

CIPM Academic Conference Presentation, March 2023

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Topic:

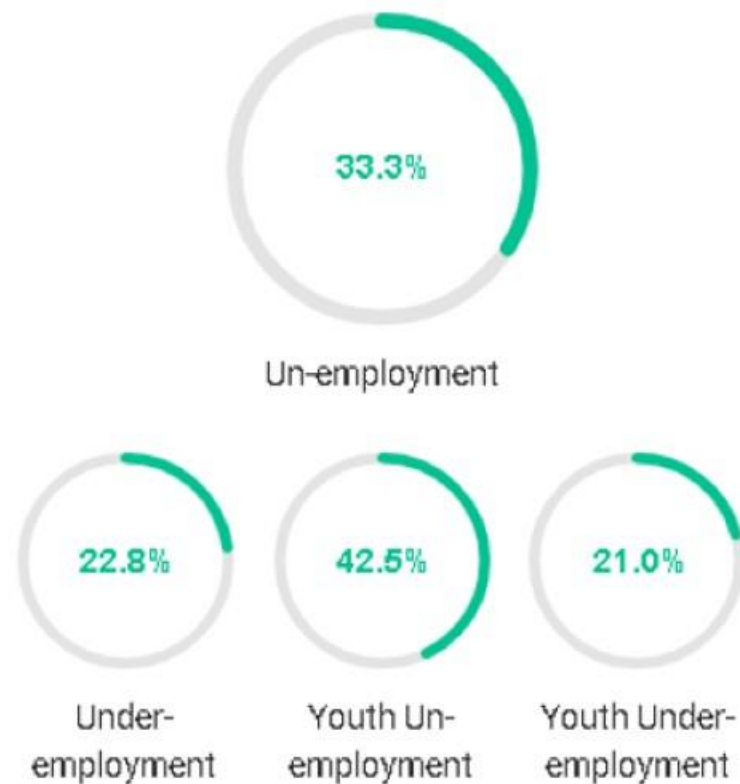
Youths' Employability, and Employment Generation Through Skills
Acquisition: A Case Study of Lagos State Interventions.

Presentation Outline

- Background and Motivation
- Problem Statement
- Literature Review
- Research Process
- Research Hypothesis
- Research Design & Methodology
- Data Presentation, Analysis, & Findings
- Interpretation & Discussion
- Conclusion

Background and Motivation

Unemployment Statistics



NBS (2022), Q4 2020

*Nigeria, and my field of work

- The high unemployment rate is currently a key concern
- Nigerian nation made of up of majorly youthful working population (Yahaya, A., Inuwa, U. & Hamza, S.2021)
- Some employers find it challenging to fill available jobs due to shortages in supply of the required skills by the labour market
- Skills development functions as a platform for supporting employability skills development, job creation, and driving national and economic development;
- Government at different levels playing a key

Problem Statement

Despite the high unemployment rate in Nigeria, employers' needs and demands for skilled labour are also on the rise (Yahaya, A., Inuwa, U. & Hamza, S.2021).

Also, some aspiring entrepreneurs struggle with starting and running a business due to lack of the enabling skills (FGN/IBRD/WB. 2015; Dibeh, Ghassan & Fakhri, Ali & Marrouch, Walid. 2019); Brunello, Giorgio & Wruuck, Patricia. 2021).

A cursory look into skills mismatch, and the demand and supply sides of labour are required (Ik, 2016).

Literature Review

References

Adetayo, O., Oke, A., & Aderonmu, O. (2015). Assessment of Entrepreneurship Education and Employment Generation among University Graduates in Nigeria. *European Journal of Business and Management*, 7, 136-143.

Brunello, Giorgio & Wruuck, Patricia. (2021). Skill shortages and skill mismatch: A review of the literature. *Journal of Economic Surveys*. 35. 10.1111/joes.12424

Dibeh, Ghassan & Fakhri, Ali & Marrouch, Walid. (2019). Employment and skill mismatch among youth in Lebanon. *International Journal of Manpower*. 40. 10.1108/IJM-02-2018-0073.

Ik, Muo. (2016). Skill Mismatch and Employability in Nigeria: A review of Literature. *Journal of Advances in Humanities*. 4. 575-579. 10.24297/jah.v4i2.4601.

Ikechukwu, Emeh. (2012). Tackling youth unemployment in Nigeria; The Lagos State Development and Empowerment Programmes Initiatives. *Afro Asian Journal of Social Sciences*. 3.

Okolocha, Chizoba & Racheal, Chitom & Muogbo, Uju. (2020). Effect of skill acquisition on youth employability in Nigeria. *International Journal of Research in Finance and Management*, 3(1): 33-37

Gaps

Research framework, methodology, scope and context

Research Hypothesis

H1: There is no significant relationship between skills acquisition and youths' employability skills development in Lagos State.

H2: There is no significant relationship between Skills acquisition and youths' employment in Lagos State

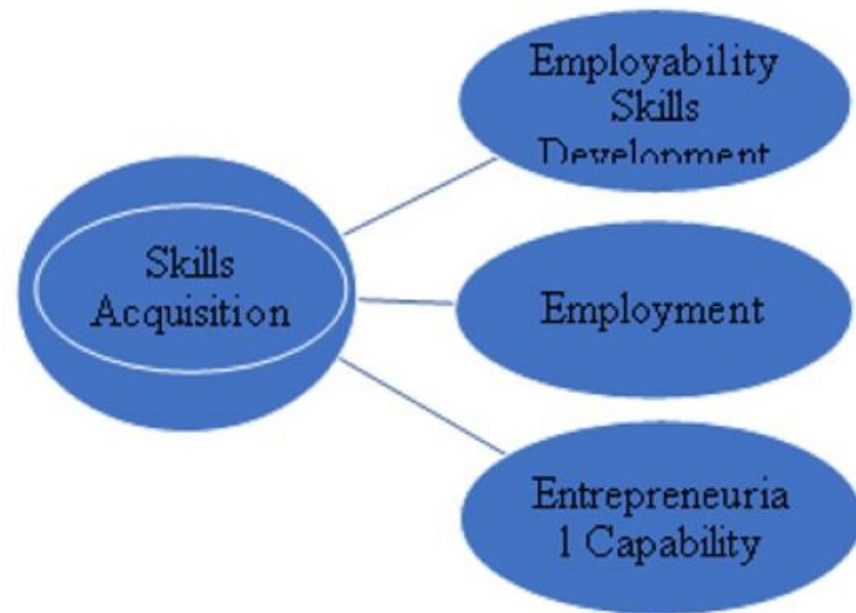
H3: There is no significant relationship between skills acquisition and entrepreneurial capability of youths in Lagos State

Theoretical Framework

Human Capital Theory (HCT)

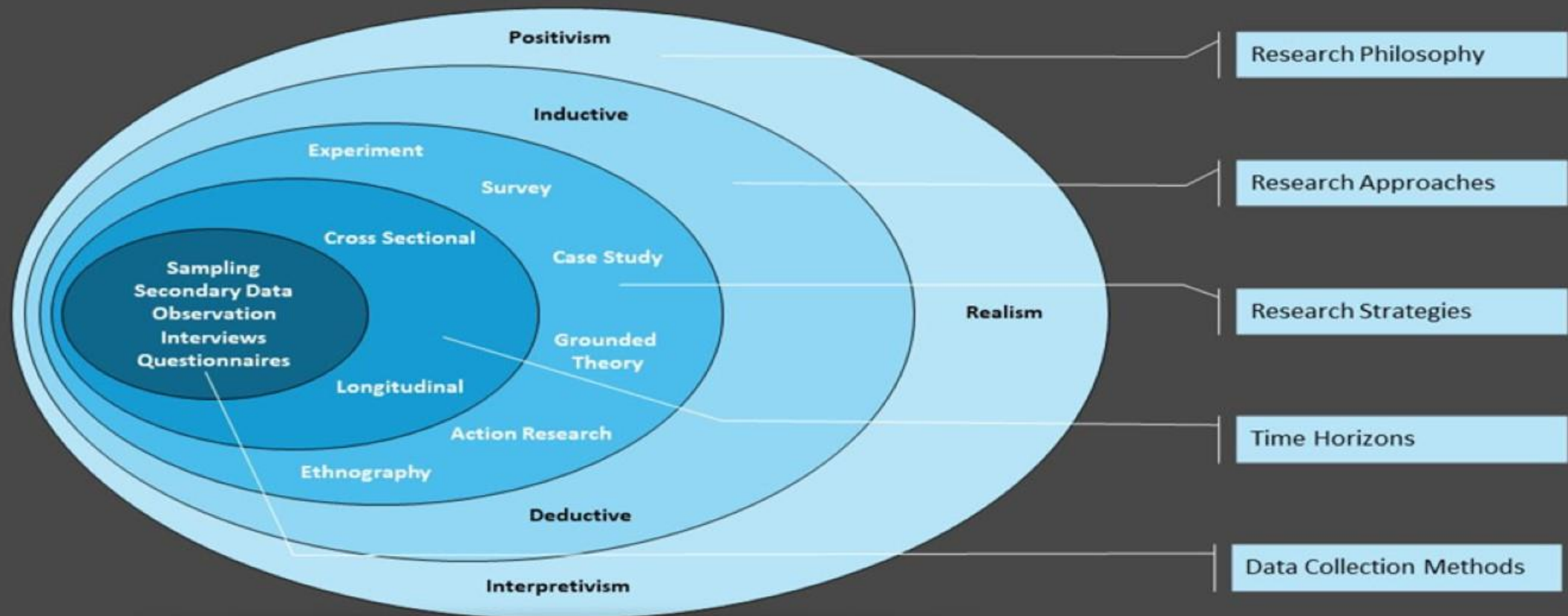
Suggests using education, training, and skill acquisition to increase production, worker efficiency, and general socioeconomic growth.

Conceptual Framework



Research Process (Saunders Onion Model)

The Research Process Onion



Research Design & Methodology

Nature of study

- The nature of study is explanatory and cross-sectional research study of selected vocational skills beneficiaries, and vocational training centers (VTCs) operating in Lagos State, Nigeria.

Research method

- Explanatory sequential mixed method.

Nature of Data, source, collection, instrument and analysis

- Data from primary sources.
- Taken using survey methods to collect data by administering structured questionnaires to target respondent online.
- Interviews based on the quantitative data analysis result.
- Access through VTCs.
- The units of analysis was individual level data from vocational skills beneficiaries, and VTCs

Variables constructs, equation and questionnaire development

- SA fn (YED, YE, EC)
- SA = **Skill Acquisition**
- YED = **Youth Employability Development**
- YE = **Youth Employment**
- EC= **Entrepreneurial Capability**
- $SA = \alpha + \beta_1 YED + \beta_2 YE + \beta_3 EC + \varepsilon$

Target Population and Sample Selection

Target Population & Sample Selection

- Participated in the Lagos State Government youth employability program, business support category between the years 2021 and 2022
- Between 18 and 35 years
- Mixed target profiling captured gender, age and skill types
- Purposive random sampling technique

Age (years)	Skill Areas	Sample Size
18 to 35	Digital marketing, Office administration Sales	Questionnaire:118 Interview: 10 youths, 3 VTCs

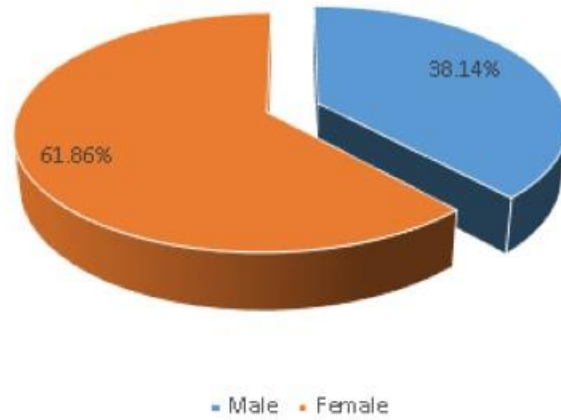
Data Presentation, Analysis, & Findings

- Results from 118 questionnaire respondents, 10 Youths interviews, and 3 VTCs interviews.
- Data was analysed using descriptive statistics: frequency, percentages, mean, and standard deviation.
- Use of Statistical Package for Social Sciences (SPSS).
- Correlation and regression analysis was used to analyse the effect of the independent variable on the dependent variables.
- **Ethical Considerations:** maintained ethical standards. The participants were informed of the purpose of study, participation was voluntary, and ensured that the participants were anonymous as mentioned in the questionnaire distribution. No prejudice.

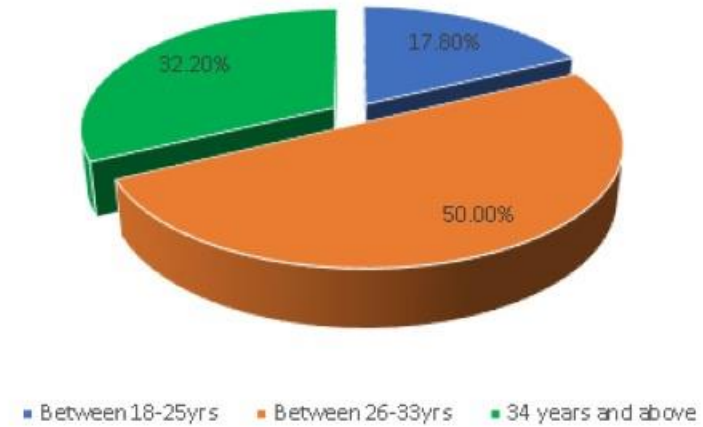
Data Presentation, Analysis, & Findings (contd)

Demographic Characteristic of the Respondents

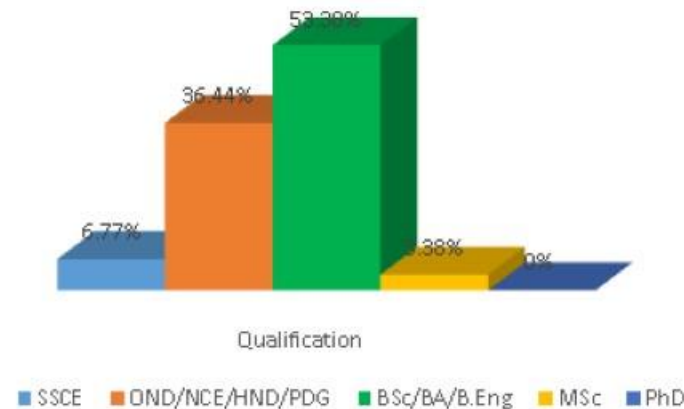
Gender Distribution



Age



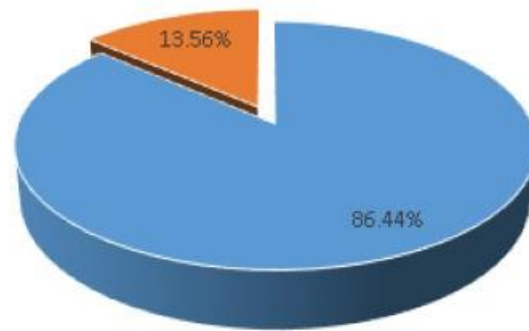
Qualification



Data Presentation, Analysis, & Findings (contd)

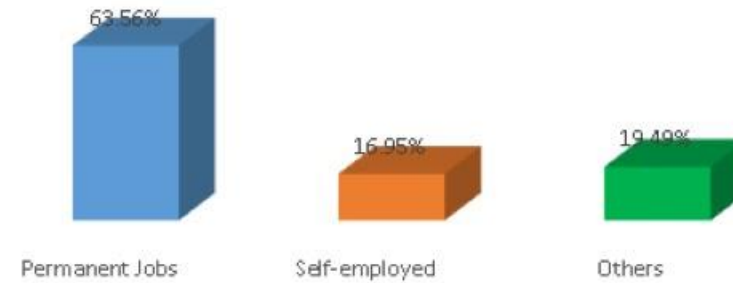
Post Training, and Post Internship

Post training (Within 3 months after training)



■ Paid Interns ■ Non Interns

Post Internship (Within 3 months after internship)



Data Presentation, Analysis, & Findings (contd)

Correlation Matrix of Variables Relationship

Relationship between variables (independent variable - dependent variable)	Pearson's r	p-value (at 0.05)	Description
Skill Acquisition Youth Employability Development	0.788 *	0.035	Significant
Skill Acquisition Youth Employment	0.795 **	0.023	Significant
Skill Acquisition Entrepreneurial Capability	0.732 ***	0.024	Significant
Note. * p < .05, ** p < .05, *** p < .05			

Qualitative Review of Data Analysis Results, & Findings

- Interviews conducted based on the quantitative data analysis results.
- Questions developed from the outcome of the analysis results.
- Interview results shows skills acquisition has aided the capacity of the youths interviewed to get internship, and full-time job placements, as well as improved their entrepreneurial acumen. The VTC operators corroborated the youths' assertions, however, suggests that a wider spread, continuous curriculum improvement, more funding, and interventions are required.

Interpretation & Discussion

H 1: There is no significant relationship between skills acquisition and youths' employability skills development in Lagos State.

• **This relationship was found to be significant, and positively correlated.**

H 2: There is no significant relationship between Skills acquisition and youths' employment in Lagos State.

This study shows there is a significant and positive association between skills acquisition and youth employment in Lagos State.

•R3: There is no significant relationship between skills acquisition and entrepreneurial capability of youths in Lagos State

This study shows that there is a significant, and positive relationship between skill acquisition and entrepreneurial.

Looking through the lenses of my theoretical framework, literature review , and my research context.

• **The study supports the findings of Okolocha et al. (2020), Onyeaghala & Okorie (2018), Moses et al. (2016), Adetayo et al. (2015), and Finch et al. (2013).**

Limitation, De-limitation

- geographical region,
- sample size
- data availability.
- biases
- disclosure and recollection of required information
- sample group
- Participants scope

Conclusion & Recommendations

- Skills acquisition has impacted youth's employability skills development and employment creation in Lagos State.
- Skill type, training curriculum, duration, and vocational center location are some of the concerns of eligible participants for skill acquisition intervention programs, whilst partnership engagement terms, funding, and eligible youths' mobilization are some of the challenges of the vocational skills centers.
- The study recommends that the government should make more funds available for skills acquisition programs, integrate more relevant partners, and make vocational skills centers available in all local government areas of the state.
- Further research is recommended for a wider scope of participants, skills, and VTC study, and inclusion of fund donors, and key relevant policy actors.
- The findings are significant for employment policy designs and implementation plans, and support interventions.

Thank you