IMPACT OF NATIONAL DIRECTORATE OF EMPLOYMENT ENTREPRENEURSHIP SKILLS ACQUISITION PROGRAMMES ON YOUTH EMPLOYMENT IN F.C.T, ABUJA

BY

EYOBIO EKAETE PAUL

NSU/MBA/GEN/0222/17/18

A PROJECT SUMMITED TO THE SCHOOL OF POSTGRADUATE STUDIES, NASARAWA STATE UNIVERSITY, KEFFI, IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF MASTERS IN BUSINESS ADMINISTRATION (MBA)

DEPARTMENT OF BUSINESS ADMINISTRATION

FACULTY OF ADMINISTRATION

NASARAWA STATE UNIVERSITY, KEFFI

NIGERIA.

DECLARATION

I hereby declare that this project has been written by me and it is a report of my research work. It has not been presented in any previous application for the Masters in Business Administration (MBA). All quotations are indicated and sources of information specially acknowledged by means of references.

_____ _____

EYOBIO EKAETE PAUL **DATE**

NSU/MBA/GEN/0222/17/18

CERTIFICATION

This project entitled "Impact of National Directorate of Employment Entrepreneurship Skills Acquisition Programs on Youth Employment in FCT, Abuja" meets the regulations governing the award of Masters in Business Administration (MBA), of the School of Postgraduate Studies of Nasarawa State University, Keffi for its contribution to knowledge and literary presentation.

_____	_____
Dr. A.D. Zubairu Project Supervisor	Date
_____	_____
Prof. B.E. Barde Head of Department	Date
_____	_____
Prof. B.E. Barde Dean of Faculty	Date
_____	_____
External Examiner	Date
_____	_____
Prof. Jonathan N. Ayuba Dean, School of Postgraduate Studies	Date

DEDICATION

I dedicate this project to God Almighty.

ACKNOWLEDGEMENTS

I take this opportunity to express my gratitude to God almighty for a successful program

My deep regards to my supervisor Dr. A.D. Zubairu for his exemplary guidance, monitoring and constant encouragement throughout the course of this thesis. The help and guidance given by him time to time shall carry me a long way in the journey of life on which I am about to embark.

Special thanks goes to the Dean of the Faculty and Head of Department Prof. B.E. Barde and to all my lecturers; Dr. Anthony Igbokwe, Dr. Ibrahim Ohida, Dr. Abdul Adamu, Prof. Sam Baba Tende, and Dr. (Mrs.) Ruth Andah.

I also take this opportunity to express a deep sense of gratitude to my parents and siblings for their support from day one. I would also like to thank my friends and course mates for the help provided by them in their respective fields. I appreciate you all.

TABLE OF CONTENTS

Cover page - - - - - - - - - - -i

Title Page - - - - - - - - - - -ii

Declaration - - - - - - - - - - -iii

Certification - - - - - - - - - - -iv

Dedication - - - - - - - - - - -v

Acknowledgments - - - - - - - - - -vi

Table of Contents - - - - - - - - - -vii

Abstract - - - - - - - - - - -ix

CHAPTER ONE

INTRODUCTION

1.1 Background to the study - - - - - - - -1

1.2 Statement of the Problem - - - - - - - -4

1.3 Research Questions - - - - - - - - -5

1.4 Objectives of the Study - - - - - - - -5

1.5 Statement of the Hypotheses - - - - - - - -6

1.6 Significance of the Study - - - - - - - -6

1.7 Scope of the Study - - - - - - - - -7

CHAPTER TWO

LITERATURE REVIEW

2.1 Conceptual Framework - - - - - - - -9

2.2 Empirical Review - - - - - - - - -20

2.3 Theoretical Framework - - - - - - - -23

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Research Design - - - - - - - - -26

3.2 Population, Sample and Sampling Technique - - - - -26

3.3 Method of Data Collection - - - - - - - - -27

3.4 Techniques for Data Analysis and Model Specifications - - - -29

3.5 Justification of Methods - - - - - - - - -31

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Data Presentation - - - - - - - - -32

4.2 Data Analysis and Results - - - - - - - - -45

4.3 Discussion of Findings - - - - - - - - -56

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary - - - - - - - - - -59

5.2 Conclusion - - - - - - - - - -60

5.3 Recommendations - - - - - - - - -61

5.4 Limitations of the Study - - - - - - - - -62

5.5 Suggestions for Further Study - - - - - - -63

References - - - - - - - - - -64

Appendix - - - - - - - - - -70

ABSTRACT

The study examined the impact of NDE entrepreneurial skills development programmes on youth employment in FCT, Abuja. It sought to find out if NDE's entrepreneurial skills development programs (Rural employment (agricultural) Programme, Small Scale Enterprise Programme, vocational skills development programme and special public work programme) enhances employment generation in FCT, Abuja. The major problem is that despite several attempts of Government, Donor Agencies, Non-Governmental Organizations and other related bodies at generating employment, the unemployment problems is still much apparent in Abuja. Point in time data were used from primary source (questionnaire). The population of 707 beneficiaries of NDE entrepreneurship skills acquisition programmes was used and a sample size of 255 derived using Taro Yamane sampling method. Multiple regressions method was adopted to examine whether one variable is dependent on another or a combination of other variables. The findings revealed that NDE entrepreneurship skills programmes is positive in achieving employment in Abuja. It was also found that NDE entrepreneurship vocational skills development programme has a significant impact on youth employment in FCT, Abuja. NDE entrepreneurship skill acquisition on special public work programme has a significant impact on youth employment in Abuja. NDE Small Scale Enterprise Programme has a significant impact on youth employment in FCT, Abuja and NDE rural employment (agricultural) Programme has a positive impact on youth employment in FCT, Abuja. The study therefore recommends that National Directorate of employment in Abuja should encourage people to attend any NDE entrepreneurship skills acquisition programmes and also introduce new sets of programmes since it contributes to youth employment in FCT, Abuja.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Many scholars have written widely on entrepreneurship and its potency to generate employment, thus, underscoring the quintessence, significance and relevance of this sub-sector in the development of any given economy. The experiences of developed economies in relation to the roles played by entrepreneurship, buttresses the fact that the importance of entrepreneurship cannot be overemphasized especially among the Developing Countries. In order to highlight its significance in relation to the growth and development of a given economy, entrepreneurship has been variously referred to as a "source of employment generation". This is because Entrepreneurial activities have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Adejumo, 2000).

In Nigeria, the federal government in 2008 acknowledged that about 80 percent of Nigeria's youth were unemployed and 10 percent underemployed (Daily Trust, 2008). In 2011, the Minister of Youth Development, Bolaji Abdullahi reported that 42.2 per cent of Nigeria's youth population was out of job. Hon. Segun Adekola, the Chairman of the House Committee on Youth and Development revealed that, of the over 40 million unemployed youths in the country, 23 million are unemployable and therefore susceptible to crime, hence the need to articulate what could be done to salvage the situation. The Nigerian youths are confronted with poverty, unemployment, urbanization, lack of capacity and skills needed to move the economy forward. This is because the youth faces unemployment and lack marketable and necessary productive skills to keep body and soul together.

Resultantly, the lack of employment potential makes crime a more attractive option for some Nigerian university graduates. This is because in Nigeria it is common to find some graduates still roaming the streets, five years after graduating in search of jobs that are not, thereby lending force to crimes such as armed robbery, car snatching, pipeline vandalization, murderous insurgencies, oil bunkering, and prostitution among the youths. This situation poses great challenges to the very existence of individuals in Nigeria thereby calling for the training of men and women who can function effectively in the society in which they live in. Available information by National Universities Commission (NUC) reiterated that the massive unemployment of Nigerian universities graduates in the country is traceable to the disequilibrium between labour market requirements and lack of essential employable skills by the graduates. This critical skill gaps inhibits the development of youths and the entire development of the nation, as more than half of the Nigerian populations are under the age of 30. This is dependent on the fact that Nigeria's population is predominantly youth.

The statistics from the National Bureau of Statistics (2014) has it that Nigeria has a youth population of 80 million, representing 60% of the total population of the country; with 64 million of them unemployed, while 1.6 million are underemployed (Awogbenle & Iwuamadi, 2010). Among the causes of youth 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 youth 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 youths. Agencies and institutions have been established with the mandate of combating unemployment and poverty

facing the youths. One of these institutions is the National Directorate of Employment (NDE), established in 1986 (NDE, 2013). With the realization that one of the major causes of unemployment among the youth 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, 2013). 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).

The deteriorating unemployment situation in Nigeria has become a source of worry, especially with the attendant social dislocation, exemplified by high crime rate and youth restiveness. Nigeria has, for more than two decades, been grappling with the twin problems of unemployment and poverty. The increase in the unemployment rate is largely attributed to a number of factors. Among these are the increased number of school graduates with no matching job opportunities, a freeze in employment in many public and private sector institutions, the crash in the capital market and continued job losses in the manufacturing and oil sectors. Another contributing factor to the unemployment situation is the limited employability of the workforce. This is due to the fact that graduates and young people don't have opportunities for training to the level of skill required for in the world of work. Training that is being provided is not tuned to current labor market needs and there is very little institutionalized guidance or counseling to help young people into jobs. Apart from this, the training system and technical vocational institutions curriculum are obsolete and do not reflect current market realities while what is provided in terms of training is not underpinned by the necessary frameworks (certification, apprenticeship).

Employment and human resource planning functions are also inadequately developed to equip the nation to face the challenges of the existing labour market. The above challenges underscore the need to reconcile the fundamental goals of economic growth, productive employment and poverty alleviation in Nigeria. For instance, in one year, more than 100 textile factories closed across the country. Apart from the textile firms, other manufacturing firms have either closed down or moved to neighboring countries to set up plants. For example, the Michelin tyre factory in Nigeria has relocated to Ghana among others. Reduction of joblessness is a major concern of every responsible government all over the globe. However, given free market economies, zero unemployment cannot be guaranteed. Friction in the labor market will always be there. (Adawo 2012) The need to avert the negative effects of unemployment has made the tackling of unemployment problems to feature very prominently in the development objectives of the Nigerian government through the establishment of the National Directorate of Employment.

1.2 Statement of the Problem

Despite several attempts by Government, Donor Agencies, Non-Governmental Organizations and other related bodies at generating employment, the unemployment problems are still much apparent in Abuja and Nigeria as a whole. Employment is one of the most important social and economic issues in every state in Nigeria. Abuja has, for more than ten years, been grappling with the twin problems of unemployment and poverty. The average rate of unemployment in Abuja between from 2010 to 2014 was at 13.9% (National Bureau of statistics, 2015). The Abuja unemployment situation is made worse with the lack of labour market information as there is little or no data; and where available, data are gathered and managed by different government agencies with no coordination and coherence. In light of this, the study investigates and evaluates the implementation of NDE entrepreneurial skills development programmes to

determine their impact on youth employment, that is, how far the programmes have succeeded in achieving their primal objectives of empowering the youth involved in the programmes, both economically and socially. It attempted to uncover the possible implementation gap problems and determine the extent to which these gaps have affected the effectiveness of the policy implementation.

1.3 Research Questions

The study investigates the effect of NDE entrepreneurial skills development programmes on youth employment in Nigeria by providing answers to the following research questions:

i. What is the impact of NDE Vocational Skills Development Programme (VSD) on youth employment in FCT, Abuja?
ii. Has youth employment been generated through NDE Special Public Work Programme (SPW) in FCT, Abuja?
iii. How has NDE Small Scale Enterprise (SSE) Programme impacted on youth employment in FCT, Abuja?
iv. What effect does NDE Rural Employment Programme (REP) has on youth employment in FCT, Abuja?

1.4 Objectives of the Study

The General objective of the study is to examine the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja. Specific objectives are to:

i. Evaluate the impact of NDE Vocational Skills Development Programme (VSD) on youth employment in FCT, Abuja.
ii. Determine the impact of NDE Special Public Work Programme (SPW) on youth employment in FCT, Abuja.

iii. Ascertain the impacts of NDE Small Scale Enterprise (SSE) Programme on youth employment in FCT, Abuja.

iv. Determine the impact of NDE Rural Employment Programme on youth employment in FCT, Abuja.

1.5 Statement of the Hypotheses

In order to determine whether NDE entrepreneurial skill development programmes has impacted on youth employment in Nigeria, the following null hypotheses were tested:

H_{01}: National Directorate of Employment; Vocational Skills Development Programme (VSD) has no significant impact on youth employment in FCT, Abuja.

H_{02}: National Directorate of Employment; Special Public Work Programme (SPW) has no significant impact on youth employment in FCT, Abuja.

H_{03}: National Directorate of Employment; Small Scale Enterprise (SSE) Programme has no significant impact on youth employment in FCT, Abuja.

H_{04}: National Directorate of Employment; Rural Employment Programme (REP) has no significant impact on youth employment in FCT, Abuja.

1.6 Significance of the Study

Youth entrepreneurship in employment generation of any nation has been documented for its significant contribution. This means that the neglect of youths in the development process constitutes a human waste. The increased role of youth in economic development had spurred the government in developing policies on youth development. The research study is on the impact of entrepreneurial skills development programmes on youth employment in FCT, Abuja. Therefore, the study is of particular importance to the following:

To unemployed youths, the study would shed lights on these entrepreneurial skills development programs that will encourage the youth on entrepreneurial skills that can improve their standard of living and reduced unemployment. To NDE and policy makers, the work serves as a policy guide and reference material which will provide insight and modus operandi in designing and operating entrepreneurial skills development programmes that will encourage youth entrepreneurs and participation. To postgraduate students, the findings of the study will serve as a reference material for students who wish to undertake further research in the area of NDE entrepreneurial skills development programs in Nigeria. Finally, to academics, the study will contribute to existing literature/knowledge and serve as a reference material for further research in the area of entrepreneurial skills development programmes and employment generation in Nigeria.

1.7 Scope of the Study

The study covers NDE entrepreneurship skills development programmes on youth employment in FCT, Abuja. The research study covers various entrepreneurial skills development programmes of NDE in Abuja. Areas to be covered include Rural Employment Program (REP), Vocational Skills Development Program (VSD), Special Public Work Program (SPW) and Small Scale Enterprise (SSE) Program. These programmes are set up across Nigeria in an effort to alleviate unemployment crises. In the analysis of entrepreneurial skills development programs on youth unemployment in Nigeria, the study covered a period of ten (10) years (2009-2018) in 4(four) area councils in FCT namely, Bwari, Gwagwalada, Kuje and Abuja Municpal area councils. The reasons for these periods is that Government had returned to democratic rule during this period, and started pursuing entrepreneurial skill development programmes on youth unemployment aimed at improving the standard of living and reduce unemployment among youths, Secondly,

ten years is a reasonable period to make an impact assessment of entrepreneurial skills development programmes on youth unemployment in the FCT and to observed trends.

CHAPTER TWO

LITERATURE REVIEW

2.1 Conceptual Framework

2.1.1 Concept of Entrepreneurship

Binks and Vale (1990) defined entrepreneurship as ‘an unrehearsed combination of economic resources instigated by the uncertain prospect of temporary monopoly profit’. Hence Isaac (2011) defined Entrepreneur as the ‘instigator of entrepreneurial events for so long as they occur’. Knight (2007) defines entrepreneurship as the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to growth and sustain them, with a view to achieving broad socio-economic developmental goals. One of these goals is sustaining employment. Furthermore, Acs and Szerb (2007) noted that entrepreneurship revolves around the realization of existence of opportunities in combination with decision to commercialize them by starting a new firm. According to Drucker (2000) and Knight (2007) entrepreneurship is about taking a risk that is, t is the process of creating new values that did not previously exist, it is the practice of starting new organization, especially new businesses**,** it involves creation of new wealth through implementation of new concepts. Drucker (2000) believes that what entrepreneurs have in common is not personality traits but a commitment to innovation. For innovation to occurred, entrepreneur must have not only talent, ingenuity and knowledge but he must also be hardworking, focused and purposeful.

Howard Stevenson of Harvard University defined Entrepreneurship as the pursuit of opportunities without regard to resources currently controlled. To them, to be enterprising is to keep your eyes open and your mind active. It is to be skilled enough, confident enough, creative enough, and disciplined enough to seize opportunities that present themselves regardless of the economy (Nwafor 2007). Ojei (2010) looked at entrepreneurship as the process of creating something different with value by devoting the necessary time and effort, assuming the company financial, psychological, and social risk, and receiving the resulting rewards of monetary and personal satisfaction.

According to Aruwa (2004) it is the ability some people have to accept risks and combine factors of production in order to produce goods and services. It can also be seen as the willingness and ability of an individual to seek out investment opportunities in an environment, and be able to establish and run an enterprise successfully based on the identified opportunities. Current and Stallworth (2009) state that entrepreneurship is the creation of new economic entity centered on a novel product or service or, at the very least, one which differs significantly from the products or services offered elsewhere in the market. Okpara (2000) argues that an entrepreneur is a human bulldozer, who can convert a stumbling block into a stepping stone. Soyibo (2006) defined entrepreneurship as the process of identifying an opportunity related to needs- satisfaction and converting it to a thing (product or service) of value.

Entrepreneurial skill acquisition

Entrepreneurial skill acquisition is a process whereby a person acquires or learns a particular skill or type of behaviour needed for business through training or education (Amadi, 2012; Chukwunenye & Igboke, 2011; Ibru, 2009; IFC, 2007) in order to identify and exploit entrepreneurial opportunity for self-employment (Samian & Buntat, 2012; Stohmeyer, 2007). It

also helps entrepreneurs to acquire self-confidence, self-esteem and participate in decision-making at household and community levels (Cheston & Kuhn, 2002). Skill training and tertiary education could lead to business opportunities and impact on entrepreneurship (Emaikwu, 2011).

Exploitation of entrepreneurial opportunity also depends on the entrepreneur's level of education, skills or knowledge acquired through training, work experience and social network (Shastri & Sinha (2010). Training and/or education produce prior experience which leads to preparedness for entrepreneurial activity (Shane, 2003). The awareness of the need for entrepreneurial skill training and supports in order to stimulate entrepreneurial activity and reduce business failure have been increased among stakeholders in the industry, business and government of many countries because entrepreneurs could be born or made (Abdullah et al., 2009). It is also a vital source of developing human capital (Ikegwu, 2014). Though Dasmani (2011) found that entrepreneurship graduates could not get employment because they possessed low skills and low self-confidence required by industries since there was no industrial exposures while in school, however; numerous studies asserted that skill training and tertiary education could lead to entrepreneurial activity or self-employment (Amadi, 2012; Salman, 2009; Stohmeyer, 2007). Skill acquisition training was found to have positive effect on entrepreneurial activity in Nigeria (Ekpe & Mat, 2012; Ibru, 2009; Ikegwu, 2014). Skill acquisition training was found to have positive effect on entrepreneurial activity in France (Brana, 2008). Skill acquisition training had positive impact on entrepreneurial opportunity in Germany (Stohmeyer, 2007). Skill acquisition training was also found to have positive effect on entrepreneurial activity in Malaysia (Samian & Buntat, 2012).

2.1.2 Concept of Skill Acquisition

Skill acquisition is one among the policies embarked upon in the developing countries like Nigeria with the sole aim to alleviate poverty, youth restiveness, sophisticated crime and corruption rate; rural –urban drift, unemployment and other social vices (Ihebereme, 2010). Mbionwu (2008) noted that when youths are given adequate training in skills, they can be self-employed after schooling; hence they become active partners in both community and national development. The possession of skill is important in preventing youths from becoming social misfit. Ihebereme (2008) opined that skill acquisition in educational system acts in the world as a rehabilitator, re-orientator, motivator and empowered to the under-privileged (Indigenous students).

Skills acquisition is high-flying in many trades such as: woodwork, metalwork, building construction, tailoring and dress making, agriculture, spinning, weaving, dyeing, pot-making, shoe-making and repairing, plumbing, electrical installation, block laying and concreting, painting and decorating, carpentry and joinery, furniture making, motor vehicle mechanics work, electronics radio and television servicing, sign-writing, printing etc in Nigeria. Skill acquisition is one of the surest ways through which graduates (youths) can find ways to the labour market either in the public or private sector (Ugochukwu, Elisha, Afam, Patrick, Nworie, Emmanuel & Joseph, 2014). Ezeji and Okorie (1988) stated that skill acquisition is a means of increasing the industrious power of a nation, hence the Nigerian society should recognize the fact that every citizen should be well equipped to contribute effectively to the welfare of the country.

According to Amadi (2012) skill acquisition is a process whereby a person acquires or learns a particular skill or type of behavior needed for business through training or education in order to identify and exploit entrepreneurial opportunity for self-employment. Beach (1990) opined that

skill acquisition is the process of enlarging people's choice for a long and healthy life, knowledge acquisition, healthy life, knowledge acquisition for a decent standard of living. He went further to expatiate that it is freedom from economic, social and education and access and opportunities for being creative and productive; and enjoying personal self-respect and guaranteed human rights.

Oluremi (2008) said that skill acquisition aims at transforming the human person so as to bring about his/her potentials and make him or her a leader, who will in turn inspires and empowers others to excel and articulate meaningful vision for the society. According to Nzeribe (1986) skill acquisition is the willingness and ability of an individual to seek out investment opportunities, to establish and run a skill that will be sustainable. Onyekwelu (2005) describes skills acquisition as a job oriented kind of training with the ultimate goal of preparing people for the world of work in the society. It is a way of gaining ability to work well. Therefore, entrepreneurship skills acquisition could be referred to as a way of equipping individuals with the necessary ability for production of necessary goods and services.

2.3.1 Entrepreneurship Skills Acquisition Programs of NDE

The Directorate have four core areas of activities viz: Agricultural Sector Employment Programme, Small Scale Enterprises and Graduate Employment Programme, Special Public Works Programme (SPWP) and National Youth Employment and Vocational Skill Development. Thus the functions of the NDE are: to fortify young school leavers with basic knowledge, skill and attitudes that will enable them to operate functional units of the programme, to train them in the basic concept of the various programmes adopted by the authorities in order to equip them with the capabilities to operate in the various unit as the case may be, to give the young school leaves/unemployed the intensive training, including in-service training

programmes in the basic skills and Upon completion of the training programme, the trainees are given loans, equipments or/and lands, to enable them become productive in their chosen skills of training (Okenwa, 1999).

2.1.2.1 The NDE Programs in Retrospect

The NDE programme has been trying to solve the problem of un-marketability of the unemployed youths of Nigeria. This they have been doing by empowering school leavers, graduates of tertiary institutions and retired workers through their vocational skills acquisition training, entrepreneurship development training, rural employment training, and training four Labour-based work programme. The NDE came into existence on 26th March, 1986 following a compelling need for the establishment of a permanent institutional mechanism to tackle the problem of unemployment in Nigeria (NDE, 2013). The Directorate enabling Act, CAP 250 Laws of the Federal Republic of Nigeria, 1999 (formerly Decree No 29 of 1989) set up NDE as an employment agency charged with the responsibility to design and implement programmes with labor intensive potentials as well as to obtain and maintain a data bank on employment and vacancies in the country with a view to act as a clearing house to link job seekers with vacancies (Adebisi & Oni, 2012).

In order to actualize the mandate, the NDE developed four (4) employment creation programmes namely: Vocational Skills Development (VSD), Small Scale Enterprise (SSE), Rural Employment Promotion (REP), and Special Public Work (SPW). The objectives of these programmes are achieved through the delivery of the following training strategies: Vocational Skills Acquisition (VSA), Entrepreneurship/Business training (EBT), Rural Employment

Promotion (REP), Labour Based Works, Employment Counselling and Linkages as well as Resettlement of trained beneficiaries to set up their own small businesses (Adebisi & Oni, 2012).

The NDE commenced her agricultural programme in 1993 with the introduction of Mass Agricultural Project (MAP). As at December 1996, about 354,095 school leavers and graduates were trained and provided with loan packages to prepare them for self-employment through the NDE's agricultural loan programme. A total of 94,038 participants were recruited for placement under Special Works Programme in 1993; and 159 projects were identified under the scheme in 1994, out of which 6 were completed while work progressed on 23 others benefiting 1,500 workers (Okenwa, 1999).

NDE also collaborated with the UNDP/ILO on rural roads projects, which were carried out in Lagos, Bauchi, Kaduna, Abia, Oyo, Kastina and Enugu States in 1995 (Ibid). Under these categories of projects, employment was provided for about 186,476 persons between the years of 1993 and 1997. Other projects of the NDE that made some impact on poverty alleviation, were the vocational skill development (VSD), which had four (4) tentacles in the form of: school-on-wheel (SOW), Waste-to-wealth, National open Apprenticeship (NOA) and resettlement scheme. And the Small Scale Enterprises (SSE), whose main focus was to sensitize and encourage people to set up their businesses. A total of about 400,500 people benefited in terms of training and/or loans for setting up their own businesses (Okenwa, 1999).

The NDE, right from inception has collaborated with both international and local organizations. The NDE has benefited tremendously from the technical support and capacity building assistance from the ILO, UNDP and German Technical Assistance Agencies (GTZ). Also, it collaborates with agencies such as National Youth Service Corps (NYSC), Federal Office Statistics (FOS), National Manpower Board (NMB), National Railway Corporation (NRC), Niger dock, Nigerian

Building and Road Research Institute (NBRRI) and Federal Institute for Industrial Research and Development (FIIRD) OAU Ile-Ife, Center for Management Development (CMD), Nigeria Employer's Consultative Association (NECA), Ahmadu Bello University (ABU) Zaria, National Institute for Oil Palm Research and National Board for Technical Education (NBTE) amongst others. The benefit of these collaborative arrangements include facilitation of programmes delivery and strengthening NDE's internal capacity in terms of human resource development as well as capacity of number of operators in the informal sector (Adebisi & Oni, 2012).

The four major vehicles of the NDE programme are (a) National Youth Employment and Vocational Skills Development Programme (b) Small Scale Industries and Graduate Employment Programme, (c) Agricultural Sector Employment Programme and (d) Special Public Works Programme. The Federal Government of Nigeria (FGN) launched the NDE programme in 1986 as a bold strategy for dealing with mass unemployment. The programme has four core components including: National Youth Employment and Vocational Skills Development Programme, Small Scale Industries and Graduate Employment (Okenwa, 1999).

a) National Youth Employment and Vocational Skills Development Programme.

This programme takes care of the majority of Nigerian Youths who have no productive and marketable skills. The programme is run through the national open apprenticeship scheme, waste to wealth scheme, schools on wheels' scheme and disabled work scheme. Under the programme the participants are required to register with the Federal Ministry of Employment, Labour and Productivity's local labour exchanges before being accepted as trainees when they have completed their period of apprenticeship thereby acquiring the necessary skills, they become potential candidates for employer's consideration and absorption. Alternatively, those who can go into self-employment are encouraged to do so (Okenwa, 1999).

b) Small Scale Industries and Graduate Employment Programme

The SSIGEP is designed by NDE to assist the unemployed people set-up their own businesses. This is done after it has conducted courses in entrepreneurship and its job creation loan scheme. The participant is required to submit a feasibility study of the intended venture, which is studied by a bank. The loan for the venture where given by a bank is collateralized by the applicants' degree certificates and guaranteed by NDE. Such loan is repayable within a period of 5years at an interest rate determined by the Central Bank of Nigeria. The NDE is disposed to such small businesses as candle making, soap and detergent making, restaurants, agricultural production. Refuse collection, printing and publishing, fashion designing, textiles and garment making, among others (Adebisi & Oni, 2012).

c) Agricultural Sector Employment Programme

This programme is designed to provide self-employment in the agricultural sector. The ASEP is run in collaboration with state governments who provide the land. Applicants registered for this programme is allocated 5 hectares of cleared farmland to take off and with an agreed amount of loan. This is an important component of the NDE programme. According to Olayinka, (2014) NDE says it will establish one agricultural park each in the Northern and Southern parts of the country to generate employment in the agricultural sector. According to NDE, it has empowered a total number of 177,168 participants in the last two years. The timeframe, which covers the entire 2013 up to September, 2014 shows that 48,558 persons benefitted from the training in vocational skills development while public works and community/technical skills development attracted 460 persons 2,900 benefitted from the agricultural skills and rural development, and 26102 benefitted from the entrepreneurial/business skill development, graduate transient job creation attracted 6,880 persons while 271 enrolled for the enterprises created by graduates and

artisans.14800 participants took part in its micro enterprises enhancement scheme while women and vulnerable empowerment scheme attracted 1105 and employment counselling and job linkages recorded 76,092 participants.

In furtherance of its efforts towards tackling unemployment, addressing issues of poverty and vulnerability and promoting inclusive finance at the grassroots levels the NDE has a new Scheme called Special Micro Empowerment Scheme (SMES) which is aimed at promoting social inclusion and job creation. Basically, the new scheme seeks to assist the poor and vulnerable persons (petty traders, artisans, women, widows, orphans, internally displaced persons, physically challenged persons, etc.) and establish/manage or boost their own micro enterprises. The micro enterprises being promoted includes: shoemaking, vegetable oil extraction, water/beverage sales, potatoes/plantain frying, among others. The NDE lists low funding level as a major stumbling block as it affects the capacity building for personnel, curtail programme expansion for full capacity utilization, restrain capacity building for skills acquisition training centres through facility upgrading to meet international standards (Adebisi & Oni, 2012).

d) Special Public Works Programme

This programme seeks to give temporary employment to a pool of the unemployed in maintaining public work. The state governments in collaboration with the NDE identify projects to which participants are deployed. These include: construction and maintenance of roads, buildings and other infrastructure, tree planting, environmental sanitation, land clearing and other farm support services (Okenwa, 1999).

2.1.3 Concept of Employment

Employment according to Douglason and Gbosi (2006) is a situation where people who are willing to work at the prevailing wage rate are able to find jobs and Akintoye (2008) noted that employment is a state of working for pay either for personal business or working for some else. To him, the "employed" comprise all persons above the age specified for measuring the economically active population (18 years) who, during a specified short period of either one week or one day, were in the following categories paid employment and self-employment. Employment is a relationship between two parties, usually based on a contract where work is paid for; one party being the employer and the other is the employee. Employment refers to the number of people who work for pay in cash or kind, work on their own account or are unpaid family workers (NBS, 2012).

Employment Situation in Abuja

Though from a cursory look at the Nigerian data on employment level and real GDP, it appears that the recent economic growth trends and patterns have been insufficient to make any appreciable impact on employment generation and poverty reduction, but this has not been sufficiently investigated empirically in the literature (Oni, 2006; Patterson & Okafor 2006). Several empirical studies have been carried out to examine the nature and character of employment situations in developing nations in general and Nigeria in particular (Ogunrinola, 1991; Oladeji, 1987). Given the high proportion of the informal sector in the labour market of developing nations, Ogunrinola (1991) examined the issue of employment and earnings of the urban informal sector of Ibadan. The study found that the urban informal sector of Ibadan has contributed significantly to employment creation, skill development and entrepreneurial development. For instance, about 90% of the entrepreneurs were trained under the apprenticeship

systems who are also involved in capacity development of others. Onwioduokit (2006) examined the link between unemployment and several macroeconomic variables in Abuja and concluded that 'the shift in the composition of unemployment in Nigeria since 2000 is very instructive as it has brought to the fore the inadequacies of the received theory towards explaining the unemployment phenomenon in the country'. Oladeji (1987) investigated the issue of graduate unemployment in Nigeria while Borisade (2001) examined the structure of educational system and employment relationship in Nigeria. Both conclude that a re-orientation of the educational system towards the employment needs of the economy would go a long way towards promoting productive employment in Nigeria.

In terms of the relationship between the level and growth rate of economic activity of the nation and employment generation, a number of empirical studies have been conducted in several different nations. Swane and Vistrand (2006) examined the GDP-employment growth relationship in Sweden. Using the employment-population ratio as a measure of the extent of employment generation, the study found a significant and positive relationship between GDP and employment growth. This finding supports the strand of theory suggesting that the positive relationship between GDP and employment is normal and that any observed jobless growth might just be a temporary deviation.

2.2 Empirical Review

Adebisi and Oni (2012) assessed the operational schemes of the National Directorate of Employment (NDE), and the relevance of its training programmes to the needs of the trainees. The study adopted the survey design. Precisely, six states in the Southwestern Nigeria were used for the study. The sample comprised of 1, 200 trainees, 420 trainers and 120 ex-trainees selected from a population of 382, 792. The results showed that the NDE had 11 operational schemes and

30 job categories. It also showed that the NDE training programmes met the needs of the trainees as 99.2% of trainees and 98.3% of ex-trainees said that they learnt the jobs they had wanted to learn at the NDE. Furthermore, all the ex-trainees, 120 (100%) said that the jobs they do at present were the ones they learned at the NDE. Results of the study also indicated that the NDE has impacted positively on the previously unemployed Nigerians by providing them with gainful employment (despite the operational challenges observed).

Amire (2015) examined the relationship between skill development and youth unemployment. In analyzing the relevance of NDE in the development of skill and creation of job in Lagos state between (2005- 2011), the research paper observed that NDE has contributed significantly towards creating jobs for the unemployed youths within their capacity. However, the slow pace of NDE in responding effectively to the rate of unemployment and in attaining the millennium development goal (MDGs) will be an uphill task. This implies that there is insignificant relationship between skills development and youth unemployment.

Amupitan (2011) assessed the National Directorate of Employment programmes to find out problems (if any) hindering the effective performance of the directorate and provide possible solutions. Data was collected from both primary and secondary source while the systematic sampling method was used in determining the sample size and the opportunistic sampling method was used in its administration. Statistical tables and charts were used in the data analysis while the Average Mean Score method was used for the test of hypotheses formulated. The three hypotheses which states “that inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment”, that inadequate skills acquisition has led to a rise in graduate unemployment in Kaduna state” and “that poor funding has undermined the effectiveness of the National Directorate of Employment Kaduna state” were accepted. It was

discovered that inadequate awareness and poor funding of the activities of the NDE in Kaduna State undermined its activity, and that skills acquisition is an effective tool in reducing graduate unemployment. There is insignificant relationship between NDE programme and unemployment in Nigeria.

Ogunlela (2012) appraised the impact of the activities of the National Directorate of Employment on graduate employment and job creation in Kaduna State. The study was aimed at determining the various programmes of the directorate and assessing the level of its success with respect to graduate employment creation in Kaduna State. Secondary data were collected as well as oral interview of personnel in the course of the study. It was found that the impact of the NDE on graduate employment in Kaduna State has not been particularly positive and much still needs to be done. Only modest achievement in the area of generation of graduate employment has so far been recorded. A thorough re-appraisal of its programme in order to overhaul the system is desirable. There is insignificant relationship between NDE programmes and employment in Kaduna State and also, there is significant relationship between NDE programmes and job creation in Kaduna State.

Historically, the study of entrepreneurship reaches back to the work of Richard Cantillon and Adam Smith in the late 17th and early 18th centuries, but was largely ignored theoretically until the late 19th and early 20th centuries and empirically until a profound resurgence in business and economics in the last 40 years. In the 20th century, the understanding of entrepreneurship owes much to the work of economist Joseph Schumpeter in the 1930s and other Austrian economists such as Carl Menger, Ludwig von Mises and Friedrich von Hayek.

2.3 Theoretical Framework

2.3.1 Risk Taking Theory

The theory that provides foundation for entrepreneurship skills is the risk-taking theory of Richard Cantillon and John Stuart Mill. The theory sees entrepreneurship as a mental skill that stimulates individuals to take moderate or calculated risk for which they stand to enjoy stream of benefits, and also people taking big risk have to contend with a great responsibility (Alam & Hossan, 2003). The traits of creativity, risk-loving, innovation, strategic thinking and constructive engagement against the Government by discontented Nigerians could as well be directed to entrepreneurship skills development programme (Raimi, 2010). The importance of this theory is that entrepreneurship skill programmes improves the ability, capability and potentials of the employees of the nation to undertake risks for which all stand to benefit immensely.

2.3.2 Marked Innovation as a Theory of Entrepreneurship

This theory was developed by Schumpeter (1934) in his work in 1952 saw innovation as a major force behind entrepreneurship skills acquisition. In his postulation he argued that "every growth oriented venture is a function of innovation without which theory of entrepreneurship does not exist". The implication of Schumpeter's theory of entrepreneurship is that entrepreneurs (graduate entrepreneurs) must not only be innovative but should also be creative.

2.3.3 Sociological Entrepreneurship Theory

The sociological theory focuses on the social context and deals with the level of analysis in traditional society (Lanstorm, 1998). Reynolds (1991) has identified four social contexts that relates to entrepreneurship skills. The first one is social networks skills. Here, the focus is on building social relationships and bonds that promote trust and not opportunism. In order words,

the entrepreneur should not take undue advantage of people to be successful; rather success comes as a result of keeping faith with the people. The second, he called the life course stage context which involves analysing the life situations and characteristic of individuals who have decided to become entrepreneurs. The experiences of people could influence their thought and action so they want to do something meaningful with their lives. The third context is ethnic identification. One's sociological background is one of the decisive push factors to become an entrepreneur. For example, the social background of a person determines how far he/she can go. Marginalized group may violate all obstacles and strive for success, spurred on by their disadvantaged background to make life better. The fourth social context is called population ecology. The idea is that environmental factors play an important role in the survival of business. The political system, Government legislation, customers, employees and competition are some of the environmental factors that may have an impact on the survival of an entrepreneurial business.

2.3.4 Opportunity –Based Entrepreneurship Theory

The opportunity–based theory is anchored by names such as Peter Drucker and Howard Stevenson. An opportunity based approach provides a wide-ranging theoretical framework for entrepreneurship research (Shane, 2000; Fiet, 2002). Entrepreneurs do not cause change (as claimed by the Schumpeterian or Austrian School) but exploit the opportunities that change (in technology, consumer preference etc.) creates (Drucker, 1985). He further said 'this defines entrepreneur and entrepreneurship; the entrepreneur always searches for change.

2.3.5 Theory of Need for Achievement and Goal Setting

This study is anchored on McClelland (1961) theory of need for achievement and goal setting. McClelland argues in his book ''The Achieving society'', that the drive towards achievement is the basis of activity for most entrepreneurs. He used the Jews in his illustration. According to

him, the Jewish child is shown from the beginning that he has to maintain and remain on top in order to counteract the attitude of the society to him. From the view expressed, the initiatives, innovation, opportunities and proactiveness which are basic entrepreneurial skills form the basic spring board for this study. McClelland theory of needs was adopted because the current study advocates equipping the youths with needed and necessary entrepreneurial skills that can help them to strive for excellence in order to counteract the attitude of the society towards them.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Research Design

The study employed a survey research design as a technique for data collection. The reason for using survey research design is according to Creswell (2009) it provides a quantitative or numeric description of perspectives or experiences or opinions of a population by studying a sample of that population. Another reason for adopting survey research design is that data obtained is a point in time data.

3.2 Population, Sample and Sampling Techniques

According to National Directorate of Employment report (2019) there has been many beneficiaries of NDE progammes in Nigeria. However, the population of this study is only the beneficiaries of NDE programs in the four (4) area councils in FCT, Abuja amounting to 707 beneficiaries. The area councils are; Abuja Municipal, Gwagwalada, Kuje, and Bwari. The sample size is deduced using the Taro Yamane computation approach. According to Yamane (1967), the sample size of a study is derived thus:

$$n = N/1+N(e)^2$$

Where N = the population size

e = the margin of error (assumed at 5%)

1= constant

$$n = 707/1+707\ (0.05)^2$$

$$n = 707/1+707\ (0.0025)$$

$$n = 707/1+1.7675$$

n = 707/2.7675

n = 255

Based on the estimated sample size, 255 are beneficiaries of NDE programme in Abuja FCT being the estimated sample size which forms the base sample and augmented by 20% to ensure a useable returned sample of 255. This was done by calculating the percentage fraction of the sample size on the entire population of the study and the total number of administered questionnaire shall be 306.

3.3 Method of Data Collection

The study relied on primary data employing the use of structured questionnaire to elicit responses of the research subjects (respondents i.e. beneficiaries of NDE programme in Abuja FCT). The structured questionnaire is administered to target respondents and retrieved afterwards. Data from the field survey would be presented using tables while statistical tools would be used to analyze and aid interpretation towards testing hypotheses.

3.3.1 Questionnaire

The prepared questionnaire is used in the cause of this research work to obtain all the vital information needed to carry-out the work effectively and efficiently. The instrument elicits opinions and views from respondents about the impact of NDE entrepreneurial skills development programmes on youth employment in Abuja FCT and the respondents are afforded the opportunity to supply more considered opinions and more adequate information, the respondents could check the information before filling the questionnaire.

It is designed in a five (5) point Likert type scaled questionnaire that is designed to collect information from the respondents regarding impact of NDE entrepreneurial skills development

programmes on youth employment in Abuja FCT for statistical analysis of the responses. The questions are divided into two parts, that is, NDE entrepreneurial skills development programmes related questions and youth employment related questions to be answered by respondents respectively. The choice of a questionnaire as the primary instrument of gathering data is borne out of the fact that, it is cheap and not time consuming and often has standardized answers that make it simple to compile data.

3.3.2 Administration of the Questionnaire

The copies of questionnaire were administered to the respondents randomly. The copies were placed in National Directorate of Employment office in Abuja for 9 months with the help of the office assistant to the chairman of National Directorate of Employment FCT, Abuja so that he (Mr. Ahmed Umar) identified the beneficiaries of NDE entrepreneurship programmes when they have further dealing with the department and was giving the questionnaire. The copies were collected back from Mr. Ahmed Umar after 9 months and distribution of the questionnaire to the respondents are stated below

Table 1: Respondents Distribution According to Four Area Councils of FCT and NDE Skills Development Programs

Area Council	**PROGRAMMES**				
	REP	**SSE**	**VSD**	**SPW**	**TOTAL**
Abuja Municipal	20	22	20	20	92
Gwagwalada	16	15	30	18	85
Kuje	17	15	15	13	61
Bwari	15	15	16	22	68
TOTAL	**60**	**71**	**87**	**88**	306

Source: Field Survey, 2020

Where REP is the beneficiaries of Rural employment progamme, SSE is the beneficiaries of small scale enterprise programme, VSD is the beneficiaries of vocational skills development programme and SPW is the beneficiaries of special public work programme.

3.4 Techniques for Data Analysis and Model Specifications

A software statistical package of e-view is used in analysing data in this study. The statistical tool is ordinary least square method of regression. The linear regression analysis is used to determine whether there is a relationship between NDE entrepreneurship development programme proxies as vocational skills development programme, special public work programme, small scale enterprise programme, rural employment programme and youth employment as dependent variable surrogate.

3.4.1 Model Specification

The sign of the relationship between NDE entrepreneurship development programmes proxies as vocational skills development programme, special public work programme, small scale enterprise programme, rural employment programme and employment as dependent variable surrogate are tested using statistical method of ordinary least squares method of regression. The ordinary least square method is a widely used method of regression analysis. It is used to examine whether one variable is dependent on another or a combination of other variables.

A multiple model is employed to estimate the effects of NDE entrepreneurship development programmes proxies as vocational skills development programme, special public work programme, small scale enterprise programme, rural employment programme and youth employment as dependent variable surrogate and this is expressed in this study as thus:

$$YEM = \alpha + \beta_I APS + \beta_2 DWS + \beta_3 SWS + \mu \quad \ldots\ldots\ldots\ldots\ldots\ldots \text{equation 1}$$

$YEM = \alpha + ß_I MR + ß_2 TP + ß_3 ES + \mu$ …….....equation 2

$YEM = \alpha + ß_I SDM + ß_2 FDS + ß_3 CMS + \mu$ .....…….....equation 3

$YEM = \alpha + ß_I VOE + ß_2 PF + ß_3 PLF + \mu$ …….....equation 4

Where:

Vocational skills development programme is proxies by apprenticeship skills (APS), disable work scheme (DWS) and school on the wheel's scheme (SWS). Special public work programme are proxies by maintenance of roads (MR), tree planting (TP) and environmental sanitation (ES). Small scale enterprise programme are proxies by soap and detergent making (SDM), fashion designing skills (FDS) and candle making skills (CMS). Rural employment skills (agricultural programme) are proxies by vegetable oil extraction (VOE), potatoes farming skills (PF) and plantain frying (PLF). ß = Independent variable, α= Intercept, μ= Error terms, the dependent variable is youth employment (YEM).

The regression model stated above is used to estimate the effect of dependent variable on the independent variable using E-view statistical package that has the capacity to answer question on how fit a model is, given a set of variables. The output showed the t-statistics, standard error value, f-statistic value and p-value for the co-efficient which will result in either rejection or failure to reject the null hypothesis. The p-value which will be the probability of getting a result that is at least as extreme as the critical value and it helps in accommodating the error factors in this research. The co-efficient of determination (R^2) will also be revealed. This measured the proportion of the dependent variable that has been explained by the regression model. The range R^2 varies between 0%- 100%. It is therefore useful that when the value of R^2 is closer to 100%, it

shows that more independent variables explain the variation in dependent variable capture in the hypotheses and the level of significance is 1%, 5% and 10% level of significances.

3.5 Justification of Methods

The estimation period is selected as 2006-2015 in order to draw a reliable data that will result to verifiable findings and recommendations. Primary data were also chosen because of the nature and requirement of the research topic. Several studies as reviewed in the literature used ordinary least square method to assess the impact of NDE entrepreneurial skills development programs on youth employment in Nigeria. The OLS technique was used to estimate the parameters of the regression equation (model) and test the relationship that exists between ESDP and youth employment. The regression result was used to validate alternate hypotheses. The ordinary least square is a proper statistical tool to be used because reliable statistical inference can be obtained through a correlation of the dependent and independent variables of the study.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Data presentation

Table 2: Return Rate of Questionnaires: Type of NDE entrepreneurship programme participated

Responses	Questionnaires Administered	Questionnaires not Returned	Questionnaire Returned	Percentage (%)
Vocational skills development programme	87	8	79	30.98
Special public work programme	88	15	73	28.62
Small Scale enterprise programme	71	19	52	20.39
Rural Employment programme	60	9	51	20.00
Total	306	51	255	100

Source: Field Survey, (2020)

The table shows that, 30.98% of the respondents are the beneficiaries of vocational skills development programme that filled and returned the copies of their questionnaire, 28.62% of the respondents are the beneficiaries of Special public work programme that filled and returned the copies of their questionnaire, 20.39% of the respondents are the beneficiaries of Small Scale enterprise programme that filled and returned the copies of their questionnaire and 20.00% of the respondents are the beneficiaries of Rural Employment programme that filled and returned the copies of their questionnaire.

Table 3: Age of the Respondents

Age of the Respondents	Frequency	Percent (%)
18 -26 years	59	23.13
27-35 Years	67	26.27
36-45Years	76	29.80
46-50 years and above	53	20.78
Total	**255**	100

Source: Field Survey, (2020)

From the table, 23.13% of the respondents are in the age bracket of 18 to 26 years, 26.27% of the respondents are in the age range of 27 to 35 years, 29.80% of the respondents are in the age range of 36 to 45 years while 20.78% of the respondents are between ages 46-50 Years and above.

Table 4: Martial Status

Responses	Frequency	Percentage (%)
Single	73	28.63
Married	182	71.37
Total	255	100

Source: Field Survey, (2020)

The table shows that, 28.63% of the respondents are single and 71.37% of the respondents are married that filled and returned the copies of their questionnaire.

Table 5: Educational level of the Respondents

Responses	Frequency	Percent (%)
B.Sc.	62	24.31
Masters	21	8.23
PhD	3	1.17
Others	169	66.27
Total	255	100

Source: Field Survey, (2020)

From the table, 24.31% of the respondents' educational level are B.Sc. 8.23% of the respondents had masters, 1.17% of the respondents had Ph.D. while 66.27% of the respondents did not specified their educational qualification.

Table 6: Years of being participated in the Programme by the Respondents

Responses	Frequency	Percent (%)
1-5years	63	24.71
6-10 years	51	20.00
11 years and Above	141	55.29
Total	255	100

Source: Field Survey, (2020)

The table indicates that 24.71% of the respondents agreed that they participated in programme for the past 1-5 years, 20.00% of the respondents agreed that they participated in programme for the past 6-10 years and 55.29% of the respondents agreed that they participated in programme for the past 11 years and above.

Table 7: Have you attended any other programme apart from NDE entrepreneurship skills programmes.

Responses	Frequency	Percentage (%)
Yes	219	85.88
No	36	14.11
Total	255	100

Source: Field Survey, (2020)

The table shows that, 85.88% of the respondents said they have attended any other programme apart from NDE entrepreneurship skills programmes before and 14.11% of the respondents said that they have not attended any other programme apart from NDE entrepreneurship skills programmes before.

Table 8: If yes, What other Programme

Responses	Frequency	Percent (%)
Business Seminar	97	44.29
Micro Finance training	76	34.70
Business workshop	46	21.00
Total	219	100

Source: Field Survey, (2020)

The table indicates that 44.29% of the respondents agreed that they attended business seminar programme apart from NDE entrepreneurship skills programmes before, 34.70% of the respondents agreed that they attended micro finance training programme apart from NDE entrepreneurship skills programmes before and 21.00% of the respondents agreed that they

attended business workshop programme apart from NDE entrepreneurship skills programmes before.

Table 9: Do you think the programme was planned and systematic

Responses	Frequency	Percent (%)
Planned and Systematic	121	47.45
Not planned and systematic	71	27.84
Not sure	63	24.70
Total	255	100

Source: Field Survey, (2020)

The table indicates that 47.45% of the respondents agreed that training programme was planned and systematic, 27.84% of the respondents agreed that training programme was not planned and systematic and 24.70% of the respondents agreed that training programme of planned and systematic is not sure.

4.1.1 NDE Vocational Skills Development Program (VSD) and youth employment in Abuja

Table 10: The participants benefited well from apprenticeship skills of Vocational skills development programme

Responses	Frequency	Percent (%)
Strongly Agreed	32	40.50
Agreed	21	26.58
Undecided	2	2.53
Strongly Disagreed	9	11.39
Disagreed	15	18.98
Total	79	100

Source: Field Survey, (2020)

The table indicates that 40.50% of the respondents strongly agreed that the participants benefited well from apprenticeship skills of Vocational skills development programme. 26.58% of the respondents agreed that the participants benefited well from apprenticeship skills of Vocational skills development programme and 2.53% of the respondents were undecided. 11.39% of the respondents strongly disagreed that the participants do not benefited well from apprenticeship skills of Vocational skills development programme and 18.98% of the respondents strongly disagreed that the participants do not benefited well from apprenticeship skills of Vocational skills development programme.

Table 11: Disable work scheme was encouraging by the beneficiaries

Responses	Frequency	Percent (%)
Strongly Agreed	29	36.71
Agreed	24	30.37
Undecided	1	1.27
Strongly Disagreed	14	17.72
Disagreed	11	13.92
Total	79	100

Source: Field Survey, (2020)

The table indicates that 36.71% of the respondents strongly agreed that the disable work scheme was encourage by the beneficiaries. 30.37% of the respondents agreed that the disable work scheme was encourage by the beneficiaries and 1.27% of the respondents were undecided. 17.72% of the respondents strongly disagreed that the disable work scheme was not encourage by the beneficiaries and 13.92% of the respondents strongly disagreed that the disable work scheme was not encourage by the beneficiaries.

Table 12: School on Wheels scheme benefited well by the beneficiaries of the programme

Responses	Frequency	Percent (%)
Strongly Agreed	28	35.44
Agreed	25	31.64
Undecided	4	5.06
Strongly Disagreed	16	20.25
Disagreed	6	7.59
Total	79	100

Source: Field Survey, (2020)

The table indicates that 35.44% of the respondents strongly agreed that the School on Wheels scheme benefited well by the beneficiaries of the programme. 31.64% of the respondents agreed that the School on Wheels scheme benefited well by the beneficiaries of the programme and 5.06% of the respondents were undecided. 20.25% of the respondents strongly disagreed that the School on Wheels scheme does not benefited well by the beneficiaries of the programme and 7.59% of the respondents strongly disagreed that the School on Wheels scheme does not benefited well by the beneficiaries of the programme.

Table 13: National directorate of employment through its programmes help to generate employment for the timing youth in Abuja

Responses	Frequency	Percent (%)
Strongly Agreed	98	38.43
Agreed	76	29.80
Undecided	13	5.09
Strongly Disagreed	43	16.86
Disagreed	25	9.80
Total	255	100

Source: Field Survey, (2020)

The table indicates that 38.43% of the respondents strongly agreed that the National directorate of employment through its programmes help to generate employment for the timing youth in Abuja. 29.80% of the respondents agreed that the National directorate of employment through its programmes help to generate employment for the timing youth in Abuja and 5.09% of the respondents were undecided. 16.86% of the respondents strongly disagreed that the National directorate of employment through its programmes does not help to generate employment for the timing youth in Abuja and 9.80% of the respondents strongly disagreed that the National directorate of employment through its programmes does not help to generate employment for the timing youth in Abuja.

4.1.2 NDE Special Public Work Program (SPW) and youth employment in Abuja FCT

Table 14: The beneficiaries have proper maintenance of roads skills

Responses	Frequency	Percent (%)
Strongly Agreed	33	45.21
Agreed	23	31.51
Undecided	3	4.11
Strongly Disagreed	12	16.43
Disagreed	2	2.73
Total	73	100

Source: Field Survey, (2020)

The table indicates that 45.21% of the respondents strongly agreed that the beneficiaries have proper maintenance of roads skills. 31.51% of the respondents agreed that the beneficiaries have proper maintenance of roads skills and 4.11% of the respondents were undecided. 16.43% of the

respondents strongly disagreed that the beneficiaries have no proper maintenance of roads skills and 2.73% of the respondents strongly disagreed that the beneficiaries have no proper maintenance of roads skills.

Table 15: The beneficiaries have good knowledge of tree planting skills

Responses	Frequency	Percent (%)
Strongly Agreed	28	38.35
Agreed	25	34.24
Undecided	11	15.06
Strongly Disagreed	5	6.84
Disagreed	4	5.47
Total	73	100

Source: Field Survey, (2020)

The table indicates that 38.35% of the respondents strongly agreed that the beneficiaries have good knowledge of tree planting skills. 34.24% of the respondents agreed that the beneficiaries have good knowledge of tree planting skills and 15.06% of the respondents were undecided. 6.84% of the respondents strongly disagreed that the beneficiaries have no good knowledge of tree planting skills and 5.47% of the respondents strongly disagreed that the beneficiaries have no good knowledge of tree planting skills.

Table 16: The beneficiaries have good knowledge of environmental sanitation skills

Responses	Frequency	Percent (%)
Strongly Agreed	24	32.87
Agreed	27	36.98
Undecided	4	5.47
Strongly Disagreed	11	15.06
Disagreed	7	9.58
Total	73	100

Source: Field Survey, (2020)

The table indicates that 32.87% of the respondents strongly agreed that the beneficiaries have good knowledge of environmental sanitation skills. 36.98% of the respondents agreed that the beneficiaries have good knowledge of environmental sanitation skills and 5.47% of the respondents were undecided. 15.06% of the respondents strongly disagreed that the beneficiaries have no good knowledge of environmental sanitation skills s and 9.58% of the respondents strongly disagreed that the beneficiaries have no good knowledge of environmental sanitation skills.

4.1.3 NDE Small Scale Enterprise Programme (SSE) and youth employment in FCT

Table 17: The beneficiaries have good knowledge of soap and detergent making skills

Responses	Frequency	Percent (%)
Strongly Agreed	18	34.61
Agreed	15	28.84
Undecided	3	5.76
Strongly Disagreed	7	13.46
Disagreed	9	17.30
Total	52	100

Source: Field Survey, (2020)

The table indicates that 34.61% of the respondents strongly agreed that the beneficiaries have good knowledge of soap and detergent making skills. 28.84% of the respondents agreed that the beneficiaries have good knowledge of soap and detergent making skills and 5.76% of the respondents were undecided. 13.46% of the respondents strongly disagreed that the beneficiaries have good knowledge of soap and detergent making skills and 17.30% of the respondents strongly disagreed that the beneficiaries have no good knowledge of soap and detergent making skills.

Table 18: The beneficiaries have knowledge of fashion designing skills

Responses	Frequency	Percent (%)
Strongly Agreed	19	36.53
Agreed	17	32.69
Undecided	2	3.84
Strongly Disagreed	8	15.38
Disagreed	6	11.53
Total	52	100

Source: Field Survey, (2020)

The table indicates that 36.53% of the respondents strongly agreed that the beneficiaries have knowledge of fashion designing skills. 32.69% of the respondents agreed that the beneficiaries have knowledge of fashion designing skills and 3.84% of the respondents were undecided. 15.38% of the respondents strongly disagreed that the beneficiaries have no knowledge of fashion designing skills and 11.53% of the respondents strongly disagreed that the beneficiaries have no knowledge of fashion designing skills.

Table 19: The beneficiaries have knowledge of candle making skills

Responses	Frequency	Percent (%)
Strongly Agreed	20	38.46
Agreed	14	26.92
Undecided	3	5.76
Strongly Disagreed	7	13.46
Disagreed	8	15.38
Total	52	100

Source: Field Survey, (2020)

The table indicates that 38.46% of the respondents strongly agreed that the beneficiaries have knowledge of candle making skills. 26.92% of the respondents agreed that the beneficiaries have knowledge of candle making skills and 5.76% of the respondents were undecided. 13.46% of the respondents strongly disagreed that the beneficiaries have no knowledge of candle making skills and 15.38% of the respondents strongly disagreed that the beneficiaries have no knowledge of candle making skills.

4.1.4 NDE Rural Employment Programme (REP) and youth employment in FCT, Abuja

Table 20: The beneficiaries have knowledge of vegetable oil extraction

Responses	Frequency	Percent (%)
Strongly Agreed	16	31.37
Agreed	18	35.29
Undecided	1	1.96
Strongly Disagreed	11	21.56
Disagreed	5	9.80
Total	51	100

Source: Field Survey, (2020)

The table indicates that 31.37% of the respondents strongly agreed that the beneficiaries have knowledge of vegetable oil extraction. 35.29% of the respondents agreed that the beneficiaries have knowledge of vegetable oil extraction and 1.96% of the respondents were undecided. 21.56% of the respondents strongly disagreed that the beneficiaries have no knowledge of vegetable oil extraction and 9.80% of the respondents strongly disagreed that beneficiaries have no knowledge of vegetable oil extraction.

Table 21: The beneficiaries have knowledge on potatoes farming

Responses	Frequency	Percent (%)
Strongly Agreed	21	41.17
Agreed	16	31.37
Undecided	2	3.92
Strongly Disagreed	9	17.64
Disagreed	3	5.88
Total	51	100

Source: Field Survey, (2020)

The table indicates that 41.17% of the respondents strongly agreed that the beneficiaries have knowledge on potatoes farming. 31.37% of the respondents agreed that the beneficiaries have knowledge on potatoes farming and 3.92% of the respondents were undecided. 17.64% of the respondents strongly disagreed that the beneficiaries have no knowledge on potatoes farming and 5.88% of the respondents strongly disagreed that the beneficiaries have no knowledge on potatoes farming.

Table 22: The beneficiaries have knowledge on plantain frying

Responses	Frequency	Percent (%)
Strongly Agreed	19	37.25
Agreed	21	41.17
Undecided	2	3.92
Strongly Disagreed	6	11.76
Disagreed	3	5.88
Total	51	100

Source: Field Survey, (2020)

The table indicates that 37.25% of the respondents strongly agreed that the beneficiaries have knowledge on plantain frying. 41.17% of the respondents agreed that the beneficiaries have knowledge on plantain frying and 3.92% of the respondents were undecided. 11.76% of the respondents strongly disagreed that the beneficiaries have no knowledge on plantain frying and 5.88% of the respondents strongly disagreed that the beneficiaries have no knowledge on plantain frying

4.2 Data Analysis and Results

Regression Result using

E-view Statistical Software Package

$YEM = \alpha + ß_I APS + ß_2 DWS + ß_3 SWS$

Dependent Variable: YEM
Method: Least Squares
Date: 02/25/20 Time: 23:57
Sample (adjusted): 1 79
Included observations: 79 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.409137	0.118772	3.444743	0.0009
APS	0.070643	0.119481	0.591249	0.5561
DWS	0.243212	0.151459	1.605793	0.1125

SWS	0.078818	0.133342	0.591091	0.5562

R-squared	0.765394	Mean dependent var	1.822785
Adjusted R-squared	0.756009	S.D. dependent var	0.655538
S.E. of regression	0.323806	Akaike info criterion	0.631961
Sum squared resid	7.863769	Schwarz criterion	0.751933
Log likelihood	-20.96246	Hannan-Quinn criter.	0.680026
F-statistic	81.56146	Durbin-Watson stat	1.238923
Prob(F-statistic)	0.000000		

Source: Data output using e-view statistical package, 2020

Decision rule: 1% level of significance, 5% level of significance and 10% level of significance

YEM = $\alpha + ß_I APS + ß_2 DWS + ß_3 SWS$

YEM = 0.40+0.07APS+0.24DWS+0.07SWS

SE = 0.11 0.11 0.15 0.13

t* = 3.44 0.59 1.60 0.59

P = 0.00 0.55 0.11 0.55

R^2 = 0.76

Adjusted R^2 = 0.75

DW = 1.23

F-stat = 81.56146(0.00)

From the regression result, NDE entrepreneurship vocational skills development programme coefficient for apprenticeship skills (APS) is positive and significant in achieving Youth employment in FCT, Abuja. The YEM =0.40+0.07APS which indicates that youth employment will increase by 7% for every 1% increase in NDE entrepreneurship vocational skills development programme in terms apprenticeship skills (APS). The p-value of 0.55 is less

than the t-statistic value of 0.59 and the standard error value of 0.11 is less than the t-statistic value. This implies that there is insignificant relationship between apprenticeship skills and youth employment in FCT, Abuja.

NDE entrepreneurship vocational skills development programme coefficient for disable work scheme (DWS) is positive and significant in achieving youth employment in FCT, Abuja.

The YEM=0.40+0.24DWS which indicates that youth employment will increase by 24% for every 1% increase in NDE entrepreneurship vocational skills development programme in terms of disable work scheme (DWS). The p-value of 0.11 is less than the t-statistic value of 1.60 and the standard error value of 0.15 is less than the t-statistic value. This implies that there is insignificant relationship between disable work scheme (DWS) and youth employment in FCT, Abuja.

NDE entrepreneurship vocational skills development programme coefficient for school on wheels' scheme (SWS) is positive and significant in achieving youth employment in FCT, Abuja. The YEM=0.40+0.07SWS which indicates that youth employment will increase by 7% for every 1% increase in NDE entrepreneurship vocational skills development programme in terms of school on wheels' scheme (SWS). The p-value of 0.55 is less than the t-statistic value of 0.59 and the standard error value of 0.13 is less than the t-statistic value. This implies that there is insignificant relationship between school on wheels' scheme (SWS) and youth employment in FCT, Abuja. The coefficient of determination (r^2) of 0.76 indicates that 76% of variation in youth employment can be explained by NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and disable work scheme) in FCT, Abuja. The remaining 24% can be explained by other related factors not noted in the regression

model. The f-statistic value of 81.56146 is significant at p-value of 0.00 and Durbin Watson is 1.23 which indicates that there is a present of auto correlation between the dependent and independent variable. Also, this implies that there is an evidence of existence of linear relationship between youth employment and NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and disable work scheme) in FCT, Abuja.

Therefore, we accept the alternative hypothesis that there is a significant relationship between youth employment and NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and disable work scheme) in FCT, Abuja.

Regression Result using

E-view Statistical software Package

$YEM = \alpha + ß_I MR + ß_2 TP + ß_3 ES$

Dependent Variable: YEM
Method: Least Squares
Date: 02/26/20 Time: 00:23
Sample (adjusted): 1 73
Included observations: 73 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.461444	0.165304	2.791482	0.0068
MR	0.035112	0.098886	0.355078	0.7236
TP	-0.094234	0.121530	-0.775400	0.4408
ES	0.405603	0.106334	3.814411	0.0003

R-squared	0.669558	Mean dependent var	1.726027
Adjusted R-squared	0.655191	S.D. dependent var	0.583578
S.E. of regression	0.342679	Akaike info criterion	0.749194
Sum squared resid	8.102616	Schwarz criterion	0.874698
Log likelihood	-23.34557	Hannan-Quinn criter.	0.799209
F-statistic	46.60376	Durbin-Watson stat	1.333041
Prob(F-statistic)	0.000000		

Source: Data output using e-view statistical package, 2020

Decision rule: 1% level of significance, 5% level of significance and 10% level of significance

YEM = $\alpha + ß_1MR + ß_2TP + ß_3ES$

YEM = 0.46+0.03MR-0.09TP+0.40ES

SE	=	0.16	0.09	0.12	0.10
t*	=	2.79	0.35	(0.77)	3.81
P	=	0.00	0.72	0.44	0.00

R^2 = 0.66

Adjusted R^2 = 0.65

DW = 1.33

F-stat = 46.60376 (0.00)

From the regression result, NDE entrepreneurship skill on special public work programme coefficient for maintenance of roads (MR) is positive and significant in achieving Youth employment in FCT, Abuja. The YEM=0.46+0.03MR which indicates that youth employment will increase by 3% for every 1% increase in NDE entrepreneurship skill on special public work programme for maintenance of roads (MR). The p-value of 0.72 is greater than the t-statistic value of 0.35 and the standard error value of 0.09 is less than the t-statistic value. This implies that maintenance of roads (MR) has an insignificant impact on youth employment in FCT, Abuja. NDE entrepreneurship skill on special public work programme coefficient for tree planting skills (TP) is negative and insignificant in achieving youth employment in FCT, Abuja. The YEM=0.46-0.09TP which indicates that youth employment will decrease by 9% for every

1% increase in entrepreneurship skill on special public work programme in terms of tree planting skills. The p-value of 0.44 is greater than the t-statistic value of (0.77) and the standard error value of 0.12 is greater than the t-statistic value. This implies that tree planting skills has a negative impact on youth employment in FCT, Abuja.

NDE entrepreneurship skill on special public work programme coefficient for environmental sanitation (ES) is positive and significant in achieving youth employment in FCT, Abuja. The YEM=0.46+0.40ES which indicates that youth employment will increase by 40% for every 1% increase in entrepreneurship skill on special public work programme in terms of environmental sanitation (ES). The p-value of 0.00 is less than the t-statistic value of 3.81 and the standard error value of 0.10 is less than the t-statistic value. This implies that environmental sanitation (ES) has a positive impact on youth employment in Abuja.

The coefficient of determination (r^2) of 0.66 indicates that 66% of variation in youth employment can be explained by NDE entrepreneurship skill on special public work programme (environmental sanitation, tree planting skills and maintenance of roads) in in FCT, Abuja. The remaining 34% can be explained by other related factors not noted in the regression model. The f-statistic value of 46.60376 is significant at p-value of 0.00 and Durbin Watson is 1.33 which indicates that there is a present of auto correlation between the dependent and independent variable. Also, this implies that there is an evidence of existence of linear relationship between youth employment and NDE entrepreneurship skill on special public work programme (environmental sanitation, tree planting skills and maintenance of roads) in Abuja FCT. Therefore, we accept the alternative hypothesis that NDE entrepreneurship skills development on special public work programme (environmental sanitation, tree planting skills and maintenance of roads) has a significant impact on youth employment in Abuja.

Regression Result using

E-view Statistical Software Package

$YEM = \alpha + ß_I SDM + ß_2 FDS + ß_3 CMS$

Dependent Variable: YEM
Method: Least Squares
Date: 02/26/20 Time: 00:31
Sample (adjusted): 1 52
Included observations: 52 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.629433	0.122619	5.133231	0.0000
SDM	0.243639	0.147207	1.655074	0.1044
FDS	-0.174968	0.140896	-1.241824	0.2203
CMS	0.189017	0.168476	1.121918	0.2675

R-squared	0.666150	Mean dependent var	1.519231
Adjusted R-squared	0.645285	S.D. dependent var	0.504505
S.E. of regression	0.300473	Akaike info criterion	0.506885
Sum squared resid	4.333628	Schwarz criterion	0.656980
Log likelihood	-9.178999	Hannan-Quinn criter.	0.564428
F-statistic	31.92573	Durbin-Watson stat	1.327104
Prob(F-statistic)	0.000000		

Source: Data output using e-view statistical package, 2020

Decision rule: 1% level of significance, 5% level of significance and 10% level of significance

$YEM = \alpha + ß_I SDM + ß_2 FDS + ß_3 CMS$

$YEM = 0.62 + 0.24SDM - 0.17FDS + 0.18CMS$

SE = 0.12 0.14 0.14 0.16

t* = 5.13 1.65 (1.24) 1.12

P = 0.00 0.10 0.22 0.26

R^2 = 0.66

Adjusted R^2 = 0.64

DW = 1.32

F-stat = 31.92573 (0.00)

From the regression result, NDE Small Scale Enterprise Programme coefficient for soap and detergent making (SDM) is positive and significant in achieving Youth employment in Abuja, FCT. The YEM=0.62+0.24SDM which indicates that youth employment will increase by 24% for every 1% increase in NDE Small Scale Enterprise Programme in terms of soap and detergent making (SDM). The p-value of 0.10 is less than the t-statistic value of 1.65 and the standard error value of 0.14 is less than the t-statistic value. This implies that soap and detergent making (SDM) has a significant impact on youth employment in FCT, Abuja.

From the regression result, NDE Small Scale Enterprise Programme coefficient for fashion designing skills (FDS) is negative and insignificant in achieving Youth employment in in FCT, Abuja. The YEM=0.62-0.17FDS which indicates that youth employment will decrease by 17% for every 1% increase in NDE Small Scale Enterprise Programme in terms of fashion designing skills (FDS). The p-value of 0.22 is greater than the t-statistic value of (1.24) and the standard error value of 0.14 is greater than the t-statistic value. This implies that fashion designing skills (FDS) has a positive impact on youth employment in FCT, Abuja.

NDE Small Scale Enterprise Programme coefficient for candle making skills (CMS) is positive and significant in achieving Youth employment in FCT, Abuja. The YEM=0.62+0.18CMS which indicates that youth employment will increase by 18% for every 1% increase in NDE Small Scale Enterprise Programme in terms of candle making skills (CMS). The p-value of 0.26 is less than the t-statistic value of 1.12 and the standard error value of 0.16 is less than the t-

statistic value. This implies that candle making skills (CMS) has an insignificant impact on youth employment in FCT.

The coefficient of determination (r^2) of 0.66 indicates that 66% of variation in youth employment can be explained by NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) in Abuja FCT. The remaining 34% can be explained by other related factors not noted in the regression model. The f-statistic value of 31.92573 is significant at p-value of 0.00 and Durbin Watson is 1.32 which indicates that there is a present of auto correlation between the dependent and independent variable. Also, this implies that there is an evidence of existence of linear relationship between youth employment and NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) in FCT, Abuja. Therefore, we accept the alternative hypothesis that NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) in FCT, Abuja has a significant impact on youth employment.

Regression Result using

E-view Statistical Software Package

$YEM = \alpha + ß_I VOE + ß_2 PF + ß_3 PLF$

Dependent Variable: YEM
Method: Least Squares
Date: 02/26/20 Time: 00:40
Sample (adjusted): 1 51
Included observations: 51 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.474388	0.157528	3.011455	0.0042
VOE	0.183051	0.085293	2.146150	0.0371
PF	0.205157	0.127665	1.606998	0.1148
PLF	-0.103599	0.112276	-0.922713	0.3609

R-squared	0.623551	Mean dependent var	1.509804
Adjusted R-squared	0.599523	S.D. dependent var	0.504878

S.E. of regression	0.319503	Akaike info criterion	0.631087
Sum squared resid	4.797874	Schwarz criterion	0.782603
Log likelihood	-12.09272	Hannan-Quinn criter.	0.688986
F-statistic	25.95035	Durbin-Watson stat	1.271539
Prob(F-statistic)	0.000000		

Source: Data output using e-view statistical package, 2016

Decision rule: 1% level of significance, 5% level of significance and 10% level of significance

YEM = $\alpha + ß_I VOE + ß_2 PF + ß_3 PLF$

YEM = 0.47+0.18VOE+0.20PF-0.10PLF

SE = 0.15 0.08 0.12 0.11

t* = 3.01 2.14 1.60 (0.92)

P = 0.00 0.03 0.11 0.36

R^2 = 0.62

Adjusted R^2 = 0.59

DW = 1.27

F-stat = 25.95035 (0.00)

From the regression result, NDE rural employment (agricultural) Programme coefficient for vegetable oil extraction (VOE) is positive and significant in achieving Youth employment in FCT, Abuja. The YEM=0.47+0.18VOE which indicates that youth employment will increase by 18% for every 1% increase in NDE rural employment (agricultural) Programme in terms of vegetable oil extraction (VOE). The p-value of 0.03 is less than the t-statistic value of 2.14 and the standard error value of 0.08 is less than the t-statistic value. This implies that there is

significant relationship between vegetable oil extraction (VOE) and youth employment in FCT, Abuja.

NDE rural employment (agricultural) Programme coefficient for potatoes farming skills (PF) is positive and significant in achieving Youth employment in FCT, Abuja. The YEM=0.47+0.20PF which indicates that youth employment will increase by 20% for every 1% increase in NDE rural employment (agricultural) Programme in terms of potatoes farming skills (PF). The p-value of 0.11 is less than the t-statistic value of 1.60 and the standard error value of 0.12 is less than the t-statistic value. This implies that there is insignificant relationship between potatoes farming skills and youth employment in FCT, Abuja.

NDE rural employment (agricultural) Programme coefficient for plantain frying skills (PLF) is negative and insignificant in achieving youth employment in FCT, Abuja. The YEM=0.47-0.10PLF which indicates that youth employment will decrease by 10% for every 1% increase in NDE rural employment (agricultural) Programme in terms of plantain frying skills (PLF). The p-value of 0.36 is greater than the t-statistic value of (0.92) and the standard error value of 0.11 is greater than the t-statistic value. This implies that plantain frying skills (PLF) has an insignificant impact on youth employment in FCT, Abuja.

The coefficient of determination (r^2) of 0.62 indicates that 62% of variation in youth employment can be explained by NDE rural employment (agricultural) Programme (vegetable oil extraction, potatoes farming skills and plantain frying skills) in FCT, Abuja. The remaining 36% can be explained by other related factors not noted in the regression model. The f-statistic value of 25.95035 is significant at p-value of 0.00 and Durbin Watson is 1.27 which indicates that there is a present of auto correlation between the dependent and independent variable. Also, this implies

that there is an evidence of existence of linear relationship between youth employment and NDE rural employment (agricultural) Programme (vegetable oil extraction, potatoes farming skills and plantain frying skills) in FCT, Abuja. Therefore, we accept the alternative hypothesis that there is a significant relationship between youth employment and NDE rural employment (agricultural) Programme (vegetable oil extraction, potatoes farming skills and plantain frying skills) in FCT, Abuja.

4.3 Discussion of Findings

The results of the analysis indicate that an NDE entrepreneurship skills programme is significant in achieving employment in Abuja. This implies that NDE entrepreneurship skills programmes (rural employment (agricultural) Programme, Small Scale Enterprise Programme, vocational skills development programme and special public work programme) significantly contribute to youth employment in Abuja FCT. In that sense, the study confirm with the theory of need for achievement and goal setting which states that initiatives, innovation, opportunities and pro-activeness are basic entrepreneurial skills form the basic spring board and McClelland theory of needs was adopted because the current study advocates equipping the youths with needed and necessary entrepreneurial skills that can help them to strive for excellence in order to counteract the attitude of the society towards employment generation. The study is also consistent with the findings of Baba, Dickson and Kromtit (2014) who found a significant relationship between NDE entrepreneurship skills acquisition programme and employment in Abuja FCT. The study is inconsistent with the findings of Ogunlela (2012) who found insignificant relationship between NDE entrepreneurship skills acquisition programme and employment in Abuja FCT.

The analysis in hypothesis 1 reveals that NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and disable work scheme) has a significant impact on youth employment in FCT, Abuja. Other findings were that apprenticeship skills have an insignificant impact on youth employment in FCT, Abuja. disable work scheme (DWS) has an insignificant impact on youth employment in FCT, Abuja. school on wheels' scheme (SWS) has an insignificant impact on youth employment in FCT, Abuja.

The analysis in hypothesis 2 reveals that there is a significant relationship between youth employment and NDE entrepreneurship skill on special public work programme (environmental sanitation, tree planting skills and maintenance of roads). Other findings are that there is insignificant relationship between maintenance of roads (MR) and youth employment in FCT, Abuja. There is insignificant relationship between tree planting skills and youth employment in Abuja FCT. There is a significant relationship between environmental sanitation (ES) and youth employment in FCT, Abuja.

The analysis in hypothesis 3 reveals that there is a significant relationship between youth employment and NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) in FCT, Abuja. Other findings were that there is significant relationship between soap and detergent making (SDM) and youth employment in FCT, Abuja. There is insignificant relationship between fashion designing skills (FDS) and youth employment in FCT, Abuja. There is insignificant relationship between candle making skills (CMS) and youth employment in FCT, Abuja.

The analysis in hypothesis 4 reveals that there is a significant relationship between youth employment and NDE rural employment (agricultural) Programme (vegetable oil extraction,

potatoes farming skills and plantain frying skills) in FCT, Abuja. Other findings were that there is significant relationship between vegetable oil extraction (VOE) and youth employment in FCT, Abuja. There is insignificant relationship between potatoes farming skills and youth employment in FCT, Abuja. There is insignificant relationship between plantain frying skills (PLF) and youth employment in FCT, Abuja.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Summary

This study examines the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja. Specific objectives are to evaluate the impact of NDE Vocational Skills Development Program (VSD) on youth employment in FCT, Abuja. To determine the impact of NDE Special Public Work Program (SPW) on youth employment in FCT, Abuja. To ascertains the impacts of NDE Small Scale Enterprise (SSE) Program on youth employment in FCT, Abuja. To determine the impact of NDE Rural Employment Program on youth employment in FCT and research questions as well as hypotheses were drawn from the specific objectives of the study.

The researcher reviewed existing literatures, the concept of entrepreneurship, concept of skills acquisition, entrepreneurship skills acquisition, concept of employment, theories and empirical findings were reviewed to form the basis of this study.

A methodology was adopted which was modeled in multiple form and survey research design was adopted which relies on point in time data (primary data source through the use questionnaire). The ordinary least square method was used to test the hypotheses while a multiple regression model was employed to estimate and examine the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja.

The data obtained were subjected to a statistical method of multiple regression analysis using a software option of E-View statistical package. The findings were that NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and

disable work scheme) in FCT, Abuja. has a significant impact on youth employment and NDE entrepreneurship skill on special public work programme (environmental sanitation, tree planting skills and maintenance of roads) has a positive impact on youth employment in FCT. NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) has a significant impact on youth employment in FCT, Abuja. NDE rural employment (agricultural) Programme (vegetable oil extraction, potatoes farming skills and plantain frying skills) has a significant impact on youth employment in FCT, Abuja.

5.2 Conclusions

The following conclusions were drawn from the findings:

There is a significant relationship between youth employment and NDE entrepreneurship vocational skills development programme (school on wheels' scheme, apprenticeship skills and disable work scheme) in FCT, Abuja. Other findings were that there is insignificant relationship between apprenticeship skills and youth employment in FCT, Abuja. There is insignificant relationship between disable work scheme (DWS) and youth employment in FCT, Abuja. there is insignificant relationship between school on wheels' scheme (SWS) and youth employment FCT, Abuja.

There is a significant relationship between youth employment and NDE entrepreneurship skill on special public work programme (environmental sanitation, tree planting skills and maintenance of roads). Other findings are that there is insignificant relationship between maintenance of roads (MR) and youth employment in FCT, Abuja. There is insignificant relationship between tree planting skills and youth employment in FCT, Abuja. There is a significant relationship between environmental sanitation (ES) and youth employment in FCT, Abuja.

There is a significant relationship between youth employment and NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) in FCT, Abuja. Other findings were that there is significant relationship between soap and detergent making (SDM) and youth employment in FCT, Abuja. There is insignificant relationship between fashion designing skills (FDS) and youth employment in Abuja FCT. There is insignificant relationship between candle making skills (CMS) and youth employment in FCT, Abuja.

There is a significant relationship between youth employment and NDE rural employment (agricultural) Programme (vegetable oil extraction, potatoes farming skills and plantain frying skills) in FCT, Abuja. Other findings were that there is significant relationship between vegetable oil extraction (VOE) and youth employment in FCT, Abuja. There is insignificant relationship between potatoes farming skills and youth employment in FCT, Abuja. There is insignificant relationship between plantain frying skills (PLF) and youth employment in FCT, Abuja.

5.3 Recommendations

The following recommendations are made on the basis of the findings: -

National Directorate of employment in Abuja should encourage people to attend any NDE entrepreneurship skills acquisition since it contributes to youth employment in Abuja. They should allow apprenticeship skills even if there is insignificant relationship and in the long run it will lead to youth employment in FCT, Abuja. There should disallow disable work scheme (DWS) and school on wheels' scheme (SWS) since it insignificant to achieved youth employment in FCT, Abuja.

Directorate of employment in Abuja should continue in entrepreneurship skill of special public work programme, that is environmental sanitation, tree planting skills and maintenance of roads since it leads to employment generation in Abuja.

Directorate of employment in Abuja should encourage the former and prospective incoming participant NDE Small Scale Enterprise Programme (soap and detergent, fashion making, and candle making skills) since it contributes significantly to youth employment in FCT, Abuja.

Directorate of employment in Abuja should try to repeatedly conduct NDE rural employment (agricultural) Programmes (vegetable oil extraction, potatoes farming skills and plantain frying skills) since it leads to youth employment in FCT, Abuja. They should encourage famers to attend this programmes especially this period of economic recession that the country is going to agriculture.

5.4 Limitations of the Study

Research of this nature has its limitation; the major limitation is that of Non-disclosure of information. A lot of people met were not willing to release information and were reluctant to give access to material, which they considered to be private and confidential. Also, this dissertation focused on only one out of 36 states, although the programme is centrally controlled from its Headquarters in Abuja, Nigeria's capital and may have similar features. However, despite the above limitations, the researcher is optimistic that the research will help youth skills entrepreneurial development as well as contribute to existing body of knowledge.

5.5 Suggestions for Further Study

This study examines the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja. This research can further be improved by increasing the sample size of the population by including all beneficiaries in Nigeria and increase the years of study to 17. The research can also be improved upon by studying the effects of National directorate of employment on poverty reduction in Nigeria.

References

Acs, Z.J & Audretsch, D.B. (2007): Innovation and Technological Change. In Z.J. Acs & D.B. Audretsch, Handbook of Entrepreneurship Research (p. 50 – 80). Boston: Kluwer Academic Publishers.

Adawo, M.A. Essien, E.B. and Ekpo N.U. (2012) Is Nigeria's Unemployment Problem Unsolvable? Current Research Journal of Social Sciences. Maxwell Scientific Organization Pp 389-395

Adebayo, A. (1999). Youth Unemployment and National Directorate of Employment Self Employment Programmes, Nigerian Journal of Economics and Social Studies, 41(1), 81-102.

Adebisi T.A and C.S. Oni2 (2012) Assessment of relevance of the National Directorate of Employment (NDE) training programmes to the needs of the trainees in Southwestern Nigeria. International Journal of Vocational and Technical Education Vol. 4(3), pp. 29-37, March 2012

Adegbamigbe, A. (2008). Empowering Niger Deltans. The News 30(1): 29 – 34.

Adejumo, G (2000). Indigenous entrepreneurship development in Nigeria: characteristics, and prospects. Advances in Management: Journal of Department of Business Administration, University of Ilorin, Ilorin Nigeria, 2(1): 112-122.

Aduba R.T (2011). Youth Unemployment: Entrepreneurship Development Programme as an Intervention Mechanism. Afr. J. Bus. Management. 4(6):831-835.

Aina Olabisi (2009) Mobilizing Nigerian Women for National Development: The Role of the Female Elite" Journal of African Economics History, Vol 21.

Alanana, O.O. (2003). Youth Unemployment in Nigeria: Some Implications for the Third Millennium. Global Journal of Social Science, 2(1), 21-26.

Amire C. (2015) Emergence of Unemployment: An Assessment of National Directorate of Employment Skill Intervention Programmes between (2005-2011) in Lagos State. Journal of Economics and Sustainable Development www.iiste.org ISSN 2222-1700 (Paper) ISSN 2222-2855 (Online) Vol.6, No.5, 2015

Amupitan, O. (2011). An Assessment of the Role of the National Directorate of Employment (NDE) In Reducing Graduate Unemployment in Kaduna State (2005-2009)

Arosanyin, G. T. (2011). Determinants of Earnings from Commercial Motorcycle Operation in Ilorin, Nigeria. Ghana Journal of Development Studies. Vol **7**(2); 77-95.

Aruwa, S.A.S. (2004) The Business of Entrepreneur: A guide to Entrepreneurial Development.

Awogbenle, A.C. and Iwuamadi, K.C. (2010). Youth Unemployment: Entrepreneurship Development Programme as an Intervention Mechanism. African Journal of Business Management, 4(6), 831-835.

Ayinde, O.E. (2008) Empirical Analysis of Agricultural Growth and Unemployment in Nigeria. African Journal of Agricultural Research, 3(7), 465-468.

Baba Sunday, Dickson Vonke and Kromtit Matthew (2014 Entrepreneurship and Employment Generation in Nigeria: A Case Study of National Directorate of Employment (N.D.E), Journal of Social Sciences and Public Policy, Volume 6, Number 2, 2014.

Bandura, A. (1992). Self-efficacy: The exercise of control. New York: Freeman.

Binks M, and Vale P. (1990) Entrepreneurship and Economic Change. London: McGraw Hill.

Chiguta, Francis G., (2001). "The Social-Economic Situation of Youth in Africa: Problems, Prospects and Options." Paper presented at the Youth Employment Summit in Alexandria, Egypt, September.

Chowdhury, S. & Endres, M. (2005): Gender Difference and the Formation of Entrepreneurial Self-Efficacy. Presented at the United States Association of Small Business (USASBE) Annual Conference, Indian Wells, CA.

Cox, L., Mueller, S., & Moss, S. (2002): The Impact of Entrepreneurship Education on Entrepreneurial Self-Efficacy. *International Journal of Entrepreneurship Education*, 1 & 2.

Creswell, J. W. (2003). Research Design. London: Sage Publication.

Current, J. and Stallworth, J (2009) Livelihood Skills Development: Defining an IDRC Niche. IDRC, Canada. *International Small Business Journal.*

Daily Trust (2008) 80% of Nigeria Youths Unemployed - FG, November 26.

Damachi, N.A. (2001). Evaluation of Past Policy Measures for Solving Unemployment Problems, Bullion, 25(4), 6-12

Dejardin M (2000) Entrepreneurship and Economic Growth: An Obvious Conjunction.

Drucker, P (2000) Entrepreneurship in Business Enterprise.

Everett, J. (2001). The global empowerment of women. Washington D.C. Association for Women

in Development.

Ernst & Young (2009) "Entrepreneurship and Innovation: The Keys to Global Economic Recovery, White Paper Report.

Fadeye, D. (2008). Current affairs essays on social studies based on Nigeria and Africa for secondary schools, Teacher Training Colleges and G.C.E candidates. Ilesha: Ilesanmi Press.

Fajana S (2000). Functioning of the Nigerian Labour Market, Labonfin and Company, Lagos.

Faleye, G.O. (2009) "Women and Accountability". A case study of the Family support programme in Osun-State, MPA project.

Isaac, N. (2011). Skills Acquisition, Tonic for Economic Empowerment. Leadership, 13.

Jolly, R., 1978. "Employment Problems and Strategy in Africa." In I.U.G. Damachi and V.P. Diejomaoh, eds. Human Resources and African Development. New York: Praeger, 107-187.

Knight, K (2007) A Descriptive Model of the Intra- Firm Innovation Process.

McClelland (1987). Entrepreneurship: Poductive, unproductive, and destructive. J. Politic. Econ. 98(5): 893-921.

Morphy, R. (2008). Nigeria: Youth Unemployment, Poverty - a Time Bomb for Country. Leadership, Wednesday, 27 August

National Bureau of Statistics (2011). Labour Force Survey. Abuja:

National Bureau of Statistics. (2014). Statistical News: Labor Force Statistics No. 476. Abuja: The National Bureau of Statistics.

National Directorate of Employment. (2013). Annual Report, Abuja.

National Population Commission (2006). Nigeria Demographic and Health Survey Abuja, Nigeria: National Population Commission and ICF Macro.

Nefishetu, Y. (2011) Tackling unemployment through entrepreneurial development. http://234next.com/csp/cms/sites/Next/News/National/5745344-146/story.csp.

Nwafor, N. H. A. (2007). Youth violence in the Niger Delta and its educational implications. Journal of Education in Developing Areas15(2): 227 – 234.

Ogolo, J (2011) “Better Life programme and Family support programme in Osun-State. Acomparative study in Osogbo Zone” MPA-Project.

Ogunrinola (1991). Employment and Earnings in the Urban Informal Sector of Ibadan. An unpublished Ph.D Thesis submitted to the Department of Economics, Obafemi Awolowo University, Ile-Ife, Nigeria.

Ogunrinola, I.O. and Osahbuohien (2010): Globalisation and Employment Generation in Nigeria’s Manufacturing Sector (1990-2006). European Journal of Social Sciences; Vol 12, N0. 4; pp. 581-593.

Ogwo B.A, Oranu R.N (2006).Methodology in formal and non-formal technical/vocational education.Nsukka: University of Nigeria Press.

Ojei, B. (2010). NDE Registers 320 for Skill Acquisition in Enugu. Retrieved from http:/ / www.nigerianbestforum.com/generaltopics/?p=42339

Okafor E.E (2008) Youth Unemployment and Implications for Stability of Democracy in Nigeria. JSDA, Vol.9, No. 1. http://www.jsdafrica.com/Jsda/V9No Spring2008

Okafor E.E (2011) Youth Unemployment and Implications for Stability of Democracy in Nigeria. JSDA, Vol.13, No. 1. http://www.jsdafrica.com/Jsda/V13No1_Spring2011

Okebukola, P. (2001): Re-Designing University Curriculum as a Long-Term Solution to Graduate Unemployment in Nigeria” In Unemployment Problems in Nigeria: CBN Bullion – Vol. 25, No. 4; October/December.

Okpara, F. (2000) Entrepreneurship: Text and Cases.

Oladele, P. O; Akeke, I and Oladunjoye, O. (2011) Entrepreneurship Development: A Panacea for Unemployment Reduction in Nigeria. Journal of Emerging Trends in Economics and Management Sciences (JETEMS) 2 (4): 251-256 © Scholarlink Research Institute Journals, 2011 (ISSN: 2141-7024). jetems.scholarlinkresearch.org

Oladeji, S.I. (1987): Graduate unemployment Paradoxes in the LDC: Implications for Research in Nigeria. The Nigerian Journal of Economic and Social Studies, Vol 29, No. 2 pp 133-148

Onah, F.O. (2001) Urban Unemployment Situation in Nigeria. In E.O. Ezeani and N.N. Elekwa (Eds.), Issues in

Urbanization and Urban Administration in Nigeria (pp. 154-167). Enugu: Jamo Enterprises.

Oni, B. (2006). Employment Generation: Theoretical and Empirical Issues. In NSE, Employment

Generation in Nigeria: Selected Papers for the 2006 Annual Conference (pp. 11-30). Ibadan: Nigerian Economic Society.

Onwubiko CM (2011). Entrepreneurship and leadership; Nigeria and the Imperative for Youth Entrepreneurial Development. Universe. J. Edu. and Gen. Stud. 1 (3)55-70.

Oviawe, J.O. (2010) "Repositioning Nigerian Youths for Economic Empowerment Through Entrepreneurship Education", European Journal of Educational Studies, Vol. 2, No. 2, pp. 113-118.

Patterson, C. E. & Okafor E.W. (2006). Globalisation and Employment Generation: Evaluating the Impact of Trade on Aggregate Employment in Nigeria's Industrial Sector. In NSE, 'Employment Generation in Nigeria' (pp. 309-339). Ibadan: Nigerian Economic Society.

Raimi L, Adeleke I (2010): Using Entrepreneurship Development and Corporate Social Responsibility as Strategies for Conflict Resolution in the Niger-Delta region in Nigeria (A Paper presented at the 34th Annual SPE International Technical Conference and Exhibition in Tinapa-Calabar), Cross Rivers State, 31st July -7th August, 2010).

Rao, T.V. (2001). Entrepreneurial Skills Development Programmes in Fifteen Commonwealth Countries: An Overview. In Entrepreneurial Skills Development Programs in Fifteen Commonwealth Countries. Ed. T.V. Rao and Cream Wright. London: Commonwealth Secretariat, 1-32.

Reynolds P.D (2007) "Entrepreneurship in the United States", Springer, ISBN 978-0-387-45667-

Salami, C.G.E. (2011) Entrepreneurial Interventionism and Challenges of Youth Unemployment in Nigeria, Global Journal of Management and Business Research Volume 11 Issue7 Version 1.0 July.

Schnurr, J. and Newing (1997) A Conceptual and Analytical Framework for Youth Enterprise and Livelihood Skills Development: Defining an IDRC Niche. IDRC, Canada. The Press (2011)

Shepherd, D.A., & DeTienne, D.R. (2005): Prior Knowledge, Potential Financial Reward, and opportunity Identification. Entrepreneurship Theory and Practice, 29(1),91 - 112

Solomon G.T (2002). "The state of entrepreneurship education in the United States: A nationwide survey and analysis." Int. J. Entrep. Edu. 1(1): 65-86

Soyibo, Adedoyin (2006) The Concept of Entrepreneurship.

Swane, A.,and H. Vistrand (2006). Jobless Growth in Sweden? A Descriptive Study. Being a Master's Thesis in International Economics and Business at Stockholm School of Economics

Thornton P.H (1999) 'The Sociology of Entrepreneurship', Annual Review of Sociology. 25: 19-46.

Yemisi I. Ogunlela, 2012. Impact of the Programmes of the National Directorate of Employment on Graduate Employment and Unemployment in Kaduna State of Nigeria. Pakistan Journal of Social Sciences, 9: 40-45.

APPENDIX

QUESTIONNAIRE

School of Postgraduate Studies,
Faculty of Administration
Department of Business Administration
Nasarawa State University,
Keffi.
20th February, 2020

Dear Respondents,

I am a postgraduate student from the Nasarawa State University, Keffi doing Masters in Business Administration (MBA) in the Faculty of administration. I am conducting a research on the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja. I will like you to take part in it.

The questionnaire is designed in a 5 point Likert's type scale to examine the impact of NDE entrepreneurial skills development programs on youth employment in FCT, Abuja. The questionnaire is divided into two (2) sections. Please be honest and make the research successful.

Thanks in anticipation.

Yours Faithfully

Eyobio Ekaete Paul

NSU/MBA/GEN/0222/17/18

SECTION A

You are required to answer the following question by ticking on the option provided. Note the following: where A = Agreed (4), SA = Strongly Agreed (5), D= Disagreed (1), SD = Strongly Disagreed (2) and UND = Undecided (3). Answer those questions on the programme you attended.

S/N	Vocational skills development programme	5	4	3	2	1
1	The beneficiaries benefited well from apprenticeship skills of Vocational skills development programme					
2	Disable work scheme was encourage by the beneficiaries					
3.	School on Wheels scheme benefited well by the beneficiaries of the programme					
	Special Public Work Programme					
4	The beneficiaries have proper maintenance of roads skills					
5	The beneficiaries have good knowledge of tree planting skills					
6	The beneficiaries have good environmental sanitation skills					
	Small Scale Enterprise Programme					
7	The beneficiaries have good knowledge of soap and detergent making skills					
8	The beneficiaries have knowledge of fashion designing skills					
9	The beneficiaries have knowledge of candle making skills					
	Rural Employment Programme (Agricultural Programme)					
10	The beneficiaries have knowledge of vegetable oil extraction					
11	The beneficiaries have knowledge on potatoes farming					
12	The beneficiaries have knowledge on plantain frying					
	Youth Employment					
13	National directorate of employment through its programmes help to generate employment for the timing youth in Abuja					

SECTION B: BIO-DATA OF RESPONDENTS AND OTHER INFORMATION

(1) Age: (a) 18 – 26 years ( ) (b) 27-35 Years ( ) (c) 36-45 Years ( ) (d) 46-50 and above ( )

(2) Marital Status: (a) Single ( ) (b) Married ( )

(3) Educational Level: (a) B.Sc ( ) (b) Master ( ) (c) PhD ( ) (d) others ( )

(4) How long have participate in the Programme? (a) 1-5 years ( ) (b) 6-10years ( ) (c) 11years and above ( )

(5) Have you attended any other programme apart from NDE entrepreneurship skills programmes?

(a) Yes ( ) b. No ( )

(6) If yes, what other programmes?

a. Business Seminar ( )
b. Micro Finance training ( )
c. Business workshop ( )

(7) What type of NDE entrepreneurship programme do you participated?

a. Vocational Skills development programme ( )
b. Special Public work Programme ( )
c. Small Scale Enterprise Programme ( )
d. Rural Employment Programme ( )

(8) Do you think the programme was planned and systematic?

a. Planned and Systematic (……)

b. Not planned and systematic (……)

c. Not sure (…….)