

# ADDRESSING UNEMPLOYMENT THROUGH SKILL ACQUISITION AND ENTREPRENEURSHIP:

A PAPER PRESENTED BY MALLAM ABUBAKAR NUHU  
FIKPO, *FCE, FITD, FANPA, fnli* DIRECTOR GENERAL, NATIONAL  
DIRECTORATE OF EMPLOYMENT (NDE) AT THE 22<sup>ND</sup>  
MEETING OF THE JOINT PLANNING BOARD (JPB) AND  
NATIONAL COUNCIL ON DEVELOPMENT PLANNING (NCDP)  
HELD AT CENTRE FOR BLACK CULTURE, BEHIND STATE  
SECRETARIAT, OSOGBO, OSUN STATE ON WEDNESDAY, 13<sup>TH</sup>  
SEPTEMBER, 2022



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# PROTOCOLS

Dear Esteemed Organizers of this historic gathering and respected Participants,

I am deeply honored and excited to be here, as a resource person at the 22<sup>nd</sup> Meeting of the Joint Planning Board and National Council on Development Planning to deliver a paper at this important occasion. My paper is focused on **“Addressing Unemployment through Skill and Entrepreneurship Programmes”**.

Before I get into my presentation, I want to fully identify with this important meeting and also commend the organisers for the relevance of the theme: **“IMPERATIVES FOR RESTORING NIGERIA ON THE PATH OF SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT”** which directly and or indirectly keys into promoting the achievement of most of the priority areas of our dear President, President Bola Ahmed Tinubu, GCFR. This commendable initiative is not only timely but also apt, it could be described as “a round peg in a round hole” as we collectively seek innovative solutions to the pressing challenges of unemployment facing our dear Nation.

Unemployment is a matter of great concern. It not only hinders individual progress but also affects the overall socio-economic development of our country. It is heartening to see that this meeting brings together experts, policymakers, and other stakeholders who are committed to promote strategies to fight unemployment.



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# PROTOCOLS...(CONT'D)

I am eager to share insights and experiences regarding the role of the Federal Government through the National Directorate of Employment (NDE) in combating unemployment in Nigeria. In addition, I am obliged to share the successful strategies, best practices, and the potentials of the Directorate for scalable impact.

Consequently, I am eager to engage in proactive dialogue with stakeholders, here present, in charting more innovative strategies of promoting employability skills among Nigerians. The NDE has been in this business clocking almost four (4) decades but we do not have a monopoly of strategies. It is a known fact that, collaboration and knowledge sharing are powerful catalysts for progress and effective change. I believe that this workshop provides the platform for exchange of ideas and cultivation of new partnerships. Together, we can reshape policies and strategies that will not only address mass unemployment but also empower individuals with knowledge, attitude and skills to become drivers of economic development in our great Nation.



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# ABSTRACT

*Unemployment is a persistent challenge faced by many Nations, including Nigeria. In response to this issue, the National Directorate of Employment (NDE) in Nigeria has initiated skills acquisition and entrepreneurship programmes aimed at providing sustainable solutions to unemployment. This paper explores: 1. The multifaceted approach of the NDE in tackling unemployment through its Schemes across the core programme Departments. 2. The Classification of skills required for sustainable employment. 3. Skills relevant to Nigeria's Economy. 4. Exportable skills that can create employment to prepare skilled Nigerians for overseas and 5. Skills and Entrepreneurship- China Example. The recommendations made among others include: I. Government's continual investments in skills and entrepreneurship programmes of NDE to promote and impact relevant skills among unemployed Nigerians for sustainable employment. II. For us as a Government to improve skilled Labour force welfare to curtail brain drain.*



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# INTRODUCTION

The International Labour Organization (ILO, 2021) defined unemployed persons as all those of working age who were not in employment, carried out activities to seek employment during a specific period and available to take up employment if given a job opportunity. The Organization projected the global unemployment to stand at 210 Million people in 2023. Similarly, the United Nation identified Unemployment as a Global challenge, and listed employment as one of the Sustainable Development Goals (SDGs) targets; which is “promote sustained, inclusive and sustainable economic growth, full and productive employment as well as decent work for all” (United Nation, 2015).

Unemployment and poverty, among Nigerians, especially non-schooled, School leavers and graduates of tertiary institutions in Nigeria, has remained one of the fundamental challenges threatening the economic and social development of the country. (Ikegwu, Ajiboye, Aromolaran, Ayodeji & Okorafor, 2014).



# INTRODUCTION... (CONT'D)

According to the report of the National Bureau of Statistics (NBS, 2023), the rate of unemployment in Nigeria has increased to 42% as a result of the failed Cash Crunch Policy of the Central Bank and other factors. This situation is projected to skyrocket due to recent Premium Motor Spirit (PMS) subsidy removal by the Federal Government.

Unemployment is a critical issue that affects economies and societies worldwide. According to a comprehensive study by Bell and Blanchflower (2019), the causes of unemployment are multifaceted and include structural, cyclical, and individual-level factors. The authors highlighted the role of economic downturns, inadequate education and skills training, labour market mismatch, and limited job opportunities as significant contributors to unemployment. There is a strong connection/correlation among/between the rate of unemployment, poverty and well-being of citizens.



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# INTRODUCTION... (CONT'D)

Poverty is a state of being extremely poor, it is also considered as state of individual who lacks a normal or socially acceptable amount of money or material possessions. In other words, poverty occurs when a person cannot meet a minimum level of living standard when compared to others in the same time and place (Medugu & Hassan, 2017) According to Aljazeera news of 4th May, 2020 Forty percent (40%) of Nigerians live below the poverty line, but recently, the NBS, (2023), reported that, about 63% of people in the continent's most populous country lived below its poverty line of 1.9 dollar per day. These figures are based on the Purchasing Power Parity (PPP). This development is capacious and remains persistent and pressing issues in Nigeria. The need to address this issue and continuously provide viable solutions has become increasingly urgent. One potential remedy lies in the acquisition of relevant vocational/technical and entrepreneurship skills among the populace, this would enable them to become self-reliant and contribute meaningfully to the Nigerian economy. The Federal Government's efforts at curbing the issues of unemployment can only be appreciated by sharing the history of how the Pioneer job creation and employment generation agency (NDE) was established.



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# INTRODUCTION... (CONT'D)

One may be interested to note that unemployment issues in Nigeria started assuming an alarming rate during the economic recession of the 1980s and had continued to worsen with the implementation of some economic reform policies such as currency devaluation, deregulation and trade liberalization. These resulted in the lowering of capacity utilization in industries, the collapse of various businesses, and massive staff rationalization in both government and private agencies (National Directorate of Employment, (NDE), 2016). In order to curb the problem of unemployment in Nigeria, Government established National Directorate of Employment (NDE) through a committee (*the Chukwuma Committee*), under the auspices of the Federal Ministry of Labour and Employment, on 26th March, 1986. The recommendations of the committee led to the establishment of the NDE on 22nd November, 1986. The Directorate was officially launched on 30th January, 1987. The Mission of the NDE is: - To design and implement job creation programmes that will promote attitudinal change, employment generation, poverty reduction and enhance wealth creation. The NDE programmes target all categories of unemployed persons with special attention to unemployed youths and women.



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# INTRODUCTION... (CONT'D)

Youth are the leaders of tomorrow, for any nation to survive and compete favourably within the Global Village the need for investing in human capacity development cannot be overemphasized. The percentage of Nigerian youths who are unemployed according to NBS, (2022) was at 19.61% in 2021, 19.67% in 2020 and 17.72% in 2019 and it was extrapolated to get to 33% by the end of 2022. These rates were the highest when compared to other age groupings.

Youth unemployment has been described as a time bomb awaiting explosion. Therefore, to halt the explosion, fundamental solutions in addressing youth unemployment must be taken by equipping the unemployed youths with vocational/technical and entrepreneurship skills required for employability and self-reliance. Skill acquisition and entrepreneurship training are germane in addressing the issues of unemployment. There is a saying that has it that, “the future belongs to those who learn more skills and combine them in a creative way”. It is also popularly said that “it is better to have skill and not to need it than to need a skill and not have it”.



# INTRODUCTION... (CONT'D)

So, in order to belong to the future through self-employment, one really needs to pursue immediately, the skills training that will enable his/her desire come to fruition. Ikegwu et.al (2014) opined that, skills acquisition and entrepreneurship programmes are the first step in the fight for the reduction of unemployment, poverty and hunger in the society and these would lead to elimination of crime and other social vices. Evidence abound that skills acquisition and entrepreneurship programmes have been of significance in addressing the problems associated with unemployment and poverty among the Nigerian youths, as it helps them to be gainfully employed and wealth creators (NDE 2019; Hassan, 2016).

Dangi and Agrawal (2018) explore the effectiveness of skill development programmes in addressing youth unemployment. The study highlights the positive impact of vocational skills acquisition training, entrepreneurship education, and apprenticeship schemes on enhancing youth employability. The authors emphasize on the importance of aligning skill development programmes with industry demands and fostering partnerships between educational institutions and employers to facilitate successful transitions from education to employment.



# Overview of Employment Creation Programmes Implemented by the NDE to Address Unemployment and its Challenges

The Directorate has four (4) core programme Departments, with different Schemes, designed to create employment opportunities across all facet of the economy, namely:

1. Vocational Skills Development (VSD): it is a TVET programme which covers Vocational, Domestic, Technical, construction, ICT and Hospitality skills.
2. Small Scale Enterprises (SSE): this is a programme designed to promote business formation.
3. Rural Employment Promotion (REP): the department is designed to promote rural employment and improve income through Crop production and agribusiness engagement.
4. Special Public Works (SPW): this programme adopts labour-based light equipment supported method of construction and maintenance of public infrastructure and other transient jobs creation schemes to reduce unemployment among youths (NDE, 2019).



# Overview of Employment Creation Programmes Implemented by the NDE to Address Unemployment and its Challenges...(CONT'D)

The NDE's skill development initiatives encompass a wide range of vocational and Technical training, equipping individuals with practical skills in areas such as Technical, Construction, Information Technology, Hospitality, Tourism. These skills training not only enhance the employability of participants but also empower them to become self-reliant and to also promote economic growth of the Nation.

Moreover, the NDE's entrepreneurship programmes are designed to nurture and imbibe entrepreneurial acumen among Nigerians through entrepreneurship training, mentorship, business development support, and access to microcredit facilities. Aspiring entrepreneurs are encouraged to launch and grow their businesses. This fosters economic independence and contributes to the creation of job opportunities for others.



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# Overview of Employment Creation Programmes Implemented by the NDE to Address Unemployment and its Challenges...(CONT'D)

Furthermore, the NDE collaborates with various stakeholders, including government agencies, private sector partners, and international organizations, to maximize the impact of its programmes. Such partnerships facilitate resources mobilization, knowledge exchange, and the alignment of policies with broader National development goals and priorities. So, on this note I call on individual and organizations willing to partner with NDE in areas of Skills Acquisition and Entrepreneurship training not to hesitate to reach out to the Directorate through its Cooperate Headquarter in Abuja or its State offices across the Nation, and even at Local Government Area levels. We have NDE Liaison Officers in each of the 774 Local Governments.



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# Classification of Skills

## What is a Skill?

Mariam Webmaster Dictionary, (2016) defined Skill as the ability to use one's knowledge effectively and readily in execution or performance; dexterity or coordination especially in the execution of learned physical tasks. Skill is also a learned power of doing something competently; developed attitude or ability of doing a particular task. Furthermore, skills require sustained effort and can be developed or acquired through education, training or direct experience.

Ali, (2022) classified Skills into two (2), namely: Soft and Hard Skills. Zip job, (2020) and NDE (2019) classified skills into two and further defined them as:

- ❖ Hard Skills as the Technical knowledge or training gained through any life experiences or Training in either one's career or education. Examples of Hard Skills are any Technical competencies required in any Technical/Vocational Skill-sets such as: **Fashion design, Carpentry, Electrical Installation, Mechatronics, Tiling, Electronics Repair, Website Design, POP Making Plumbing, Hairdressing Catering** to mention but few. These skills can be acquired through the Skills acquisition programmes of the National Directorate of Employment.
- ❖ Soft Skills are personal habits that shape how you work on your own or with others. This is also considered as any practice that can help you to overcome any social or economic challenges that may come your way in life. The soft skills also referred as Life Skills, which include; **Effective Communication, Creative thinking, Decision Making, Leadership, Team work and Time Management skills**. These training are vital before the commencement of any of the Directorate's programme, it is aimed at promoting attitudinal/behavioural change among the beneficiaries of NDE programmes.



## Classification of Skills...(CONT'D)

Both the Hard and Soft skills are required in addressing issues of unemployment. In addition, the skills are readily available for acquisition by any interested unemployed persons willing to acquire skills as alternate means of employment, through the NDE programmes.



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# Skills Relevant in Nigeria's Economy

Nigeria, ranked as the World's 27<sup>th</sup> largest Economy in terms of nominal GDP and 24<sup>th</sup> Largest in terms of PPP, and further ranked as Africa's largest economy, with a GDP of USD477 Billion in 2023. According to World Bank (2014) The country has risen to become one of Africa's economic powerhouses, and during the last Twenty (20) years, it has grown consistently at over 6% annually. Projection shows that Nigeria has the potentials to grow at more than 7% annually in the coming decade if it can overcome existing barriers to achieving its ambition to become a top-20 in the world by 2022. At this growth rate, it is projected that Nigeria's GDP could reach over USD1.60 trillion by 2030. This growth could move 70 Million people out of poverty and enlarge Nigeria's consuming class (Middle income above USD7,500 per year at purchasing power parity) from 40 million in 2010 to 160 million Nigerians in 2030 (Mckinsey 2014: World Bank 2014).

According to the Author, for Nigeria to achieve these projections, there will be need for relevant skills to support the growth of its economy. Lessons from other economies that have experienced rapid growth in recent years suggest that Technical, Vocational, and professional skills that require higher cognitive abilities will need to be produced to support the development of infrastructure and power, construction of roads, agricultural productivity and agro processing, tourism and particularly retail and whole sale trade, which have been the biggest drivers of the Nigeria GDP.



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# Skills Relevant in Nigeria's Economy...(CONT'D)

There is a nexus between level of Education of a country and its Economic development. Nigeria as one of the developing countries need to strengthen its educational system to attain economic prosperity. It is embedded in the National Policy on Education (FGN, 2013) that students at all level of education, must at least acquire skills in relevant skill-sets before graduation, with the aim of introducing the students to income generating activities and even create venture without waiting for unavailable white collar job after graduation. Furthermore, pathways of graduates of tertiary institutions from Education to employment are rough and full of landmines.

Perhaps, the roughness arises within our educational systems curriculum, learning and character/attitude. For instance, are the Universities Curriculum designed in such a way that meet the dynamic needs and challenges of the socio-economy to an extent of effectively situating Nigeria and Nigerians within the global competitive economy? Are quality of education, functional skills, scarce facilities and resources considered when we want to reform our schools curriculum? Do we have means or built-in tools in addressing challenges of curriculum implementation or reforms that would promote employability skills and career enhancement?

The document revealed the following Trade/entrepreneurship skills as necessary for employability and socio-economic growth:



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## Skills Relevant in Nigeria's Economy...(CONT'D)

S/N	Skill-Sets
i	Auto body repairs and spray painting
ii	Auto electric work
iii	Auto mechanic works
iv	Auto part mechanism
v	Air-condition and refrigeration
vi	Welding and fabrication Engineering craft practice
vii	Electrical installation and maintenance work
viii	Radio TV and Electronic servicing
ix	Block laying, Brick laying and concrete work
x	Painting and decoration





# Skills Relevant in Nigeria's Economy...(CONT'D)

S/N	Skill-Sets
xi	Plumbing and pipefitting
xii	Machine wood working
xiii	Carpentry and joinery
xiv	Furniture making
xv	Upholstery
xvi	Catering Craft practice
xvii	Garment making
xviii	Clothing and textile
xix	Dyeing and bleaching
xx	Printing craft practice



# Skills Relevant in Nigeria's Economy...(CONT'D)

S/N	Skill-Sets
xxi	Cosmetology
xxii	Photography
xxiii	Leather goods manufacturing and repairs
xxiv	Data processing
xxv	Store keeping
xxvi	Book keeping
xxvii	GSM Maintenance and repairs
xxviii	Animal husbandry
xxix	Marketing
xxx	Salesmanship (FGN, 2013)

The above listed Skill-sets are obtainable from the four core Programme Departments of the Directorate (NDE, 2019).



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# Digital Skills and Future of Work in Nigeria

The recent advancement in Information Communication Technology (ICT) and the contribution of the ICT through Digital skills to the Nigerian Economy has indicated that the future of works lies on ICT Skills. This development necessitates the need to promote Digital skills development so that the country would leverage the opportunities provided by the ICT. It was reported by the NBS, (2023) that ICT sector had contributed 18.44% to the Nigeria GDP in Q2 2022. This is interesting and the tempo need to be sustained. The following Digital skills were identified as relevant by the Former Minister of Information and Digital Economy, Professor Isa Ali Pantami in his book titled “Skills Rather than Just Degrees”

- ❖ Artificial Intelligence (IA)
- ❖ Internet of Things (IoT)
- ❖ 5<sup>th</sup> Generation Technology (5G)
- ❖ Cloud computing
- ❖ Cyber security
- ❖ Cloud security
- ❖ Quantity assurance of Machine learning algorism
- ❖ Machine learning
- ❖ Advertising and Marketing Technology

The Directorate collaborates with Stakeholders in ICT to provide Skills acquisition training in Digital Skills to unemployed youths willing to leverage the emerging skills in ICT.

A pioneer study on skills measurements identifies three main Categories of skills for employability: Cognitive, Technical and Socio-behaviour skills (American Psychology Association, 1995).



# Exportable Skills

Perhaps, as precursor, Nigeria's demography is characterized as "young population". We have, as a nation, a tremendous asset of young population and if we capitalize on this advantage, develop and empower the youth with necessary entrepreneurial skills, the youths rather than oil will form our major source of foreign exchange earnings. When we neglect to empower this critical segment of our demography, we are likely to lose out in the competing global economy. Labour export has been one effective method of generating employment and earning foreign currency for the country. For instance, in the year 2005 Vietnam sent nearly 70,600 workers abroad, a 5 percent year on year increase. The overseas workers have remitted about 1.6 billion USD to the country. Labour export has also helped generate jobs in related services, such as job and foreign language training.

When I assumed the leadership of the NDE, as an insider, I reflected on one of the collaboration initiatives of the Directorate in the past. In the year 2012, The NDE in collaboration with the Directorate of Technical Aid Corps (TAC) recommended seven (7) artisans for posting to work in any Namibia country under the technical aid programme. This encouraged me to embark on registration of artisans. We are working towards generating relevant data on these artisans with a view of uploading them for job linkages both locally and internationally.



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# Exportable Skills...(CONT'D)

Exportable skills are abilities and competencies that are in demand from various job markets and industries internationally, making them transferable or "exportable" across different roles and locations or Nations. These skills are often considered essential for career flexibility and adaptability.

The available Skill-Sets operational under the Directorate's Schemes cut across all the sectors of the Economy and are mostly exportable and can be adapted in different fields of endeavor. According to the Wikipedia, the specific skills that individuals should focus on will depend on their career goals and the industry that they are interested in. Consciously acquiring and developing these skills can make the individuals more adaptable and marketable in the job market.

Exportable skill labour force for foreign income refers to a workforce with skills that are in demand internationally, allowing individual to earn decent income by offering their expertise or services to foreign markets. This concept is closely related to the idea of "exporting" skills in a global context. Here are some examples of exportable skill labor forces:

- ❖ Information Technology (IT)
- ❖ Medical and Healthcare Professionals
- ❖ Engineers
- ❖ Language Experts
- ❖ Financial Analyst
- ❖ Experienced Educators
- ❖ Research and Development experts
- ❖ Entrepreneurs and Business owners





# Exportable Skills...(CONT'D)

Nigerians' skilled labour force or professionals has a history of migrating to various countries for better welfare or seeking for greener pasture as a means of employment creation and income generation. This phenomenon is commonly referred to as "brain drain" or "Japa" (run, flee, or escape) is when highly skilled individuals leave their home country to seek for greener pasture abroad. Nigeria has experienced brain drain in several sectors, including healthcare, engineering, information technology, education, and more.

It's important to note that the dynamics of skilled labor migration from Nigeria can be influenced by economic, political, and social factors both within Nigeria and in the destination countries. Additionally, some individuals may choose to return to Nigeria after gaining experience and skills abroad, contributing to the country's development.

The contribution of Nigerians in Diaspora to the economic growth and in addressing unemployment cannot be over emphasized. They often remit money back to their home country, providing financial support to families and contributing to the Nigerian economy.



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# Exportable Skills...(CONT'D)

Export of Skilled Labour force has provided high economic benefits to those who find opportunities abroad, and potential loss of valuable human capital developed by an individual or Nigeria Government. Even though, the Nigeria Government and various organization have put in place efforts to address the issue of brain drain or JAPA by designing and implementing policies aimed at retaining and attracting skilled labor force, as well as encouraging Diaspora engagement and investments in Nigeria, the situation still persist.



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# Skills and Entrepreneurship – China example

China had experienced significant skills and entrepreneurship growth in recent decades and this has positively impacted its economy. China's economy is one of the fastest growing in the world, with an average GDP growth rate of around 10% for several decades. This development has lifted Millions of people out of poverty and made China the second-largest economy globally. The China success in that regard is not unconnected with the huge investment made on Skills acquisition and Entrepreneurship.

Skills and Entrepreneurship are closely intertwined in China's economic landscape. Entrepreneurship education in China began in the 2000s. Under the demand of rapid economic growth, the China Ministry of education decided to first launch a pilot stage in nine leading universities across China, such as Renmin University of China, Tsinghua University, and Nanjing University (Zhang,2003) among others. It aims at improving the students' entrepreneurial ability and competence, instead of just providing professional skills in traditional education. Since the policy of “massive innovation and entrepreneurship” was put forward in 2014, entrepreneurship education has attracted a great deal of attention in China. It is very common to find an entrepreneurship curriculum in a university (Dou, 2019). The data shows that 70.4% of colleges and universities hosted entrepreneurial activities, 66.7% of colleges and universities set up entrepreneurial clubs, and 59.7% of colleges and universities established entrepreneurship practice bases.



# Skills and Entrepreneurship – China

## example...(CONT'D)

The China government established strong relationship between the Academia and Practitioner, they commercialized the research findings from Universities, through collaboration between the academia and the industries. Example: Alibaba`s Taobao Villages.

Alibaba is one of the China`s tech giants, it has played a very important role in promoting skills development and entrepreneurship in rural areas through its: TAOBAO VILLAGES” initiative.

Taobao Villages is just one example of how skills development and entrepreneurship go hand in hand in China. This illustrates how the tech giant leverages its resources to empower individuals in rural areas with the skills they need to become successful entrepreneurs, ultimately driving economic growth and innovation (Wikipedia).

Such initiative is not new in Nigeria, for instance, there are schemes that are targeted at rural dwellers eg School-On-Wheels Training Scheme (SOW), Community-Based Training Scheme (CBTS), Rural-Handicraft Training Scheme (RHTS), Community-Based Business Training Scheme (CBBTS), etc.



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# Recommendations

The following recommendations are necessary in addressing the issues of unemployment:

1. Investing in skills acquisition programmes to address unemployment.
2. Strengthening the transition from training to work through provision of starter packs to skilled unemployed Nigerians to avoid relapse.
3. Creation of broadened platform for self-employment opportunities, enhanced value re-orientation and provision of adequate social skills training.
4. Promoting youth employability skills.
5. Enhancement of social and financial inclusion among unemployed youths, women and other vulnerable groups.
6. De-radicalization and re-integration of social deviants.
7. Establishment of National Employment Trust Fund.





# Recommendations...(CONT'D)

8. Attitudinal change.

9. Promotion of collaborative initiatives.

10. Patronage of activities of the NDE through the following social media handles for information about modern strategies designed by the NDE to address issues of unemployment:

i. Web site: [www.nde.gov.ng](http://www.nde.gov.ng)

ii. Facebook: National Directorate of Employment (NDE)

iii. Instagram: @ndenigeria

iv. Email: Info@nde.gov.ng

v. Twitter: @ndenigeria

vi. LinkedIn: National Directorate of Employment (NDE)

11. Promoting and strengthening the development of entrepreneurship abilities and competency skills in Colleges and Universities



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# Conclusion

Addressing unemployment through Skills and Entrepreneurship programmes is not just a necessity, but a strategic approach for employment creation and economic growth. By investing in training and fostering entrepreneurship ecosystem, many unemployed persons can be empowered to create their own opportunities, contribute to the economic growth and build brighter future for themselves and their respective communities. They could become employers of labour rather than remaining idle. It is therefore, a collective responsibility for all, to provide the resources, mentorship and support needed to unlock potentials of our youths, ensuring they become the driving force behind innovation and prosperity now and in years to come.

On one hand, we enjoin the unemployed Nigerians to be bold to take up windows of opportunities that abound to be marketably skilled because “fortune befriends the bold”, according to **Fredrick Dryden**. And on the other hand, we appeal to all stakeholders to join hands to skill Nigeria otherwise we will kill Nigeria.

Skills are very crucial for the survival of the individual, community and the nation. A nation that is characterized by large quantum of unskilled youth is a sick nation, stands a risk of disintegration and extinction.

Recently, one-satguru commenting on “Skill India, Don’t Kill India” said the University needs to train people to live in the universe and not the university.



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## JOB CREATION OUTPUT (2015-2022)

S/N	TYPE OF JOB		M	F	TOTAL
1.	Training	Urban	1,763,308	1,165,889	2,929,197
		Rural	110,577	131,209	241,786
	<b>Sub-Total</b>		<b>1,873,885</b>	<b>1,297,098</b>	<b>3,170,983</b>
2.	Self- Employment		140,201	131,917	272,118
3.	Wage Employment	Urban	205,949	110,072	316,021
		Rural	308,159	165,847	474,006
	<b>Sub-Total</b>		<b>514,108</b>	<b>275,919</b>	<b>790,027</b>
4.	YESSO		16,908	11,272	28,180
	<b>GRAND-TOTAL</b>		<b>2,545,102</b>	<b>1,716,206</b>	<b>4,261,308</b>

Under the Extended Special Public Works Programmes (**ESPW 774,000 jobs**) Seven Hundred and Sixty Thousand, Five Hundred and Twenty-Six (**760,526**) participants were verified, engaged and incentivized for a period of three months.



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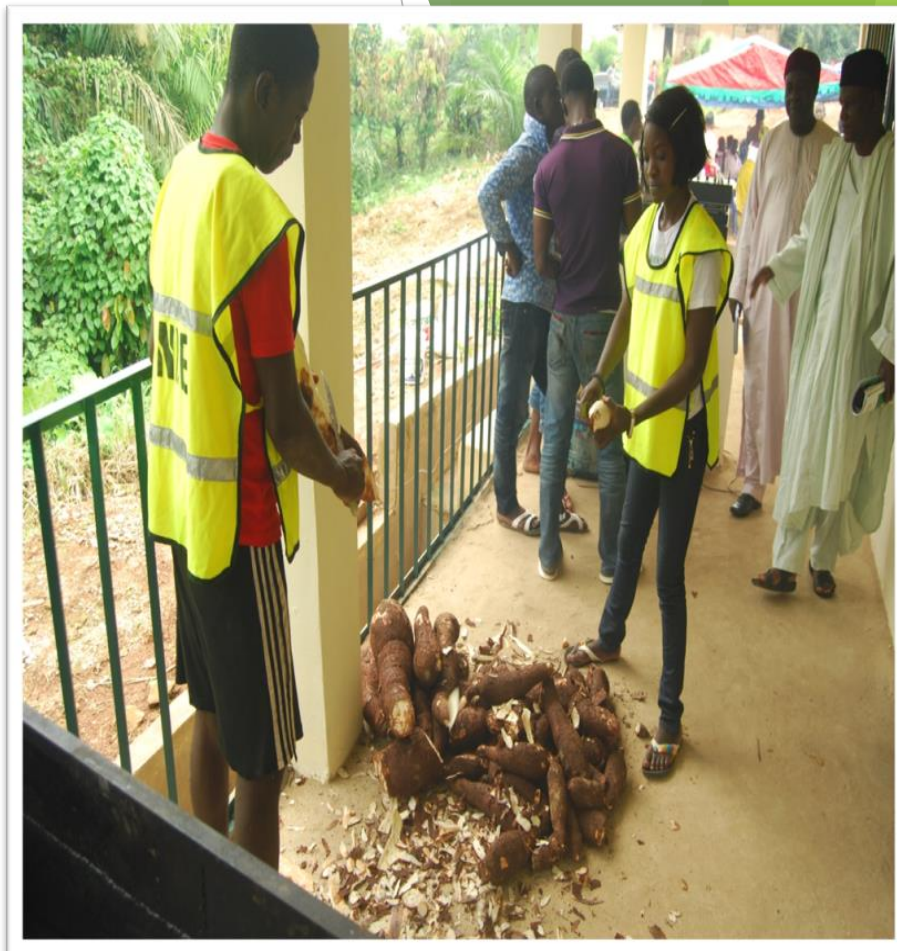


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PARTICIPANTS AT TECIL SOLAR COMPANY, CROSS RIVER  
STATE.



SETS: PARTICIPANTS AT MUJASAFAR SOLAR ENERGY EFFICIENT  
TECHNOLOGY, GOMBE STATE



SOLAR ENERGY TRAINING SCHEME (SETS):  
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