	65.25	1.75	3.0625	0.0469
Disagree	173	174.75	-1.75	3.0625	0.0175
Agree	20	21.75	-1.75	3.0625	0.1408
Disagree	60	58.25	1.75	3.0625	0.0526
<b>Total</b>	320				$\sum \frac{(O - E)^2}{E} = 0.2578$

**Source:** Authors' Computation, 2018.

$$\alpha = 5\% = 0.05$$

$$d. f. = (C - 1)(R - 1) = (2 - 1)(2 - 1) = (1)(1) = 1$$

$\chi^2$  tab value at 5% level of significance,  $d. f. : 1 = 3.84$

**Decision Rule:**

*If the  $\chi^2$  calculated is greater than the critical value, reject the null hypothesis*

*If the  $\chi^2$  calculated is less than the critical value, accept the null hypothesis*

**Decision:** *Since  $0.2578 < 3.84$ , reject  $H_1$  and accept  $H_0$*

#### **4.1.2.1. Interpretation**

Since the calculated  $\chi^2$  value of 0.2578 is lower than the critical value of 3.84, therefore, there is not enough statistical evidence to reject the null hypothesis. Hence, we accept the null hypothesis which states that the implementation of NOAS has not significantly reduced the rate of youth unemployment in Bwari Area Council.

### **5.0 Conclusion and Recommendations**

For a prolonged period of time, the incident of youth unemployment has lingered in the economy and all the initiatives implemented by consecutive governments in Nigeria to get to the bottom of it had proved abortive. This study carried out a comprehensive and detailed analysis of the challenge of Youth Employment, and indeed crisis, facing Nigerian youth, and to craft an effective collective response to this challenge. Based on the results of this study, conclusions were reached as follows: that NOAS is an effective strategy for combating youth unemployment in Bwari Area Council. In addition, the implementation of NOAS has not significantly reduced the rate of youth unemployment in Bwari Area Council. Furthermore, the alarming employment situation is underscored by the fact that the country will need to create employment opportunities to an estimated four and a half million new entrants into the labour market annually. There is a rise in the scourge of youth unemployment irrespective of the establishment of NDE and its NOAS. As a result of the civil conflicts, socially delinquent behaviour, armed robbery, and restiveness, ensuing from the crisis of youth employment, it has become imperative to mount an effective national response to this scourge. In view of the findings of this study, the following recommendations were made: States in the country should be encouraged to create and fund Vocational/Entrepreneurial Skill Development Centres for the youth in Nigerian universities to undergo their Student Industrial Works Experience Scheme (SIWES); policy strategies for the promotion of job creation should be deployed to support enterprises established by youth; the government should assist the trainees of NOAS with loans and equipment to start their own businesses; the government should improve the funding of NOAS; the monthly stipends of trainees of NOAS should be improved

upon and paid regularly to arouse their interest for self-employment opportunities; the government should create an enabling environment for small businesses in Bwari Area Council by making power, good roads, water and other social infrastructural facilities available; adoption of sound macroeconomic policies for the promotion of employment growth; NOAS should be linked with Microfinance Banks to provide loans to their graduates; the Graduate Agricultural Loan Scheme and the Graduate Job Creation Loan Scheme should be made to cover more graduates of the Scheme to enable them to buy equipment and tools to start their own businesses; faithful implementation of NOAS by the government through the NDE; and as opined by [1], the four “Es” – employability, equal opportunity, entrepreneurship development and employment creation should be incorporated into the national employment strategy as basis for targeting youth employment.

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