



FOUNDATION FOR PARTNERSHIP INITIATIVES IN THE NIGER DELTA

DELTA STATE LABOUR MARKET ASSESSMENT



NDYEP

As part of our commitment to accountability and learning, PIND Foundation will share conclusions and recommendations from Labour Market Assessment. Internally we will share with relevant stakeholders, ensuring that they have an opportunity to participate in discussion of those results in meaningful ways. We will also publish the Delta State Labour Market Assessment report on our website in accessible language.

As a social impact organization, accountability, particularly to the communities we seek to serve, is of the highest importance to us. For PIND Foundation, accountability requires the foundation to regularly and honestly assess the quality of its work, share and learn from its findings with primary stakeholders, and apply that learning in future work.

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ACRONYMS AND ABBREVIATIONS

ASACCIMA	Asaba Chambers of Commerce, Industries, Mines and Agriculture
CBN	Central Bank of Nigeria
CNL	Chevron Nigeria Limited
DESOPADEC	Delta State Oil Producing and Area Development Commission
DSMTP	Delta State Medium-term Development Plan
EBMT	Entrepreneurship and Business Management Training
FGD	Focus Group Discussion
GDP	Gross Domestic Product
GEEP	Graduate Employment Enhancement Programme
GMoU	Global Memorandum of Understanding
ICT	Information and Communication Technology
IITA	International Institute of Tropical Agriculture
IOC	International Oil Company
LQAS	Lot Quality Assurance Sampling
MDA	Ministries, Departments and Agencies
MSME	Micro, Small and Medium Enterprises
NABTEB	National Business and Technical Examinations Board
NBS	National Bureau of Statistics
NBTE	National Board for Technical Education
NDYEP	Niger Delta Youth Employment Pathways
OMPADEC	Oil Mineral Producing Area Development Commission
PIND	Partnership Initiatives in the Niger Delta
PPCD	Participatory Partnership for Community Development
PPP	Private Public Partnership
PPSP	Production and Processing Support Programme
RDC	Regional Development Council
SEEFOR	State Employment and Expenditure for Results
SIWES	Student's Industrial Work Experience
SPSS	Statistical Package for Social Sciences
STEP	Skills Training and Entrepreneurship Programme
TVEB	Technical and Vocational Education Board
TVET	Technical and Vocational Education Training
UNDP	United Nations Development Programme
WACCIMA	Warri Chambers of Commerce, Industries, Mines and Agriculture
YAGEP	Youth Agricultural Entrepreneurial Programme

KEY FINDINGS

Economic Context

- I. Available statistics shows that the Delta State economy has experienced some measure of growth. It had a GDP growth of 40.7% in 2017 and an average growth rate of 3.28% between 2013 and 2017. A sectorial analysis shows that the Agricultural sector, the Service sector and the Industrial sectors also experienced growth and contributed to the State's annual GDP between 2013 and 2019.
- II. Unemployment is high in Delta State. Delta State has total labour force of 2,494,452 and resident unemployed (1,005, 848). NBS 2nd quarter 2020 ranked the State third among the South-South States at unemployed rate of 40.36% and underemployed 20.1%. This implies that the youth un-employment rate will even be higher, and has been estimated to be in the region of about 64%.
- III. Six systemic constraints to youth entry into work/employment in Delta State were identified. They include: widening rural – urban dichotomy, retarded industrialization, neglect of the agricultural sector, corruption, lack of synergy between the demand and supply sides of labour and poor attitudes of youths to certain categories of paid employments.
- IV. Some workforce characteristics which can be described as drivers of youth unemployment identified in the State include: “get-rich-quick” syndrome, lack of interest for, and negativity towards paid employment (especially in oil bearing communities), poor wages/earning for low level entry staff and increasing number of school drop-outs.

Demand Side

- I. There is a growing convergence between disinterestedness of youths towards paid employment and the tendencies of employers of labor to seek alternative means to achieve organizational goals and objectives. This has led to outsourcing, casualization, source-on-need, “offshore offices” – work from home which has been reinforced by the advent of COVID-19. The nature and “future of work” is changing very fast and it is doubtful what the global inclinations will be in the next decade, in the discus between paid employment and entrepreneurship.
- II. Growing youth unemployment is not really as a result of skills mis-match, absence of skilled youths or poor employability of youths. These are contributing factors, but the obvious fact is that there are fewer jobs. This has given rise to increasing incidence of youth under-employment where experienced and skilled youths take up jobs that they are more qualified for. This is evidenced by the trend of both an expanding workforce and also the increasing unemployment and under-employment both nationally and in Delta State.
- III. Youth unemployment rate appears slightly higher in the GMoU communities than the State wide average. Key stakeholders believe this is not unconnected with their expressed lack of interest for paid employment except those from the CNL or other Oil and Gas companies. The communities give lowest response to civil service and job creation announcement and participation.
- IV. There is a growing tendency by employers of labor to engage recruitment agencies for staff selection and engagement. There is however the flip side of high cost of recruitment agencies,

cloning/fake imitation of adverts in the social media, high number of invalid and unqualified applications, inability of the process to produce appropriate qualified employees at the end of the process. These are some of the challenges faced by employers in work force recruitment process.

- V. The survey shows that sectors with relatively high demand for skill in Delta State will include Agriculture, ICT, Construction, Hospitality, and Entertainment. This is in agreement with the Medium–Term Development Plan (2016-2019) of the State which listed agriculture, agro processing, manufacturing, services, trade and entertainment as sectors which contribute to the GDP and has potentials to create jobs and reduce unemployment in the State.
- VI. Low capacity utilization, poor productivity, insecurity, high exchange rate, inflation/high cost of production and poor government policies, especially multiple taxation etc. are contributing factors affecting staffing and retention by employers of labor.

Supply of Skill

- I. As part of the SMART agenda of the current administration, Delta State has evolved perhaps the most comprehensive and multi-purpose job creation empowerment framework in the entire South-South region. The framework which involves collaboration among Ministries, Department and Agencies (MDAs) ensures for synergy, singleness of purpose and efficient management of resources for restructure of youth unemployment in the State.
- II. Respondents listed challenges faced by youths undergoing skills training in the State to include: cost of transportation, lack of guidance and counselling, peer pressure, poor support system from home fronts, entitlement mentality, and uncertainty of empowerment/starter pack. These often result to increasing spate of drop-out.
- III. An association of private (non- traditional) technical and vocational training institutions registered with the TVET Board exist in the State. They complement efforts of the traditional TVETs in various skill areas by providing training in different trade areas.
- IV. The Delta State Job Creation Agency has achieved tremendous milestones within the training ecosystem, and implements a wide spectrum of programmes with far-reaching implications for youth empowerment and reduction of unemployment with youth of almost any cadre. Cooperative empowerment model in YAGEP can be examined for a “hybrid empowerment” model.
- V. Significant gaps exist in terms of quality of skills turned out from formal public and private training institutions due to complete disconnect between the organized private sector and the training institutions. The curriculums which are hardly updated remain very academic instead of being industry-based and focused.
- VI. Work attitudes of some of the youths are very poor. Some refer to paid employment as “old testament” and formal education as “scam”. Hustle is now the name of the game. This attitude relates to the “get-rich-quick syndrome” and the entitlement mentality which is common among youths, especially those from the oil-bearing communities. “*How much dem go pay*” is the question chorused by such youths. These attitudes relate directly with increasing incidence of cybercrimes (*yahoo-yahoo*) and other vices such as pipeline vandalism and illegal refinery.

Stakeholders/Systems Mapping

- I. A strong stakeholder base to sustainably support skills improvement leading to career pathways for trained youth exist. This includes the newly approved Delta State Job Creation Framework comprising of 6 MDAs of Government, 6 chambers of Commerce, Industries, Mines and Agriculture, Association of Private Technical & Vocational Education Centres, 2 RDCs, the Job Creation Office, National Directorate of Employment (NDE), SEEFOR etc.

Policy Framework

- I. There is an existing partnership between the TVETs and the Wealth and Job Creation Office for empowerment of TVETs graduates who pass proficiency tests. There is also opportunity for after-training empowerment through access to starter-packs from the Micro Credit Office, Delta State.
- II. The creation of Technical and Vocational Education Board by Act of Law (Board for Technical and Vocational Education Law, 205) has provided opportunity to strengthen partnership between Vocational Education Centres and other stakeholders.

Synergy of Demand and Supply sides

- I. The State boast of a sizeable number of corporate economic accelerators and strengthening bodies in form of Chambers of Commerce, Industries, Mines and Agriculture. A total of 6 Chambers exist in the State under the umbrella body of Delta State Association of Chambers of Commerce, Industries, Mines and Agriculture (DACCIMA) which can help in facilitating the much needed synergy between businesses and TVETs such that next generation of training will be industry needs based.

RECOMMENDATIONS

- NDYEP TRAINING CENTRES should be multi locational to suit the multi urban nature of Delta State and proximal to target locations. This is imperative as the trainings will be non-residential and non-stipend paying
- PROPOSED curriculum development will go beyond traditional technical and soft skills to include cross-cutting component of mind set re-engineering given the peculiar situations of the youths in the State if set objectives are to be achieved in a sustainable manner
- PIND/NDYEP should facilitate the creation of sustainable synergy between the Organised Private Sectors and the Training Ecosystem in Delta using the instrumentality of DECIMMA
- The NDYEP project in Delta State can leverage on the existing framework of collaboration among Ministries, Departments and Agencies involved in job creation and empowerment in the State
- PARTNERS in the implementation of NDYEP project in Delta State should begin to work out virtual training delivery models to suit realities of the time

1. INTRODUCTION AND STUDY BACKGROUND

1.0 BACKGROUND OF STUDY

Youth unemployment and underemployment is a major challenge in developing nation like Nigeria where youth constitute more than 60% of the nation's population. According to the National Bureau of Statistics (NBS) whereas national unemployment and underemployment rate escalated from 37.2% to 40% in the second quarter of 2017; that of the youth (15-35 age brackets) stood at the alarming rate of 52.6% in the same year. In comparison with some African countries, youth unemployment in Liberia stands at 4.7%, Kenya 8.7%, Egypt 26.3%, South Africa 27.7% etc. This is why youth unemployment in Nigeria has been referred to as a "ticking time bomb".

Unemployment and underemployment among youths have strong correlation with social vices, crime and violence which are inimical to development. The entire Niger Delta in the recent past has been a theatre of violence, bloodletting, ransom taking and wanton destruction of national oil and gas infrastructure. In response to the challenge posed by the very high rates of unemployment or underemployment in the Niger Delta, particularly amongst the youth population, PIND with funding support from the Ford Foundation started the implementation of the Niger Delta Youth Employment Pathways (NDYEP) Project in the last quarter of 2017. The Project seeks to map the ecosystem of skills development, analyse opportunities for employment creation and develop models of youth job readiness or workforce development that will provide disadvantaged young men and women in the Niger Delta the opportunity to secure sustainable jobs and enterprises. The pilot phase of NDYEP was implemented in Abia, Akwa-Ibom and Rivers States with over 1400 youths trained in the first year of the project and another 3,180 trained in the second phase in target sectors of Agriculture, Information and Communication Technology (ICT), Construction, renewable energy (Solar) and Finished leather products.

Following the milestone achievements recorded at the pilot stage of the NDYEP project, PIND made the determination to extend the programme in 2020 to Delta State. It is to facilitate the process of extending NDYEP project to Delta State that gave rise to this study.

1.1 Purpose and Objectives

The labour market assessment will guide the design and implementation of a skill for employment programme in Delta State which is consistent with the NDYEP framework. It was a "fit for purpose" research which outcome will serve as a replicable tool for out scaling NDYEP model to other Niger Delta States.

Specifically, the assessment was to;

- Gather relevant information and data through desk research and field studies with regard to the labour market and the subsequent NDYEP intervention design in Delta State.
- Conduct analysis of the labor and workforce issues and context for youth employment in Delta State that enables better understanding of market opportunities, the jobs and employment pathways available to youths, what sectors are creating current or future employment opportunities and other workforce requirements (what technical and soft skills are in demand?) etc.
- Examine the feasibility of implementing NDYEP's current sectors/interventions in Delta State and identify potential sectors/interventions (especially in the GMoU communities).
- Develop a stakeholder map/list of main institutions, stakeholders and programs within Delta State. This will include potential private or public sector organizations in focus sectors identified

in the course of the study that may be interested in partnership with PIND during implementation.

- Undertake a synthesis of the main findings and analysis capturing the key elements in NDYEP's analytical framework.
- Familiarize and understand the context and objectives of PIND, the economic development program and the NDYEP project in line with reviewed project documents/reports relevant.
- Present desk research findings from reviewed literature and statistics of employment and job creation for youth in the State.
- Identify sectors and institutions with specific employment opportunities, sustainability of the jobs and the actual skill sets and qualification required for filling them. These may be current and future manpower needs in the organizations. Also identify value chains with prospects for employment creation through entrepreneurship/self-employment.
- Identify broadly the support systems for technical training and skill acquisition programs in Delta State. It will present identified training institutions, business support providers, certifying bodies, quality of programs offered, curriculum, quality of the tutors, underlying constraints, regulation, and how the institutions are structured especially those that could potentially partner with PIND. This could be formal/traditional or non-traditional technical/vocational training service providers.
- Reveal and highlight gender-related dimensions of the youth employment challenge to guide program design and implementation.
- Unearth critical contextual issues to be discussed by stakeholders in a validation workshop.
- Share insights and provide guidance for intervention design as may be required.
- Make appropriate suggestions based on findings on the sectors, possible areas for skills training and job creation.
- Make recommendations relevant for NDYEP intervention design in Delta State. This will include specific analysis and recommendations for what might work best for PIND priority locations in the Chevron GMoU communities.

1.2 Terms of Reference

The summary of the terms of reference revolves on 2 key understanding;

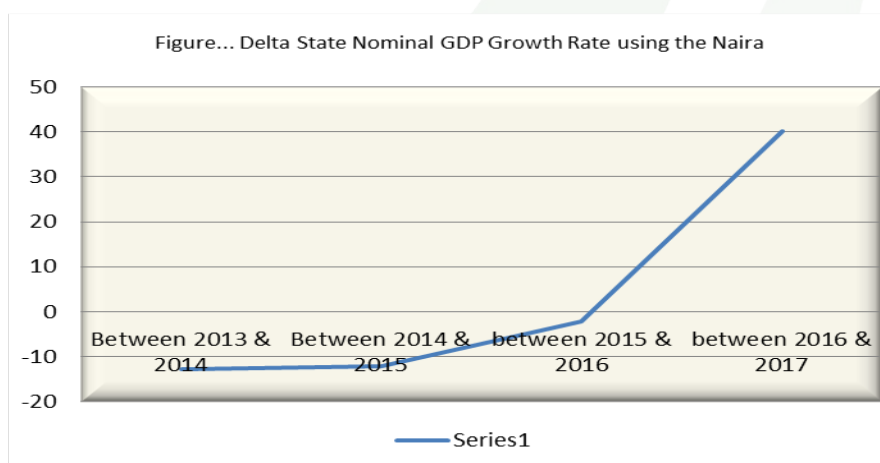
- To conduct a labour market assessment that is consistent with the existing NDYEP framework and an output which provides answers to questions relating to labour demand and labour supply.
- To generate a study outcome which has a primary purpose of guiding the design and implementation of NDYEP programme in Delta State and secondary purpose of sharing with the state government a planning tool for job creation planning and strategies to mitigate unemployment among youths especially the disadvantaged men and women.

2. LITERATURE REVIEW

The status of labour occupies central stage in the economic and social life of any country. Therefore, it is critical to researchers and policy makers. World Bank (1995) posits that poverty and inequality in many developing countries can be linked to events in the labour market¹. The labour market is a place where workers and employees interact with each other (Economic Times, 2020)². According to Bosworth, Dawkins and Stromback (1996), it is the place where supply and demand meet, working to determine the price and quantity of the work performed³. In the views of Beligradeanu and Stefanescu (1997), the labour market is "the confrontation between the supply and demand of labour in a given time frame and a geographic area that is usually completed through employment"⁴. Michel Didier (1997) defined market as a means of communication through which sellers and buyers will inform each other about what they have, what they need and the prices that they ask or propose, before closing the transaction⁵. This definition has great applicability on the labour market because the workers compete for relevance and retention while employers compete to attract and maintain efficient workers. In the labour market, employers compete to hire the best and the workers compete for the best satisfying job. A labour market in an economy functions with demand and supply of labour which are influenced by changes in the bargaining power among which is skill availability.

Basically, labour market assessment uncovers important employer behaviours and needs. It also seeks to understand the larger employment ecosystem and the dynamics underlining relationships between labour demand and labour supply within a given environment some of which are income and wage determination, skills and qualifications, job creation, the labour force population (labour force participation), unemployment and under-employment, free competition and migration amongst others. The labour market features a self-regulation mechanism commonly driven by demand, supply and price amongst others. These features adjust labour supply and demand.

Complementing this, the International Labour Office in its publication on 3rd October 2012 improved on the compositions of Key Indicators of the Labour Market (KILM) to cover employment (status, sector, hours etc.)⁶, the lack of work and the characteristics of job seekers, education, wages and compensation costs, labour productivity, and working poverty, employment by occupation and average monthly wages. Taken together, the indicators provide a strong foundation from which to address key questions related to productive employment and decent work. This, as used in this study, is an improvement in the design compared to that used in Rivers State Labour Market Assessment (2017) done on the basis of 1999 version of KILM as designed and launched by International Labour Office. The current study has



considered peculiar indicators.

According to the literatures, various labour market segmentations exist according to purposes of classifications and limitations imposed by survey designs and available data.

1. World Bank, (1995). Country assistance strategy for workers in an integrating world. World Bank Development Report. Washington, D.C.
2. Economic Times, 2020
3. Bosworth, D. Dawkins, P. Stromback, T. - The Economics of the Labour Market, Harlow: Addison Wesley Longman Ltd., 1996
4. Beligrădeanu, Ș., Ștefănescu, I.T. – Labour law dictionary, Ed. Luminalex, 1997
5. Didier, Michel – The economy: rules of the game, Ed. Humanitas, București, 1994
6. International Labour Office. 3rd October, 2012

The National Manpower Board, 1998 (In Ogwumike et al, 2006) defined seven classes of the Nigerian labour market including employer, self-employed (farmer), self-employed (trader), self-employed (others), employed wage and salary earners (public) and paid apprentice⁷. The FOS study (2001) which found out that self-employed dominate the labour market, followed by wage and salary earners, had five major forms namely; employer, employees of public companies, employees of private companies, employees of ministries and parastatals, informal employment (unpaid family worker, own account worker and household enterprises)⁸, while Barry Jones (1996) used the system of industrial classifications⁹ (based on economic activities) to analyse the Nigerian labour market. These include primary industries (agriculture and mining), secondary industries (manufacturing and construction), tertiary industries (trade, transport and other services), quaternary industries (ICT, financial, insurance, real estate, professional scientific and technical research) and quinary industries (accommodation, food services and others). This study considered these segments.

Hsueh and Tienda (1994) were strong on the position that location also impact on the labour market. Individuals tend to participate more within geographical market space close to their places of residence¹⁰. Therefore, economic activities are more pronounced in such areas where people migrate to. This was considered in the selection of study areas given the ‘dualistic structure’ of the labour market in Delta State characterized by urban and rural dichotomy. Mclaughnin and Perman (1991) posit that it is more likely to have low-paying, part time, seasonal and non-unionized jobs in rural settings¹¹. According to European Union (2010), rural regions are depopulated and primarily dependent on agriculture and face specific problems and challenges in respect of economic growth, employment and sustainability¹². The most prevalent weaknesses and constraints are; lower levels of income, a negative demographic situation, higher unemployment, lower level of skills and training, and the lack of suitable employment opportunities especially for women and young people. This does not mean that rural communities are isolated from their urban counterparts. Cernic and Corpus (2009) advised for self-employment and entrepreneurship as interventionist tools¹³. Krugman (1991) argues that labour market institutions favour large, efficient markets in urban regions¹⁴. Therefore, it is not wrong to hypothesize that most critical barriers to finding employment in rural areas relate to either disadvantaged labour market conditions or institutional imbalances. As such, the ‘one-size-fits-all’ policy does not address the different institutional contexts. Delta State Labour Office Survey (2014) rates unemployment amongst youths as highest in urban centres compared to rural communities due to rural-urban drift¹⁵.

According to National Planning Commission, 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. The concept of unemployment and under-employment is still contestable across the world.

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7. National Manpower Board (1998) (In Ogwumike et al, 2006). The study of the Nigerian labour market: Selected metropolitan areas
 8. FOS (2001): In Ogwumike et al, 2006
 9. Barry Jones (1999)
 10. Hsueh & Tienda (1994)
 11. Mclaughnin and Perman (1991). Rural Sociology
 12. European Union (2012)

13. Cernic Istenic, M. and Copus, A. (2009) Rural Employment. EDORA Working Paper No. 2
14. Krugman, P. (1991) Geography and Trade. Cambridge, MA.: MIT Press
15. Labour Office Survey (2014)

National Bureau of Statistics (NBS) does not seem to agree with the old definition by the Bureau of Labour Statistics (BLS) where the unemployed covered people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work, and also includes people who were temporarily laid off and are waiting to be called back to the job. NBS argues that this definition swells the unemployed figure in Nigeria. It does not consider students, voluntary house wives who can't work or those younger than 15 or older than 65 as part of the labour force but agrees that the figure should cover those out of work, able to work and looking for a job through recognized channels. This definition should be extended to include those unemployed persons who give-up job-seeking out of frustration and retrenched or laid-off persons. The subsistence economy of the rural sector often creates the impression that unemployment is wage unemployment, and that it is an urban phenomenon. All these called for caution in wording questionnaires and checklists used in the assessment.

Again, the concept 'youth' in terms of age is critical to any labour market assessment. This should be clearly defined as it varies globally. The concept is best understood as a period of transition from the dependence of childhood to adulthood's independence. This is why it is more fluid to categorize than other fixed age-groups. While the UN defines the youth as a section of the population between 15-24 years, commonwealth considers those between 15 and 29 years. The African Youth Charter recognizes youth as people between 15 and 35 years while Nigeria is currently revising its national youth policy to recognize the age bracket of between 15 and 29 years from existing grading of 18-35 years. Definition of youth perhaps changes with circumstances, especially with the changes in demographic, financial, economic and socio-cultural settings. The Rivers State labour market assessment (2017) was carried out on the basis of the old 18-35 years age cohort unlike the Delta State labour market assessment which has factored in these varying dynamics¹⁶. The segments of the entire population occupied by the youths in a given geographic space significantly impacts on the labour market. From a labour market and youth capacity assessment carried out by Infopro in Lebanon (2016), it is reported that globally, young people are three times more likely than their parents to be out of work because of the place of the youths in terms of numbers in the country's population.

The prevalent young labour force and the increasing share of youths entering the labour market were attributed to being responsible for the high rate of unemployment¹⁷. According to Delta State 2018 statistical year book, the youth-dominated population of the State is consistently increasing at annual projection rate of 3.2%¹⁸. And this trend seems to continue with time. As argued in the labour market and youth capacity assessment report carried out in Lebanon (2016), there is a correlation between increasing number of youths going into the labour market and incidence of unemployment and by extension social vices. According to William (2000) (in Nairametrics.com), Delta State together with other South-South States ranks high in terms of unemployment despite the history of receiving highest FAAC allocation from the Federal Government monthly¹⁹. In the Rivers State Labour Market Assessment Report (2017), one of the key findings of the study is lack of capacity of the State's economy to create jobs since 2010 constrained youth employment in the labour market²⁰.

16. Chowwen, A & Ofulue, C (July, 2017). Rivers State Labour Market Assessment Report. Grafix Media
17. INFOPRO Report (2016). Labour Market and Youth Capacity Assessment in Lebanon
18. Delta State 2018 Statistical Year Book
19. William (2000)(in Nairametrics.com)
20. Chowwen, A & Ofulue, C (July, 2017). Rivers State Labour Market Assessment Report. Grafix Media

Many literatures including OkowaPlus (2016, 2017, 2019 & 2020) and Okowa's Scorecard have reported of Delta State government's footprints (through the agency of Job Creation) on job creation for youth employment under its SMART Agenda with programmes like YAGEP, STEP, PSP, GEEP and RYSA with strong support mechanisms in terms of collaborations, private sector participation and budgetary allocations²¹.

BusinessTech report (2019) while analysing jobs and GDP shares in South African sectors evidentially posits a positive correlation between share nominal GDP of sectors and its share of employment²². Delta State Mid-Term Development Plan (2019) suggests that some sectors like agriculture, manufacturing, construction, trade, accommodation and food services, ICT, arts, entertainment and recreation showed progressive growth in terms of nominal GDP and are job creation potentials.

The Rivers State Labour Market Assessment report (2017) pointed out quality of labour force (including their education and skills) as important factor in the labour market²³. This underpins the import of training and learning ecosystems in the supply side of the labour market. Education is for transformation and sustainable development. It is the most crucial instrument for empowering young people, as it provides relevant skills and flexibility in labour required to engender sustainable economic growth and development in the economy. Therefore, indices like students' enrolment, infrastructure development and provision of educational materials to educational institutions, teacher recruitment, welfare improvement and professional development, and gender parity are important in shaping the labour market.

Gaps exist in past studies as revealed in reviewed literatures with respect to effective LMA. Study carried out by Central Office of Research and Statistics, Ministry of Economic Planning Delta State sponsored by SEEFOR, and documented in Delta State 2018 Statistical yearbook made serious effort in looking indirectly at the labour market ecosystem. However, this is more on the supply than the demand side. Again, Delta State poverty mapping and social exclusion survey conducted by the Central Office of Research and Statistics, Ministry of Economic Planning in 2015 also looked indirectly at some components of the labour market in the demand side but concentrated more on the poverty dynamics than other key indices of labour market.

The effort of PIND as reflected in the Niger Delta Youth Assessment Report (PIND AAYA-01 October, 2011) focused in collection of baseline data on Niger Delta youths including their demographic profiles, key aspirations, issues of concern, available opportunities and challenges facing them. It helped to create a consensus among stakeholders in the region that young people in the Niger Delta region require employability training and support as well as life skills. The study is however generic in approach and could not x-ray dynamic issues in States-specific labour market environments with regards to youth unemployment²⁴.

20 OkowaPlus. Publications of Office of Job Creation Officer(2016, 2017, 2019 & 2020)

21 BusinessTech report (2019)

22 Chowwen, C & Ofulue, C (July, 2017). Rivers State Labour Market Assessment Report. Grafix Media

23 Niger Delta Youth Assessment Report (PIND AAYA-01 October, 2011)

3. STUDY DESIGN AND METHODOLOGY

3.0 (a) Study Area

The study area is Delta State of Nigeria. The State is located in the South-South geo-political region of Nigeria situated between longitudes 50 00'E and 60 45'E and latitudes 50 00'N and 60 30'N. The capital city is Asaba located in the northern end of the State while Warri which lies at the southern-end is the economic nerve centre and the most populated. The entire State has an estimated area of 762km² (294 sq. mi) with Atlantic Ocean coastline of about 163 kilometres in the South. The land area comprises of rainforest (57%), mangrove swamp forest (33%) and fresh water (10%). Average rainfall ranges from 1,910 mm in the northern areas to 2,670mm in the coastal parts. The State is characterized by flatland in the south and central areas, and low-lying plains/undulating terrains with low hills and valleys in the northern areas. The vegetation is a mix of mangrove swamps along the coast to rain forest in the central areas and a derived savannah in the northern extreme.

The State has 25 Local Government Areas comprising of Ethiope West, Ika North East, Ika South, Isoko North, Isoko South, Ndokwa East, Ndokwa West, Okpe, Oshimili North, Oshimili South, Sapele, Udu, Ughelli North, Ughelli South, Ukwuani, Uvwie, Patani, Warri North, Warri South and Warri South West.

These local government areas are distributed across three senatorial districts of Delta Central, Delta North and Delta South.

According to 2006 census, it has a total population of 4,112,445 estimated at 5,663,400 in 2017 using a population growth rate of 3.2%. With a land area of 18,050km², the population density is 228 persons/km. The main ethnic nationalities are the Urhobos, Igbos, Ijaws, Isokos and Itsekiris, reflecting the rich cultural diversity of the people.



Fig.1: Map of Delta State

(b) GMoU COMMUNITIES

The GMoU communities were an integral part of the labour market assessment. The communities are derived from the 2 Regional Development Committees (RDCs) situated across the 3 Warri LGAs of the Delta South Senatorial District. The RDCs are funded by Chevron Nigeria Limited as part of its interface community development and social investment portfolio. The 2 RDCs in Warri are the;

1. Egbema Gbaramatu Community Development Foundation (EGCDF)

The Egbema and Gbaramatu Communities Development Foundation (EGCDF) is a community based developmental organization serving the communities of Egbema and Gbaramatu Kingdoms in Warri North and Warri South-West Local Government Areas of Delta State.

In 2011, EGCDF was officially incorporated after operating since 2005 with initial funding from Chevron Nigeria Ltd. Since inception, the Foundation has been committed to promoting peace, identifying and addressing community based needs through infrastructural development and promoting community access to basic needs including health services and education. The vision of EGCDF is to create a peaceful and friendly environment for social-economic activities in the Niger Delta.

2. Itsekiri Regional Development Committee (IRDC)

The Itsekiri Regional Development Committee (IRDC) is a Community Based Organization (CBO) that was established in 2005 to serve twenty-three (23) communities across Warri North, Warri South and Warri South-West Local Government Areas in Delta State, Niger Delta region of Nigeria. The 23 Communities are: Omadino, Ijagbala, Ode-Ugborod, Ugbegungun, Madangho, Ogidigben, Ajudiabo, Sagharatie, Kolokolo, Usor, Tisu, Eghoro, Ureju, Jakpa, Tebu, Gbokoda, Aje-Meta, Udo, Ebhrohimi, Obaghro, Beteren, Deghele and Ugbolegin.

IRDC was established with the goal of development of the communities through the provision of socio-economic, empowerment and sustainable development programmes. The CBO became a duly registered entity with the Delta State Ministry, Asaba in 2009. The vision of the IRDC is to be the number one platform for achieving model development and creating wealth in the Niger Delta.

3.1 Study Approach

The Delta LMA adopted a linear theoretical framework consisting of 6 interactive modules for both the comprehension and in-depth analysis of the dynamism of the demand for skill and supply of same in Delta State and the GMoU communities. The survey model derives largely from these interactive modules as both descriptor and predictor of the Labour Market Outcome. The framework consists of:



Fig.2: Linear theoretical framework adopted in the study

Table 1: Labour Market Survey Model

Key Research Questions	What are the key demographic economic and human capital trends in the State?	Types of employment and occupation in demand? Types of technical and soft skills in demand? Which sectors are generating current and future employment? What are the knowledge and skills required in value chain by type of firm?	What occupation, education level do jobs seekers and workers have? What training is offered, by whom and of what quality? Are institutions meeting local needs of industries? What technical and soft skills are being supplied and how are they delivered?	What are the institutional relationships, barriers and opportunities for supporting change?	What policy impacts the labour market and what are the implications for reforms?	How can alignment between supply and demand be improved? What collaboration is crucial to transforming the system? What suggestions/recommendations emerges from analysis?
Data Source	Secondary data, MDAs (selected), GMoU Sites	Organized private sector (NECA, GMoU communities, Job Creation etc.), Youth bodies/association	Vocational schools, Non-conventional vocational/entrepreneurship schools, GMoU Community	MDAs, Policy Working Group (PWG), KII, FGD, TVET, OPS	Expert interview, OPS, TVET	Expert interview, OPS, TVET
	Desk research, Experts interview, Trends analysis	Key Informant Interview (KII), FGD, Structured questionnaire, Desk research	KII, FGD, Desk research	KII, FGD, Desk research	ICT, FGD, Desk research, Field observation	KII, FGD, Desk research, Field observation

The model incorporated the use of mixed methods for the collection of data. The methods included desk review of secondary data, focus group interviews, key informant interviews, semi intensive interview of businesses, training institutions, trend analysis and field observations.

3.2 Study Design/Sampling

The study area was divided into 3 blocks representing the 3 senatorial districts of Delta Central, Delta North and Delta South as in Table 4. Three Local Government Areas of high economic activities and the priority GMoU communities were purposively selected as follows making a total of 9 LGAs which account for 41% of Delta State Population.

Table 2: Study Design/Sample

DELTA CENTRAL	DELTA NORTH	DELTA SOUTH
UUVIE	OSHIMILI NORTH	WARRI NORTH
UGHELLI NORTH	OSIMILI SOUTH	WARRI SOUTH
SAPELE	IKA SOUTH	WARRI SOUTH WEST

The Lot Quality Assurance Sampling (LQAS) was used for determining sampling sizes. The LQAS has emerged as a practical management tool for conducting baseline survey by analysing the data produced

by a small sample. Results from LQAS can be used to predict the entire population with 95% confidence intervals of $\pm 10\%$ for multiple indicators.

Based on this sampling technique, a sample size of 21 was drawn from each of the 9 LGAs as follows:

- 1 Focus Group Discussion for selected youths of each LGA, including youth of the 2 RDCs.
- Interviewed 10 businesses in each LGA comprising of the Small, Medium and Large enterprises.
- Interviewed 10 training/vocational institutions including traditional and non-traditional training centres.

For in-depth understanding and ease of triangulation, other LMA components surveyed included MDAs, the RDCs and GMoU stakeholders, the Chambers of Commerce, Industry, Mines and Agriculture.

- Interviewed 10 Ministry and Departments of Government whose activities relates to either the Supply Side (SS) or Demand Side (DS) of the labour market or serve cross cutting purposes. MDAs such Ministry of Youth Development, Ministry of Women Affairs, Sustainable Development Goal (SDG), Ministry of Trade and Commerce, Ministry of Economic Planning, National Directorate of Employment, SEEFOR, Job Creation, Technical and Vocational Education Board (TVET), Directorate of Statistics etc.
- The ASACCIMA and WACCIMA facilitated an FGD/Key Informant Interview session with selected members of the Chambers in Asaba and Warri respectively.
- A number of groups and individuals were engaged either in FGD or Key Informant sessions in relation to the GMoU communities.

Table 3: LMA Sampling Frame

LMA COMPONENT	LGA	SAMPLE SIZE	DATA COLLECTION METHOD	REMARK
3 SAMPLING BLOCKS (3 SENATORIAL DISTRICT)				
Youth	1 /LGA	9	FGD	
SUPPLY SIDE (TVET - Traditional/Non-traditional)	10	90	Interview	
DEMAND SIDE (Businesses)	10	90	Interview	
MDAS (PUBLIC SECTOR)				
DEMAND/SUPPLY SIDES		10	Interview/FGD	
GMoU COMMUNITIES				
GMoU (Youth)	1/RDC	2	FGD	
RDC chairmen	1/RDC	2	KII	
Chairmen PPRC	1/RDC	2	KII	
PPCD		1	FGD/KII	
PGPA (CNL)		1	FGD/KII	
PIND		2	KII	
		10		
WACCIMA facilitated FGD (Demand Side) Warri		1	FGD/KII	
ASACCIMA facilitated FGD (Demand Side) Asaba		1	FGD/KII	
TVET BOARD facilitated FGD (Supply Side) Warri		1	FGD/KII	
TVET BOARD facilitated FGD (Supply Side) Warri		1	FGD/KII	
State level FGD facilitated by Chief Economic Adviser		1	FGD/KII	
Sub Total		5		
Grand Total		214		

4. RESULTS AND DISCUSSIONS

4.0 Introduction

The Delta State Labour Market Assessment comprise of 214 sample size surveyed over a period of four weeks using a mixed method of survey and participatory tools which included Focused Group Discussions, Semi Intensive and Key Informant Interviews and Field Observations. The respondents were drawn from both the supply and the demand sides of the State labour market covering the GMoU communities and the entire Delta State.

The results and discussion will be presented in tandem with the adopted survey model which consist of 6 interactive modules namely: Economic Context, Demand for Skill, Supply of Skills, Stakeholders and System Mapping, Policy Framework and Synergy of Demand and Supply.

4.1 ECONOMIC CONTEXT

4.1.1 Economic Trend

Economy has very direct impact on the dynamics of labour market in every State as it affects demand for skill and retention of labour. The economy of Delta State from available statistics (2013 -2027) showed a measure of growth with the State attaining a GDP growth rate of 40.15% in 2017. However, this was after the nominal GDP of the State had declined between 2013 and 2014 by -12.7%, between 2014 and 2015 by -12.02% and between 2015 and 2016 by -2.24 as shown in the table below.

Table 4: Delta State Nominal GDP 2013-2017

Year	Delta State Nominal GDP 2013-2017 in naira	Delta State Nominal GDP 2013-2015 in \$ @ N187 to \$1 and 2016-2017 @ N360 to \$1	Growth Rate
2013	3,858,826.38	20,635.44	
2014	3,366,371.05	18,001.98	-12.76
2015	2,961,702.75	15,837.98	-12.02
2016	2,895,425.26	8,042.85	-2.24
2017	4,057,812.28	11,271.70	40.15

Source NBS, Abuja

Fig. 4: Delta State Nominal GDP Growth Rate using the Nair

4.1.2 Sectoral Analysis and Performance

The Agricultural Sector, the Service Sector and the Industrial Sectors experienced growth and contributed more than other non-oil sectors to the State's annual GDP between 2013 and 2017.

Agricultural sector grew from 2.42% in 2015 to 20.41% in 2016 and 6.22% in 2017 recording an average growth of 10.95% between 2013 and 2017. Likewise, the services sector recorded an average growth rate of 11.11%, and the industrial sector 2.34% over the same range of time.

Table 5: Growth in Agriculture, Services and Industrial Sectors

Year	Agriculture	Growth	Services	Growth	Industry	Growth
2013	367,783.21		724,111.31		2,766,931.85	
2014	422,039.88	14.75	806,467.17	11.37	2,137,864.00	-22.74
2015	432,271.05	2.42	859,431.08	6.57	1,670,000.61	-21.88
2016	520,491.66	20.41	950,110.22	10.55	1,424,823.37	-14.68
2017	552,855.81	6.22	1,101,803.70	15.97	2,403,152.77	68.66

Source: Okowa's Scorecard, 2018

4.1.3 Delta State Unemployment

A participatory field exercise involving youth respondents drawn from the 9 sample LGA including the GMoU communities indicated an estimated youth unemployment of 46.9%. According to the respondents, among every 100 youths from their communities, only 8.6% are employed on the average. 46.9% are unemployed, 15.8% are occasional workers, 14.8% are under-employed while 13.9% are self-employed. This field simulated unemployment rate seems to agree with the estimates published by Nairametric.com which ranks Delta State as the third among the South-South States in terms of unemployment. The table below shows unemployment and underemployment rates in Delta State is put at 40.3% and 20.1% respectively. The youth unemployment rate is usually higher than the average unemployment (by as much a 60%) and this might indicate a youth unemployment rate of about 64%.

Table 6: Un-employment Status of the South-South States of Nigeria Ranked

State	Un-employed (%)	Under-employed (%)	Residents' Unemployed	Total Labour Force
Akwa Ibom	45.2	21.7	1,444,399	2,534,495
Rivers	43.7	19.8	1,714,189	3,921,860
Delta	40.3	20.1	1,005,848	2,494,452
Cross River	31.6	26.6	618,484	1,956,675
Bayelsa	27.8	20.6	287,671	1,033,280
Edo	19.0	34.9	376,734	1,985,765

Source: Nairametrics.com

Table 7: Ranked Employment Status of Non-educated Youths in 9 Study LGAs and the GMoU Communities

Status	Local Government Area (%)									GMoU communities		%
	Uvwie	Sapele	Warri South West	Ughelli North	Oshimili South	Oshimili North	Ika North East	Warri North	Warri South	EGCDF	IRDC	
Employed	4	15	1	10	5	5	10	5	25	12.5	2.6	8.6
Unemployed	65	50	24	60	60	65	15	30	15	51.6	79.8	46.9
Under-employed	10	15	20	20	20	15	10	10	30	8.8	3.6	14.8
Self-employed	13	5	5	5	10	10	15	40	25	15.4	10	13.9
Occasional workers	8	15	50	5	5	5	50	15	5	11.7	4	15.8

(Source: Youth FGD-sessions across 9 LGAs and 2 GMoU clusters in Delta State)

The second quarter 2020 labour force report of the Natural Bureau of Statistics listed Delta among the 5 States with the highest unemployment rate indicated at 40.3%. Taraba State is shown to have the lowest unemployment rate among the 5 States at 39.4%.

Fig. 5: States with the highest unemployment rate (%)

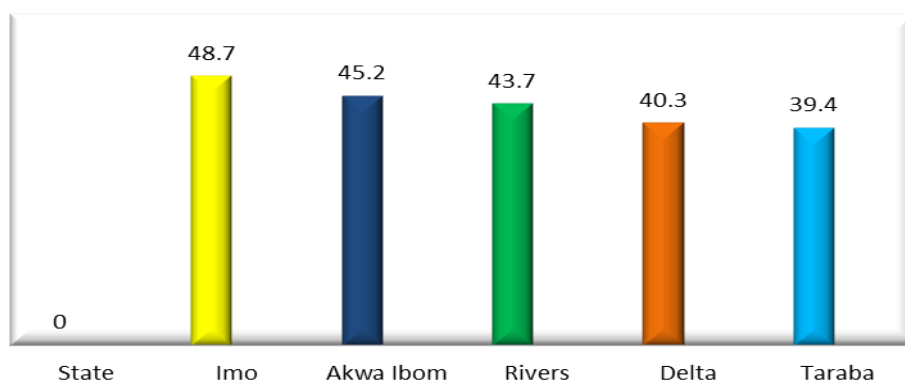


Fig. 5: States with the Highest Unemployment Rate (%)

Source: Q2 2020 labour force Report of NBS

Unemployment in the GMoU communities is as worrisome as it is in other parts of the State. Some respondents have even suggested that unemployment may even be worse in the GMoU communities compared to other areas. The field exercise and simulation gives some credence to this assertion. The 79.8% unemployment reported by youths from IRDC was the highest from exercise. The situation appears to have improved slightly in the EGCDF communities perhaps with the establishment of the Maritime University within its cluster.

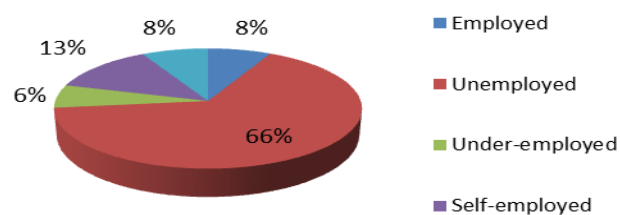
Finally, it is noteworthy to observe growing underemployment in Delta State. Several youths including graduates have taken on jobs for which they are overqualified, in a bid to survive. A growing number of graduates drive “Keke Napep” tricycle in Warri and Asaba, work as petrol attendants, security guards, cleaners, sales boys and girls.

Table 8: Youths Respondents on the State of Employment among Youths in GMoU Communities (Egbema-Garamatu & Itsekiri)

Status	EGCDF	IRDC	%
Employed	12.5	2.6	7.5
Unemployed	51.6	79.8	65.7
Under-employed	8.8	3.6	6.2
Self-employed	15.4	10	12.7
Occasional workers	11.7	4	7.9

Source: Youth FGD-sessions with the 2 GMoU clusters studied

Fig. 5: State of employment among GMoU communities youths



4.1.4 Systemic Constraints to Youth Employment in Delta State.

While young labour participants and adult participants can be affected by similar opportunities and barriers to work, youth may experience these barriers to a greater degree and may also face additional constraints. Some of the systemic constraints hampering young peoples' access to work opportunities in Delta State includes the following;

1. Widening rural-urban dichotomy

The dichotomy is in terms of social and infrastructural amenities status. The factor has two-way effects with regard to youth unemployment. One is in the rural communities and the other is in urban areas. With limited efforts to build industries and enabling facilities to stimulate economic activities and employment in rural communities (typical of non-decentralized development model obtained all over the country), out-migration of many youths from rural communities to urban cities in search of jobs and good lives have continued to increase without commensurate improvement in infrastructure and industrial status of the cities¹. The result is population explosion in urban cities, competition for fewer jobs and rising unemployment among youths in the urban cities. For many others in the rural areas who cannot afford this cost of relocation to cities, they are entrapped in a setting that lack basic facilities, industries and support system for either paid or self-employment.

2. Retarded industrialization (Demand Side)

Unemployment is closely linked to the state of the economy. Over the years in Nigeria, industrialisation policies at all levels have not yielded desired results as industrial growth (mega or cottage) has stagnated for a long time while existing ones are closing down due to myriad of problems including non-implementation or haphazard implementation of policies and programs, general economic downturn, multiple taxation, poor infrastructure and inadequate funding among others. The effect of a dwindling industrial economy is upsurge in youth unemployment and poverty³.

Young people are particularly vulnerable, however, to these demand-side fluctuations. During difficult economic times, youths are often the first to be laid off. This hinders their ability to build skills and experience⁵.

3. Lack of synergy between demand and supply sides of labour

Disconnect between demand and supply sides of labour are evident⁶. This leaves a vacuum in terms of what employers are looking for (with regards to skills from employees) and what job seekers are getting (from training institutions). This situation breeds job mismatch and growing unsuitability of job seekers to fit into available jobs in the market. This missing synergy has continued to generate faulty teaching and learning curricula in the education institutions which are more academic than practical in responding to employers' needs. This gives rise to skills mis-match. Supply side barriers, such as skills mismatch, are more likely to affect young people than adults⁶.

4. Poor attitudes of youths to certain categories of paid employment

Many youths (especially in the oil producing communities of the Niger Delta region) have developed negative perceptions and attitudes to picking up employment in other sectors of the economy outside oil and gas industries. Such youths question remuneration attachments to such jobs and consider them unfit. Ironically, available employment opportunities in oil and gas companies in such communities are grossly limited to absorb them. As a result, most of them have remained unemployed, and the number growing.

5. Neglect of the agricultural sector (Governance and leadership)

This was the economic main stay of the Nigerian State until the discovery of oil in 1959. The contribution of agriculture to GDP which was 63% in 1960 declined to 34% in 1988 and decrease was not because the industrial sector increased its share but due to neglect of the agricultural sector. The sector employs about 70% of the population. Its neglect means unemployment will continue to grow especially among the young active population.

6. Corruption (Governance and leadership)

Corruption which is pervasive has permeated the entire social structure of the society and continue to make the development of a strong and vibrant economic base on which youth employment can thrive a mirage. Funds meant for development projects are either misappropriated, diverted or embezzled, thus crippling the economy and engendering and exacerbating unemployment which creates poverty, hunger and frustration among youths.

4.1.5 Drivers of Youth Unemployment in Delta State

From the study, a number of factors were identified as drivers of youth unemployment in Delta State. These include;

- I. Get-rich-quick syndrome among the youths
- II. Lack of interest and negative attitude towards paid employment
- III. Peer pressure
- IV. Poor wages and earnings
- V. Increasing number of primary and secondary schools drop-outs

4.1.6 Respondents' Perception on Causes of Unemployment

A number of reasons were given by a cross section of respondents as being responsible for unemployment in the State. These are collated in the tables below;

Youths	
<ul style="list-style-type: none"> ▪ Inadequate industries for employment. ▪ Corrupt community leaders and politicians who hijack, horde and give job opportunities to their cronies. ▪ Focus of youths on white-collar jobs. ▪ Faulty job allocation systems laden with favouritism and tribalism. ▪ Communities influence on companies they play host to (especially oil and gas companies). ▪ Lack of support to skilled youths for business set-up. ▪ Poor entrepreneurial spirit in youths (especially indigenous youths who want a life of ease). ▪ Impatience among youths to complete skills learning either in vocational training centres or under apprenticeship schemes due to appetite for quick wealth. ▪ Sub-standard and out-dated skills acquired by youths either because of cost or the training centres are not available. 	<ul style="list-style-type: none"> ▪ Weak support systems to willing youths in terms of advice and proper guidance in career building. ▪ Ignorance of oil and gas companies to abide by specifications of the local content law with regard to employment of indigenous youths. Again, failure of government to enforce these laws through responsible MDAs. ▪ Shady and secret recruitment processes adopted by some companies. Very few job spaces are advertised openly. ▪ Rising insecurity in the area which scares off potential investors. ▪ Insecurity of jobs (as most jobs gotten in the area are temporary (on short-term basis). Most times, people who acquire skills along this line get redundant as the work is concluded.

Organized Private Sector	
<ul style="list-style-type: none"> ▪ Insecurity which roots cause is traceable to the Warri crisis and the era of militancy. The aftermath drove out many companies and potential investors from the area. ▪ Some community leaders abdicating their responsibilities of ensuring fairness and equity in youth employment for selfish reasons (most times for personal enrichment). ▪ Inconsistent government policies at various levels (local and state including federal MDAs) in terms of formulation and implementation. This has left some structural defects in the system allowing practices like multiple taxations to thrive. This is inhibitory to industrial growth. ▪ Lack of strategic coordination of activities among various security agencies (including local vigilante outfits) in a city like Warri due to its negligence by the government. This situation where each of these agencies act independently without proper checks and control, has enthroned chaos in the security architecture of the area scarring away investors. ▪ Poor educational system churning out unemployable youths into the society. Poor labour training system and non-functional vocational training system. 	<ul style="list-style-type: none"> ▪ Inability of potential industrial players in the area to access capital for industrial activities for want of innovation and entrepreneurship. This is due to fewer players and resultant non-competitiveness capable of stirring innovation. The industrial ecosystem is rather weak to stimulate and sustain growth. ▪ Battered psyche of youths through age-long influence by oil and gas companies. Value system is distorted and genuine interest to work replaced by appetite for easy wealth. This situation has created significant measure of lethargy in the system. Expanding knowledge-gap among youths deepens loss of interest in the principles and values of work. ▪ Poor machineries and access to technology. ▪ Poor formalization and standardization of most businesses in the area. Many of them are not registered making them unable to fit into the supply chain of big companies.

GMoU Communities Youths

- **Destruction of certain traditional livelihood activities (that employed a huge number of the people in times past) by oil and gas exploration and exploitation activities. Key among the destroyed livelihoods is artisanal fishing and mat-weaving (from raffia palm).**
- **Faulty employment systems adopted by most IOCs.**
- **Higher cost of skilled labour in riverine communities compared to the upland (and so, most IOCs prefer cheap labour from upland to hiring skilled labour in communities).**
- **Perceived marginalization and exclusion of some riverine communities (This was especially emphasized by the Itsekiri youths).**
- **Job flights to non-indigenes of the GMoU communities.**
- Shrinking manpower in communities due to increasing rural-urban drift occasioned by search for good jobs and better living.
- Poor infrastructure and social amenities in riverine communities.
- Government's persistent failure to institute projects capable of stimulating increased economic activities in the area.
- Perpetuation of older generation in job positions to the detriment of the younger generation.
- Little or no guidance to youths in terms of making skill choices. Many of them have erroneously chosen skills they believe are easy for them to set-up after training rather than the market realities.

Source: FGD sessions

Business owners, industrialist and members of the WACCIMA were of the opinion that the exit of SPDC and transfer of her interest did a whole lot of harm to the economy of Warri and environs and the claim that Warri is the Economic Centre of Delta may no longer valid. According to the discussions, SPDC was a major feeder to most SMEs around Warri and environs. The exit triggered huge job losses, massive unemployment and unprecedented upgrade in crime especially internet fraud, cybercrimes (yahoo-yahoo), petty theft, vandalism, and "professional begging" are fast becoming the order of the day.

A cross section of Chambers' members suggest that increasing youth unemployment was more a result of absence of job rather than absence of employable or qualified youths with requisite skills. They argue that most businesses are in a "survival" mode which has now been worsened by COVID-19 pandemic. Therefore, rather than companies making projections for the next employment, recruitment plans for six (6) months, one (1) year or future engagement plans, the businesses pre-occupy themselves with staff reduction, retrenchment plans, or downsizing etc. The changing dynamics seems to encourage casualization, staff out sourcing, and short-term engagements, which are inimical to making a career especially for the youth.

4.2 DEMAND SIDE (DEMAND FOR LABOUR)

4.2.1 Introduction

A total of 90 businesses (10 per LGA) were surveyed. These were mostly SMEs. As usual, the large enterprises for various reasons including fear of competition were reluctant to participate directly despite all the efforts to engage with them. In addition, two FGD sessions were held with business owners and captains of industries under the auspices of ASACCIMA and WACCIMA in Asaba and Warri respectively and this also covered the views of the larger companies who are members of the both business membership organizations.

4.2.2 Overview of Businesses in Delta State

Just like the economy generally is experiencing down turns due to a number of factors ranging from the impact of sharp decline in global oil prices on a mono-cultural economy like Nigeria's, to the current incidence of COVID-19 pandemic and the related uncertainties, most enterprises in Delta State are equally experiencing harsh times economically. As a result, a good number of them (more than 60%) are said to be considering downsizing of staff as a survival option.

4.2.3 Factors Affecting Growth of Businesses in Delta State

Businesses in Delta State have had their share of national and global economic downturn. Low-capacity utilization, decreasing level of production and productivity, foreign exchange menace and low purchasing value of naira, multiple taxation are a few of the many challenges faced by SMEs. More than 50% of respondents are considering downsizing and introducing "off-shore" – non office management process as part of COVID-19 new normal.

A number of factors were identified by respondents as impacting on the growth of businesses in Delta State. Some of these are functional while others are structural, constraining capacity of these businesses to employ. Some of the factors that came up strong during this assessment are shown in the table below;

Structural & functional factors

- Dwindling businesses cutting down on profits
- Low customer patronage
- Increasing cost of production and increasing cost of doing business in the country generally
- Inhibitory government policies including multiple taxation, and lack of political will on the part of government to implement good policies that end up on papers. Thus, government protection for employers is low
- Shrinking markets across sectors
- Insecurity
- Inadequate and dilapidating infrastructure

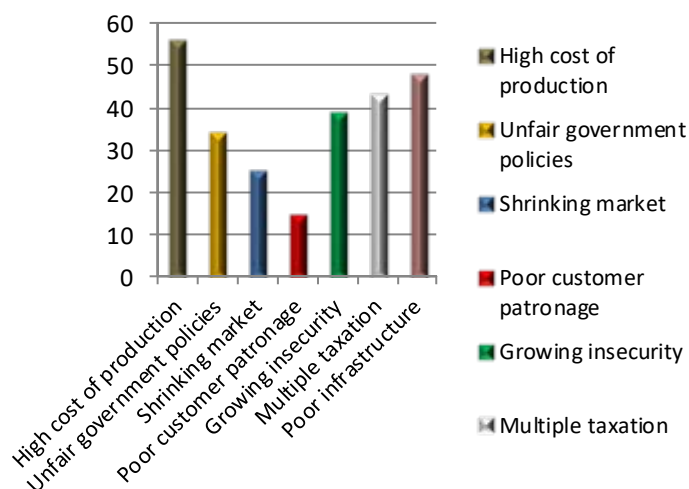
The table and the bar chart below, summarize submissions of businesses surveyed across 9 LGAs distributed across the 3 senatorial districts of Delta State with regard to these identified challenges:

Table 9: Respondents' Ranking of Identified Challenges Facing Employing Businesses in the 9 Study LGAs of Delta State

High cost of production	56
Unfair government policies	34
Shrinking market	25
Poor customer patronage	15
Growing insecurity	39
Multiple taxation	43
Poor infrastructure	48

Source: Field survey of 9 businesses selected from 9 LGAs distributed across the 3 senatorial districts of Delta State.

Fig.6: Factors constraining growth of enterprises in Delta State



4.2.4 Sectors Generating Current and Future Employment

Despite the general economic downturn, a few sectors are experiencing growth and actively contributing to the GDP of the State. They include agriculture, service sector and the industrial sector. These sectors and their sub-sectors have been identified as the ones generating current and future employment in Delta State.

Table 10: Top Sectors Generating Current and Future Employment in Delta State

Sector	Score	Rank
Agriculture	72	1
ICT	51	2
Construction	48	3
Oil & gas	37	4
Entertainment/Arts/Craft	35	5
Hospitality/Events	28	6
Management		

Source: Field data collected from 9 LGAs studied

Fig. 7: Sectors generating current and future employments in Delta State

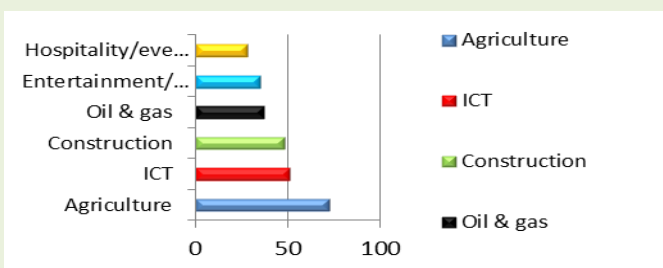


Table 11: Analysis of Sectors Generating Current and Future Employment in Delta State

Sector	Opportunities	Challenges
Agriculture	<ul style="list-style-type: none"> -Large land mass in the State -Does not require high level literacy -Has a lot of support systems from federal government policies and programs -The State government’s youth empowerment program adequately cover this -Available in vocational training/other training institutions -Increasing contribution into the State’s annual GDP -Growing markets for agricultural commodities 	<ul style="list-style-type: none"> -Poor linkages between agriculture and industry sectors -Wrong perception of agricultural skills by the youths -Climate change impacts -Perceived as dirty and old people’s occupation -Drudgery of un-mechanized farms
ICT	<ul style="list-style-type: none"> -Many trending skills in high demand exist in this sector -The State government’s youth empowerment programs cover this sector -One of the sectors housing skills that are relevant in the new normal created by COVID-19 incidence -Opportunities for self-employment -Available in vocational training/other training institutions -ICT hubs exist in Warri and Asaba 	<ul style="list-style-type: none"> -Some of these skills require high-level literacy to acquire -Seems as driver for cyber crime
Construction	<ul style="list-style-type: none"> -Lots of construction projects on-going across the State -Companies and individuals will always prefer sourcing for skills locally at cheaper rates than getting skills from outside -Opportunities for self-employment -Sector’s contribution to State’s annual GDP increasing -Capable of engaging sizeable number of youths 	<ul style="list-style-type: none"> -Occasional -Competition with artisans from outside the country -Viewed as laborious not soft touch job
Oil & gas	<ul style="list-style-type: none"> -Well paid opportunities -Good number of IOCs and servicing companies 	<ul style="list-style-type: none"> -Falling price of oil globally -High-tech skills required -Most skills require high-level literacy -Limited space for long-term employment -Limited opportunity for self-employment -Contribution of sector to State’s annual GDP on the decline
Entertainment /Arts/Craft	<ul style="list-style-type: none"> -State becoming a “Nollywood hub” in Nigeria -State building a “film village” -Sector’s contribution to State’s annual GDP increasing -State dominates Nigerian entertainment/sports industry -Increasing budgetary allocations 	<ul style="list-style-type: none"> -Jobs mostly occasional and short-termed
Hospitality/ Events Management	<ul style="list-style-type: none"> -More hotels built in the State -Does not need high level of literacy -Opportunities for self-employment -Can employ sizeable number of low-level staff 	<ul style="list-style-type: none"> -High staff turnover -No clear career pathway

4.2.5 Skills in Demand

There are a number of low-level and high-level skills (requiring high level literacy) in demand in the labour market of Delta State. These are shown in the tables below;

Table 12: Skills in Demand in the Labour Market of Delta State

Skill	Frequency	Mean Deviation	Absolute	Rank
Agriculture				
Aquaculture	77	43.4		1
Poultry	62	28.4		2
Piggery	53	19.4		3
Food processing	27	6.6		4
Plantain farming	22	11.6		5
Palm oil processing	21	12.6		6
Cray fish farming	19	14.6		7
Snail farming	18	15.6		8
Apiculture	11	22.6		9
ICT				
Computer repairs/maintenance	83	49.4		1
Programming & web development	55	21.4		2
Graphic design	51	17.4		3
Digital marketing	42	8.4		4
GSM phone repairs	32	1.6		5
Networking	30	3.6		6
Construction				
Aluminium profiling	65	31.4		1
Tiling	58	24.4		2
POP installation	56	22.4		3
Electrical installation	54	20.4		4
Interlock installation	51	17.4		5
Wall screeding	43	9.4		6
Block/Kerb moulding	42	8.4		7
Crane operation	37	3.4		8
Carpentry/wood work	36	2.4		9
Scaffolding	34	0.4		10
Roofing	32	1.6		11
Plumbing	29	4.6		12
Solar panel installation	28	5.6		13
Painting	25	8.6		14
4D floor designing	21	12.6		15
Brick laying	18	15.6		16
Iron bending	18	15.6		17
Auto mechanic	16	17.6		18
Industrial plant operation & maintenance	11	22.6		19

Oil & Gas			
Welding & fabrication	67	33.4	1
Rigging & lifting	44	10.4	2
Argon welding	44	10.4	3
Pipe fitting	35	1.4	4
Pigging	19	14.6	5
Sand blasting	15	18.6	6
Plastic welding	15	18.6	7
Fire watching	12	21.6	8
Grinding	10	23.6	9
Instrumentation	9	24.6	10
Hospitality/Event Management			
Fashion design	74	40.4	1
Catering/confectionery & baking	46	12.4	2
Hotel management	28	5.6	3
Chef services	14	19.6	4
Entertainment/Arts & craft			
Hair dressing/stylist	52	18.4	1
Make-up/make-over	48	14.4	2
Video editing	47	13.4	3
Photography & lighting	30	3.6	4
Cosmetology	26	7.6	5
Hair barbing	25	8.6	6
Music & sound technology	13	20.6	7
Others			
Trade			
Marketing	25	8.6	1
Marine			
Boat engine repairs/maintenance	27	6.6	1
Boat building	23	10.6	2
Diving	13	20.6	3
Mariner	9	24.6	4
Health			
Auxiliary nursing	2	31.6	1

Source: Field survey (Mean 33.6)

Table 13: Low and mid-level skills in demand

Skill	Frequency	Rank
Agriculture		
Aquaculture	77	1
Poultry	62	2
Piggery	53	3
Food processing	27	4
Plantain farming	22	5
Palm oil processing	21	6
Cray fish farming	19	7
Snail farming	18	8

Apiculture	11	9
ICT		
Computer repairs/maintenance	83	1
GSM phone repairs	32	2
Construction		
Aluminium profiling	65	1
Tiling	58	2
POP installation	56	3
Electrical installation	54	4
Interlock installation	51	5
Wall screeding	43	6
Block/kerb moulding	42	7
Crane operation	37	8
Carpentry/Wood work	36	9
Scaffolding	34	10
Roofing	32	11
Plumbing	29	12
Solar panel installation	28	13
Painting	25	14
4D floor designing	21	15
Brick laying	18	16
Iron bending	18	17
Auto mechanic	16	18
Industrial plant operation & maintenance	11	19
Oil & Gas		
Welding & fabrication	67	1
Rigging & lifting	44	2
Pigging	19	3
Sand blasting	15	4
Fire watching	12	5
Grinding	10	6
Hospitality/event management		
Fashion design	74	1
Catering/confectionery & baking	46	2
Hotel management	28	3
Chef services	14	4
Entertainment/Arts & Craft		
Hair dressing/stylist	52	1
Make-up/make-over	48	2
Photography & lighting	30	3
Cosmetology	26	4
Hair barbing	25	5
Music & sound technology	13	6

Others		
Trade		
Marketing	25	1
Marine		
Boat engine repairs/maintenance	27	1
Boat building	23	2
Diving	13	3
Mariner	9	4
Health		
Auxiliary nursing	2	1

Table 14: High-level skills in demand

Skill	Frequency	Rank
ICT		
Programming & web development	55	1
Graphic design	51	2
Digital marketing	42	3
Networking	30	4
Oil & Gas		
Argon welding	44	1
Pipe fitting	35	2
Plastic welding	15	3
Instrumentation	9	4
Entertainment/Arts & Craft		
Video editing	47	1

Agriculture in Delta State is still one of the sectors with enormous potentials for massive job creation for the youths. Aquaculture and poultry (livestock) are ranked high by the respondents. The attention currently placed on value-addition along agro value-chains has also impacted greatly on the food processing sub-sector with lots of skills opening up and in high demand. Though, most skills in this sector are not limited by geographical locations. Plantain farming, crayfish farming and palm oil processing thrive more in areas with comparative advantages.

ICT is a sector with a number of emerging skills that are currently in demand. These opportunities are significantly high for youths resident in the three senatorial districts of Delta State. While coding, programming and web development, graphic designing, computer repairs and maintenance, GSM phone repairs, digital marketing and 3D printing technology are easily identified by the people, others like content development, robotics and animation among others are silent areas in demand but require higher level of literacy and qualifications.

The construction sector in Delta State is another growing area with skills in high demand. Skills like aluminium profiling, wood work and upholstery, tiling, electrical installation, POP installation, plumbing

and scaffolding lead the pack while others follow. These skills are demanded in riverine and upland areas of Delta State.

The entertainment industry is rapidly growing in Delta State especially in the capital city of Asaba which is fast becoming the ‘Nollywood’ hub. This has thrown up certain skills that are gaining ascendancy in terms of demand in the market. These include photography and lighting, video-editing, music and sound technology, make-up and make over and fashion and designing among others. These opportunities are also in complementarity to numerous skills in the ICT sector.

Under the hospitality and event management sector, catering, chef services and hotel management skills are in high demand in Delta State. However, this is more pronounced in the urban than rural areas.

Marine sector also has promising skills in demand. These include boat building, boat driving, diving and boat engine repairs and maintenance. However, this sector is more pronounced in the GMoU communities.

4.2.6 Skill Set Expectations for Current and Incoming Employees

To meet with job demand in the labour market, the youths need to build technical skills around certain activity areas and sectors. However, these pools of technical skills in high demands are in complementarity with a number of soft and basic skills as required by many employers. Some of these include computer literacy, analytical skills, creativity, innovativeness and good customer relations. Most companies also look for persons with abilities to multi-task. In terms of ranking by respondents, the table below shows skills in high demand per sector in Delta State.

4.2.7 Relationship of Skill Employers with Training Institutions

From the study conducted, 5% of skill employers share skill requirements with training institutions, 51% are satisfied with training sectors’ ability to deliver outputs with appropriate skills needed and less than 3% reported having partnership with educational and training institutions to meet human capital needs such as internships, apprenticeship, on-the-job training and curriculum design among others.

Table 15: Relationship of Skill Employers with Training Institutions – Respondents Perceptions

Proportion of skill employers	Position with skill trainers
5%	Share skill requirements with training institutions
51%	Satisfied with trainers ability to deliver outputs with appropriate skills needed
<3%	Have partnership with educational and training institutions to meet human capital needs such as internships, apprenticeship, on-the-job training and curriculum design.

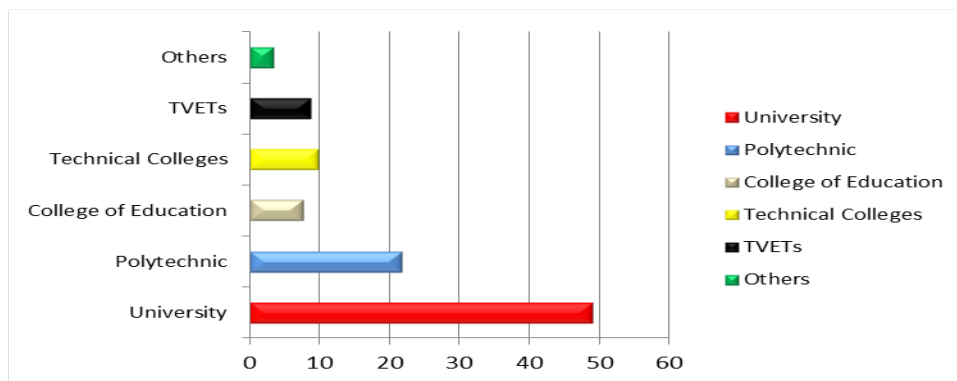
Respondents from skill employers also expressed their perceptions on the strongest educational institutions that serve their businesses. This is reflected below;

Table 16: Strongest Educational Institutions that Serve Businesses – Respondents Perceptions

Training Institution	Frequency	%
University	45	48.9
Polytechnic	20	21.7
College of Education	7	7.6
Technical Colleges	9	9.8
TVETs	8	8.7
Others	3	3.3
Total	92	

Source: Team Analysis

Fig.8: Employers perception of strongest educational institutions serving their businesses



4.2.8 Government Policy on Labour market

Respondents are unanimous that several government policies and enabling environment or lack of it affects business employment and staff retention processes and policies. Examples of policies that affect staffing and retention includes;

- I. Multiple taxations
- II. High interest lending rate
- III. Inflation/high cost of production
- IV. High insecurity/high cost of security arrangement
- V. COVID-19
- VI. Poor governance/lack of economic stability
- VII. Exchange rate

4.2.9 Workforce Recruitment and Challenges

The survey shows that companies recruit their workforce through the following channels;

- I. Recruitment agencies
- II. Training/educational institutions

- III. Social media
- IV. Personal network/contacts
- V. Informal sources (word of mouth)
- VI. Family sources

Challenges encountered;

- I. High cost from recruiting agencies
- II. Cloning/fake imitation of vacancies announcement
- III. High number of invalid and under-qualified applicants
- IV. Solicitation from family and friends as well as VIPs for placement of wards notwithstanding lack of experience and or qualification
- V. Large number of responses to select one or two persons from
- VI. Problem of finding appropriately qualified employees

Finally, respondents opined that lack of technical skill is the topmost skill gap experienced during recruitment especially from university graduates. This accounts for 42%, while both soft skill and attitude account for 15% of observable skill gaps at recruitments. A few respondents are of the opinion that it is a combination of technical, soft skills and attitude.

4.2.10 Business Status in GMoU Communities

Introduction

The GMoU communities are characterized by low economic activities generally. However, there are presence of some International Oil Companies and other smaller companies servicing them. A few businesses like repair of boat engines, construction activities, artisanal fishing, marine transportation and petty trading among others are observable within the communities. Stakeholders have adduced several reasons for the low economic activities in the GMoU communities;

Table 17: Low Level Economic Activities in the GMoU Communities – Stakeholders Perception

S/n	Stakeholder	Perception
1	Youths	<ul style="list-style-type: none"> ▪ Caused by destruction of traditional livelihood activities of the people (fishing) ▪ Rural-urban migration ▪ Poor social amenities to support businesses ▪ Government indifference to rural communities development ▪ Absence of market in the communities ▪ Lack of start-up funding for youths who had received skill training in the past ▪ Heightened insecurity ▪ Aftermath of Warri crisis which thinned down available manpower ▪ Lack of government investment to stimulate economic activities ▪ Paucity of jobs
2	RDC leadership	<ul style="list-style-type: none"> ▪ General economic down turn ▪ Inadequate finance

		<ul style="list-style-type: none"> ▪ Communal crisis ▪ Litigation/civil cases ▪ Pollution & bunkering ▪ Lack of government support ▪ High illiteracy ▪ Loss of traditional livelihood activities ▪ Insufficient companies
3	PPCD	<ul style="list-style-type: none"> ▪ Minds fixated on oil and gas ▪ Dependence on CNL ▪ Disinterestedness in other jobs (non-oil sectors) ▪ Youths do not utilize skills they are trained on ▪ Challenging terrain
4	LITE Africa	<ul style="list-style-type: none"> ▪ Lack of interest among the youths to work ▪ Fixation on CNL for work ▪ Difficult terrain ▪ Poor access to market ▪ High transport cost to market ▪ Absence of electricity and other social amenities
5	CNL GMoU team	<ul style="list-style-type: none"> ▪ Absence of power and water ▪ Inadequate funding to support businesses ▪ Environmental problems (sea incursion and erosion) ▪ Difficult terrain (swampy nature) ▪ Poor road network ▪ Lack of interest among the youths to work ▪ Poor entrepreneurial spirit

In terms of demand for skills in GMoU communities, despite the low level of economic activities in the GMoU communities, respondents listed a few businesses operating in the communities which generate some level of employment which may be periodic, seasonal, casual, short term or needs based.

The list of such organizations includes;

- NPDC
- Chevron Nigeria Limited
- SPDC
- Nest oil (in gbaramatu)
- Nencomde
- Elcrest (in Egbema)
- Azap Nigeria Ltd. (Timber company)
- New Jerusalem Zion (Drinking water production company)
- Bakeries
- Renog Nigeria Ltd. (a construction company in Gbaramatu)
- Malton Nigeria Limited (a construction company in Gbaramatu)
- JAD Nigeria Ltd. (a catering company)
- Tumba Nigeria Ltd.
- Contracting companies for Chevron (offering services on catering with cooks and stewards etc.)

Unemployment has been described as higher in the GMoU communities than the State average. Reasons have been given for this by respondents. Below is the perception table on the causes of youth unemployment in GMoU communities.

Table 18: Causes of Unemployment – Stakeholders Perception

S/n	Stakeholder	Perception
1	Youths	<ul style="list-style-type: none"> ▪ Destroyed traditional livelihood sources (fishing) ▪ Rural-urban migration and thinned manpower ▪ Poor infrastructure like power to support business establishments ▪ Lack of start-up funding for youths who had received skill training in the past ▪ Dominance of short-term jobs ▪ Preference of companies for cheap labour from outside the community ▪ Hijack of job opportunities by influential persons in the community ▪ Paucity of jobs
2	RDC leadership	<ul style="list-style-type: none"> ▪ General economic down turn ▪ Poor attitude to pick paid employments ▪ Insufficient companies
3	PPCD	<ul style="list-style-type: none"> ▪ Minds fixated on oil and gas ▪ Dependence on CNL ▪ Disinterestedness in other jobs (non-oil sectors)
4	LITE Africa	<ul style="list-style-type: none"> ▪ Lack of interest among the youths to work ▪ Fixation on CNL for work ▪ Lack of entrepreneurial spirits ▪ Entitlement mentality
5	CNL GMoU team	<ul style="list-style-type: none"> ▪ Absence of power and water ▪ Inadequate funding to support businesses ▪ Lack of interest among the youths to work ▪ Poor entrepreneurial spirit

Respondents reported that less than 5% non-graduates/polytechnic graduate youths with technical skills get employed and have made careers in the last 2-5 years.

4.2.11 Sectors Generating Employment in GMoU Communities

Sectors that were identified as generating employment for youths in GMoU communities are reflected in the table below;

Table 19: Sectors Generating Employment in GMoU Communities – Stakeholders Perception

Stakeholder	Perception
Youths	<ul style="list-style-type: none"> ▪ Agriculture ▪ Construction ▪ Marine transport
CNL GMoU team	<ul style="list-style-type: none"> ▪ Agriculture ▪ Marine transport & ancillary services ▪ Oil and gas
RDCs leadership	<ul style="list-style-type: none"> ▪ Agriculture ▪ ICT ▪ Oil and gas
LITE Africa	<ul style="list-style-type: none"> ▪ Agriculture ▪ Trading

Youth Attitude to Paid Employment

Respondents including RDCs leadership, LITE Africa and PPCD were unanimous and strong on the fact that most youths in the GMoU communities do not have interest to pick paid employments. They are so fixated on working in CNL that they even sell-off job opportunities to others.

4.3 SUPPLY OF SKILLS (SUPPLY SIDE)

4.3.1 Introduction

A total of 90 TVETs and training institutions were surveyed on the supply side. The State Technical and Vocational Education Board also facilitated two FGDs in Warri and Asaba comprising of Heads of Technical and Vocational Centres across Warri and Asaba axis of the State.

4.3.2 Supply of Skills in Delta State (An Overview)

As far as supply of skill is concerned in Delta State in comparison to other Niger-Delta States, the State is doing a lot in the area of skills supply. In tandem with SMART Agenda 2015, a large number of interventions on youth empowerment have been embarked on, and are currently going on in the State. Recently, through policy prescription, a refined framework for job creation has been developed for the state. The following institutions are now saddled with the responsibility of job creation;

- Ministry of Youth Department (MYD)
- Ministry of Women Affairs, Community and Social Development (MWCSO)
- Office of the Chief Job Creation Officer (OCJCO)
- Technical and Vocational Education Board (TVEB)
- Office of Girl Child Empowerment (OGCE) and,
- Directorate of Youth Monitoring and Mentoring (DYMM)

The essence is to avoid the usual duplication of government interventions and to have a seamless centrally coordinated job creation programme in the State to be able to achieve the SMART Agenda. It is a synergistic approach to garner total and comprehensive job creation in the State.

4.3.3 List of TVETs in Delta State

A good number of Technical and Vocational Education Training Institutions exist in Delta State as listed below;

Table 20: Technical & Vocational Education Training and other Tertiary Institutions in Delta State

<p><u>Technical Colleges</u></p> <ul style="list-style-type: none"> ▪ Isele-Uku Technical College, Issele-Uku ▪ Agbor technical College, Agbor ▪ Utagba-Ogbe Technical College, Kwale ▪ Ofagbe Technical College, Ofagbe ▪ Ogor Technical College, Otor Ogor ▪ Sapele Technical College, Sapele <p><u>Vocational Education Centres;</u></p> <ul style="list-style-type: none"> ▪ Delta State Vocational Education Centre, 	<p><u>6 New Vocational Centres</u></p> <ul style="list-style-type: none"> ▪ Vocational Education Centre, Ewreni (Ughelli North LGA) ▪ Vocational Education Centre, Owa-Oyibu (Ika North East LGA) ▪ Vocational Education Centre, Umutu (Ukwuani LGA) ▪ Vocational Education Centre, Afiesere (Ughelli North LGA) ▪ Vocational Education Centre, Kokori (Ethiope
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<p>Orerokpe</p> <ul style="list-style-type: none"> ▪ Delta State Vocational Education Centre, Agbahor ▪ Delta State Vocational Education Centre, Asaba ▪ Delta State Vocational Education Centre, Bulu-Angiama ▪ Delta State Vocational Education Centre, Emede ▪ Delta State Vocational Education Centre, Mbirri ▪ Delta State Vocational Education Centre, Ubulu-Uku ▪ Delta State Vocational Education Centre, Ozoro ▪ Delta State Vocational Education Centre, Otor-Owhe ▪ Delta State Vocational Education Centre, Sapele 	<p style="text-align: center;">East) and Ashaka (Ndokwa East)</p> <p><u>Tertiary Institutions</u></p> <ul style="list-style-type: none"> ▪ College of Education, Agbor ▪ College of health Technology, Ofuoma ▪ Delta State Polytechnic, Ogwashi-Uku ▪ Delta State Polytechnic, Otefe ▪ Delta State Polytechnic, Ozoro ▪ Federal College of Education, Asaba ▪ Federal University of Petroleum Resources, Effurun ▪ Michael & Cecilia Ibru University, Agbarha-Otor ▪ Novena University, Ogume ▪ Petroleum Training Institute, Warri (PTI) ▪ School of Marine Technology, Burutu ▪ State School of Midwifery, Asaba ▪ State School of Midwifery, Sapele ▪ State School of Nursing, Agbor ▪ Delta State University, Abraka ▪ State School of Nursing, Warri
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4.3.4 Courses Offered by TVETs in Delta State

Courses offered by TVETs in Delta State include;

- I. Fashion and Design
- II. Hair dressing
- III. Barbings
- IV. Electrical
- V. Catering
- VI. ICT
- VII. Computer Engineering
- VIII. Event Management & Decoration
- IX. Make over
- X. Carpentry
- XI. General craft

4.3.5 Challenges Faced by TVETs

The training institutions are faced with some challenges constraining their capacity to function optimally. Some problems that came up strong include;

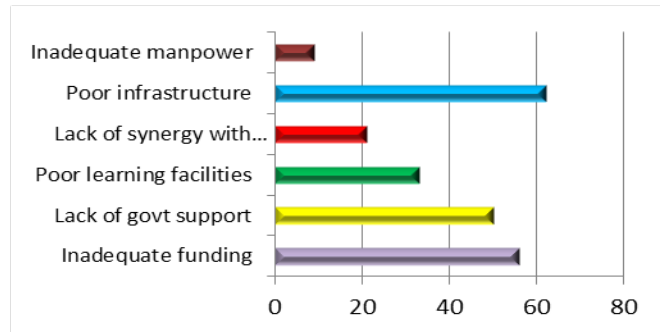
- Inadequate funding to effectively run the system the way it should be
- Lack of government support
- Poor facilities to promote effective learning
- Lack of framework to elicit employers requirements during curriculum development
- Poor infrastructure especially power
- Inadequate manpower

Table 21: Structural Challenges Limiting Capacity of Training Institutions

Factor	Frequency
Inadequate funding	56
Lack of government support	50
Poor learning facilities	33
Lack of synergy with employers	21
Poor infrastructure	62
Inadequate manpower	9

Source: Field survey with private training institutions

Fig. 9: Structural challenges limiting capacity of training institutions



The training institutions also identified the following as challenges encountered from youth trainees usually leading to either poor performance or eventual drop-off;

- Inability to bear cost of transportation to and fro training centres (mobility issue)
- Lack of access to personal facilities or materials to aid self-practice and development during training
- Accommodation problem
- Lack of motivation to learn when starter-packs are not attached
- Inconsistency in class attendance
- Fear to push self-vision to success
- Lack of concentration and focus due to misplaced values
- Attitude of 'get-rich-quick' syndrome
- Inability to cope with work demand during training
- Lack of self-confidence
- Peer pressure
- Poor support system. Some of them have families who do not support them while some others lack good counselling and advice
- Preference to practical but resentment of theoretical components of skills learning
- Entitlement mentality (raising demands)
- Lateness to classes

Interestingly, enrolments into most of the training institutions are open to a wide range of persons in terms of age and qualifications. However, all of them admit youths within the ages of 15 – 29 years. While a few admit only females, majority admit both sexes. A few of these training institutions (with special mention of State Vocational Education Centre, Agbahor) have the capacity to train persons with disabilities.

4.3.6 Enrolment into Technical Colleges

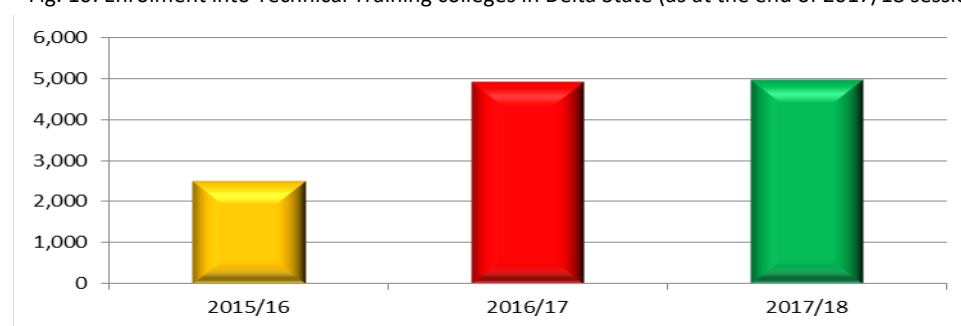
Enrolment rate of students into technical training colleges in Delta State is low. The table below shows insignificant shifts recorded between 2016/17 and 2017/18 with regards to enrolments.

Table 22: Enrolment into Technical Training Colleges in Delta State (as at the end of 2017/18 session)

Year	Male	Female	Total
2014/15	-	-	-
2015/16	1,453	1,054	2,507
2016/17	3,265	1,655	4,920
2017/18	2,950	2,029	4,979

Source: Okowa's Scorecard, 2018

Fig. 10: Enrolment into Technical Training colleges in Delta State (as at the end of 2017/18 session)



4.3.7 Delta State Job Creation Initiatives

To achieve SMART Agenda of the current administration, the Job Creation Agency was established 2015 saddled with the responsibilities of (as contained in the State Medium-term Development Plan (2016-2019) intensifying and promoting collaboration among government, the private sector and other non-state actors in tackling the challenges of wealth and job creation, formulating and ensuring implementation of policies, supporting the private sector as the driver of wealth and job creation, supporting MSME's, targeting investments in sectors that have proven potentials to create jobs and reduce unemployment (such as agriculture, agro-processing, manufacturing, sports, services, health, education, trade, and tourism and entertainment industry), supporting agricultural value-chain operators, strengthening existing incentives for labour intensive industries, enabling creativity, innovation and knowledge acquisition as well as promoting technological utilization and adaptation.

Key initiatives of Job Creation Agency include;

YAGEP (Youth Agricultural Entrepreneurs Programme)

This programme focuses on agriculture and agricultural value-chain enterprises. It trains and develops youth entrepreneurs in agriculture and agribusinesses, and equipping them to establish their own enterprises

STEP (Skills Training and Entrepreneurship Programme)

Open to unemployed youths between the ages of 18-35 years. The goal is to train, equip, establish and mentor unemployed youths, graduates and school leavers with the right mind set, practice-oriented skills, entrepreneurial abilities and resources to become self-employed business owners.

PPSP (Production and Processing Support Programme)

PPSP is an agricultural value chain support programme designed to upscale the use of modern inputs and technologies, increase outputs and productivity of crop, livestock and fishery enterprises. In addition, it is designed to improve agricultural value-addition and post-harvest management. The packages include inputs, technologies and materials necessary to make production and processing more efficient.

GEEP (Graduate Employment Enhancement Programme)

The programme targets urban clusters of job-seeking graduates. The purpose is to improve the employability skills, job-readiness aptitudes as well as work experience of unemployed graduates and stimulate the formation of own enterprises/companies among graduates in selected professional fields

RYSA (Rural Youth Skills Acquisition Programme)

Targeted to youths who already acquired some level of training in certain skills (including fashion designing, catering and confectionary, aluminium profiling, tiling, hair dressing, wig-making and make-over, POP installation, screed making and painting, plumbing, welding and fabrication, wood work and furniture making and electrical installation).

As at 2018, the following key milestone achievements have been recorded;

Trained and established 20,334 graduands directly through technical and vocational education and agriculture

Produced a total of 4,253 entrepreneurs (STEPpreneurs & YAGEpreneurs) between 2015 and 2018

Trained and established persons with disabilities in all LGAs

Attracted funding support from World bank/European Union SEEFOR projects

Tony Elumelu Foundation pledged financial support of N500m to STEP & YAGEP

More than 100,000 direct and indirect private sector jobs created through youth empowerment intervention programs

Established monitoring and mentoring agency for all Job Creation graduands/beneficiaries

4.3.8 Private Technical Training Institutions

An umbrella organization of private technical training institutions registered with TVET Board and Government currently exist in Delta State contributing to technical and vocational trainings covering different trade areas and vocational skills. These are contained in the table below;

Table 23: Private Vocational Education Centres Registered with TVET Board (Asaba, Delta State)

S/N	Name Of Proprietor	Sex	Name Of Vocational Education Centres	Location/Address
1	Emmanuel A. Akoreh	M	Akor-Bek Institution of Vocational & Mgt Stds.	Udu Rotokoto Orhuworuo Rd.
2	Uyeh Erezina K	M	Dream Interior Décor	Shop 4, Olloli Pavilion, by Interbay
3	Alerubo Robert	M	Alerubo Consultant	No 139 P.T.I Road Effurun
4	John Afe & Sons	M	John Afo Welding and Fabrication	No 74 Ozoro Asaba
5	Vivian Etinoru	F	Living Earth Nigeria Foundation (LENF)	Udu Road Warri
6	Mrs Nkechi Uzah	F	Mimiz Place Warri	Warri
7	Akpabor Bonaventure	M	Bivi Global Okrenture Asaba	Okpariana Road Opp Legislative Quarters
8	Jennifer Nzekwue	F	Hero Jenny Beauty Services	Anwai Rd. Asaba Delta State
9	Emmanuel Mukolu	M	Sehroyrille	Okpanam Road, Asaba
10	Mordi Kingsley	M	King and Rehoboth Ltd.	Ibusa
11	Ifeanyi Fredrick	M	Chubaze Services	No 1 Innocent St., Asaibai
12	Cynthia Orife	F	Aptech Computer Education	Asaba Okponum Rd.
13	Blessing Agili	F	Unec-Mimiebee	No 35 Chukwufunay Iyo Street, Asaba
14	Engr Christabel Ike	F	Kristabel Makeovers	No 33 Oldo Nwai Road

15	Chika Kelly Edozie	M	Skill Acquisition Centre	Along Okiti/Ofulu Road
16	Umunna Theodora	F	Kudu Global Ventures	Asaba
17	Okolo Obi Rosemary. C	F	Fashion Design	No 4 Nnebisi Road Asaba
18	Chief Ojubor Benson	M	Instep Intergrated Ventures	Delta State Vocational Centre Asaba
19	Judith Nwachukwu	F	Blender Style	Delta State
20	Charles Onosid	M	Schoolville	Asaba
21	Teri Ugbejie	F	Zeetoreh Events	Asaba
22	Okocha Emmanuella	F	Nuella Couture	Plot 146 DDPA Housing Estate Asaba
23	Sam Ossasa	M	Sanitord Interior	Kueale
24	Mrs Mamoke	F	Leads Design and Fabrics	Warri
25	Arharhire Christian	M	Abraka Plumbing	Abraka
26	Atiaka Ngozi	M	Plumbing	Asaba
27	Mrs Ify Ahabrabe	F	Lead Bridgitta	GRA Asaba
28	Osum Sunday Chika	M	Beauty Solution	Bousaac Asaba
29	Chidinma Nnamani	F	Lead Bridgitta	Asaba
30	Mrs Briget Ayanfulu	F	Lead Bridgitta	No 5 Bro Nzebu Street Off Okpanam Rd.

Source: TVET Board.

4.3.9 Profile of Youths who Attend Training Institutions

Challenges faced by youths in undergoing skill training programs in various training institutions include;

- Cost of transportation to and fro training centres
- Accommodation problem
- No after-training empowerment with starter-packs
- No proper guidance/counselling while choosing skills to learn
- Impatience to learn coupled with attitude of 'get-rich-quick' syndrome
- Peer pressure
- Poor support system especially from home front
- Entitlement mentality (raising demands)

Interestingly, enrolments into most of the training institutions are open to a wide range of persons in terms of age and qualifications. Youths mostly within the age bracket of 15-35 years are the most advantaged. Primary school certificate holders, secondary school certificate holders, university and polytechnic graduates and even those out of schools are all accommodated in terms of admission and opportunity to learn. While a few admit only females, majority admit both sexes. However, there is generally low girl enrolment compared to their male counterparts.

4.3.10 Curriculum Development

Most respondents responded that curriculum is fashioned after NABTEB curriculum. It is updated when need arises but not regular. In fact, a lot reported that the curriculum is hardly updated most times. Again, there is little or no input from the private sector during curriculum development which questions the quality in terms of aligning contents with employers' demands. There are areas that require improvement in the curriculum especially in the aspect of practical for technical skills.

4.3.11 Relationship of Training Institutions to Private Sectors

There is still a gap in the relationship between training institutions in Delta State and the private sectors. This is mostly on inability to align training courses with employers’ requirements in the labour market. However, the Investment and Business Enterprise Department of the TVEB and coordinating activities of the Board are doing some work in addressing this issue.

4.3.12 List of Skill Areas Covered by Institutions

The training institutions cover the following skill areas among others;

Table 24: Skill Areas Covered by Private Training Institutions in Delta State

<ul style="list-style-type: none"> ▪ Plumbing ▪ Interior decoration ▪ Catering ▪ Welding & fabrication ▪ Hair dressing ▪ Make-up/make over ▪ Woodwork ▪ Cosmetology ▪ Fashion & design 	<ul style="list-style-type: none"> ▪ Event management ▪ Aquaculture ▪ Poultry ▪ Electrical installation ▪ Painting ▪ ICT ▪ Photography ▪ Videography
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4.3.13 Skills Identified as Highest for Current and Future Employment

Findings from respondents identified the following skills as highest for current and future employment in Delta State;

Table 25: Skills Identified as Highest for Current and Future Employment in Delta State

<p>Sector: <u>Oil & Gas</u></p> <ul style="list-style-type: none"> -Instrumentation & calibration -Pipeline welding -Rigging & lifting -Pigging -Grinding -Fire-washing -Spray painting -Diving -Installation & instrumentation -Diesel mechanics 	<p>Sector: <u>Construction</u> (civil, electrical & mechanical)</p> <ul style="list-style-type: none"> -Crane operation -Instrumentation & calibration -Scaffolding -Structural welding -Carpentry -Painting -Bricklaying -GMP profiling -Electrical installation -Wall screeding -Wood work/furniture making -Generator repairs -Tiling -Plumbing -POP designing & installation -Iron bending -Solar panel installation -Roofing -4D floor designing & installation -Interlock designing & installation
<p>Sector: <u>ICT</u></p> <ul style="list-style-type: none"> -Programming 	<p>Sector: <u>Agriculture</u></p> <ul style="list-style-type: none"> -Poultry

-Hardware repairs -Animation -Content development -Graphic designing -GSM repairs	-Aquaculture
Sector: <u>Hospitality</u> -Catering -Hotel management -Professional chefs skills	Sector: Entertainment/Arts/Crafts -Fashion & design -Videography -Photography -Event planning & management -Interior/exterior decoration -Film production -Music production
Other services: Hair dressing, Printing & Publishing, Make-up/Make over	

Source: FGD sessions

Aside these technical skills in demand by various businesses in the State, a number of soft and other literacy skills were identified as needed. Some of these include computer literacy, analytical skills, creativity, innovativeness and good customer relations among others. Most companies are also looking for people who can multi-task.

4.3.14 Existing Support System and Regulating Bodies

A number of support systems and regulating bodies to the training institutions were identified by respondents as including;

- National Directorate of Employment (NDE)
- Technical and Vocational Education Board (TVEB)
- National Board for Technical Education (NBTE)
- National Business and Technical Examinations Board (NABTEB)
- The National Skills Qualifications Framework (NSQF)
- Ministry of Technical Education, Delta State
- Ministry of Trade

The National Business and Technical Examinations Board are to domesticate craft level examinations in accordance with the provisions of the National Policy on Education. It wields greater influence in regulating technical skills training institutions.

4.3.15 Certifying Bodies

At the end of training programme (between 3 to 6 months), trainees are given modular certificates from the National Business and Technical Examinations Board (NABTEB), and Trade Test Certificate from the Federal Ministry of Labour and Productivity. Certificates awarded at the Vocational Education Centres are NABTEB modular certificate for those who can write, while Trade Test Certificate for practical proficiency by the Ministry of Labour and Productivity (Trade Test) and certificate of competence by DSTVEB which is to provide a unified standard of certification for graduate trainees.

4.3.16 Traditional and Non-traditional Vocational Training Providers

A good number of traditional and non-traditional training providers were identified by respondents. Some of these are represented in the table below;

Table 26: Traditional and Non-traditional Vocational Training Providers

Delta Central	CSOs/Non-traditional Training Centres <u>Ughelli</u> <ul style="list-style-type: none"> • Poverty Alleviation for the Poor Initiative (PAFPI) • Niger Delta Women Centre for Development (NDWCD) • Global Peace Development • Rural Community Empowerment Initiative • Delta Women for Better Tomorrow • Post Petroleum Period Initiative <u>Sapele</u> <ul style="list-style-type: none"> • Dafinone Foundation • Beno Auto Services 	Traditional Training Providers <u>Ughelli</u> <ul style="list-style-type: none"> • Ogor Technical College <u>Sapele</u> <ul style="list-style-type: none"> • Songhai Delta Amukpe Youth Centre, Awolowo Road
Delta North	<ul style="list-style-type: none"> • Nigeria Aid Counselling Organization (NACO) located in Asaba • Chomy Chomy – catering service in Asaba • NIIT – computer/programming • Noble Computers – computer training • Hope Foundation – faith-based, tailoring, catering centre • KEDI computers • AGO – printing press & publishing • Content Development Initiative – digital skills & soft skills • Start Right Development – digital skills 	<ul style="list-style-type: none"> • Delta State Tech & Vocational Centre • Federal College of Education (FECOTECH) • Delta State University, Anwai • Agbor Technical College
Delta South	<ul style="list-style-type: none"> • Development Initiatives for Community Impact • Morgan Smart Foundation • Food Academy Culinary School • National Council of Women Society 	<ul style="list-style-type: none"> • Delta State Vocational & Entrepreneurial Centre

4.3.17 Challenges Faced by Training Providers

Challenges faced by training providers in all are similar to that faced by the TVETs. A number of them as mentioned earlier by the TVETs were repeated by other training providers. Emphasis was on the following;

- Inadequate funding
- Poor synergy with employers during curriculum development for alignment of program contents to employers requirements
- Poor infrastructure especially power
- Poor enrolment
- Harsh economy
- Poor attitude to learning by trainees

4.3.18 Supply of Skills in GMoU Communities

Introduction

Over the years, the RDCs have carried out different skills acquisition programmes aimed at empowering beneficiaries to start their own businesses, become employers of labour and grow the local economy.

Table 27: Skill Acquisition Programs of IRDC (2014/2015)

S/n	Skill type	Trained participants		
		Total	Female	Male
1	Fashion designing	23	21	2
2	ICT	31	10	21
3	Hotel management & catering	23	21	2
4	Hair dressing & make-over	23	22	1
5	Electrical installation	16	Nil	16
6	Welding & fabrication	18	Nil	18
7	Instrumentation & control	19	Nil	19
8	Insulation	16	0	16
	Total	169	74	95

Source: Itsekiri Regional Development Committee (IRDC)

Table 28: Skill Acquisition Programs of EGCDF (2010)

S/N	Skill type	Total number of beneficiaries	Female	Male
1	Computer appreciation (hardware repairs, networking/web design)	35	25	10
2	Crane operator	51	Nil	51
3	Electrical wiring	9	Nil	9
4	Fashion & design	18	12	6
5	Marine technology	13	Nil	13
6	Mechanical technician	11	Nil	11
7	Sandblasting	4	Nil	4
8	Fitting	10	Nil	10
9	Welding & fabrication	56	2	54
	Grand Total	207	14	158

Source: Egbema-Gbaramatu Community Development Foundation

Table 29: Skill Acquisition Programs of EGCDF (2019)

S/N	Skill type	Total number of beneficiaries	Female	Male
1	Soap making	14	9	5
2	Photography & video coverage	6	2	4
3	Paint making	6	1	5
4	Make-up artist	16	16	Nil
5	GSM engineering	6	Nil	6
6	Fashion & designing	14	10	4
7	Electricals	10	Nil	10
8	Aluminium & windows fabrication	14	Nil	14
9	Agri-preneur	16	4	12
10	Carpentry	6	Nil	6

Source: Egbema-Gbaramatu Community Development Foundation

4.4. STAKEHOLDERS AND SYSTEMS MAPPING

4.4.1 Introduction

The initial concept of the LMA was to map out major stakeholders to serve as Policy Working Group to help in the LMA processes, validation of findings and assists in policy prescription that encourages sustainable application and adoption of findings and design within a wider space of both public and private institutions with regards to youth unemployment and design of practical initiatives to address the problem. This was not to be for several reasons including the advent of COVID-19 pandemic.

However, in the course of the assessment, different stakeholders who can sustain the ideals of assessment and ensure its widespread implementation beyond PIND have emerged.

4.4.2 Stakeholders from Delta State Government

Several MDAs of Government participated in the LMA process. They include;

- Ministry of Youth Development
- Ministry of Trade and Commerce
- Ministry of Women Affairs
- Ministry of Economic Planning
- Job Creation Office
- TVET Board
- Sustainable Development Goals
- National Directorate of Employment
- Delta State SEEFOR
- Delta State Technical and Vocational Education Centres (TVET)
- Government officials – Chief Economic Adviser, SA, Budget, State Director of Statistics, Commissioners, Permanent Secretaries etc.

Organized private sectors

- Delta State Chambers of Commerce, Industry, Mines and Agriculture (DACCIMA)
- Asaba Chambers of Commerce, Industries, Mines and Agriculture (ASACCIMA)
- Warri Chambers of Commerce, Industries, Mines and Agriculture (WACCIMA)
- Association of Private Training Centres and Institutions registered with TVET Board
- Representation of business owners across Asaba, Warri, Sapele, Agbor, Ughelli and Uvwie business axis

4.4.3 NGO, Associations & CBO

- PAFPI (Poverty Alleviation for the Poor Initiatives) – Ughelli
- Sterling Associates – Warri
- Initiative for Community Development (ICD) – Warri
- Rural Community Empowerment Initiative
- UPYA (Urhobo Progressive Youth Association) – Ughelli
- Post Petroleum Period Initiative
- Initiative for Better Tomorrow
- Dafinone Foundation
- Contend Development Initiative
- Start Right Development Initiative
- Development Initiative for Community Impact
- Food Academy Culinary School
- National Council of Women Society

4.4.4 GMoU

- IRDC
- EGCDF
- CNL GMoU team
- PPCD
- LITE Africa
- Morgan Smart Associate

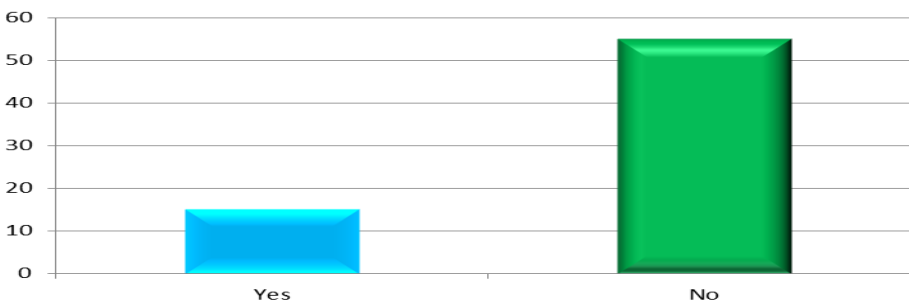
Although, presently the interest and focus of the above stakeholders revolves round their immediate goals and objectives, opportunity exist to galvanize them into supporting the required changes needed in the labour market continuum through pivotal and sterling leadership which the Chambers of Commerce, Industry, Mines and Agriculture can play.

5.0 SYNERGY BETWEEN SUPPLY AND DEMAND

This is one of the systemic constraints that have hampered youth entry into work/employment in Delta State.

Most respondents from the organised private sectors and training institution express the low level of synergy between supply of labour and demand of labour in Delta State labour market. More than 80% of respondents were emphatic on the non-existence of a forum bringing together the supply and demand sides of the labour market in order to share information, develop curriculum and align training programs with employers' requirements. The resultant skills mis-match account for steady increase of youth unemployment in Delta State.

Fig.11: Respondents' position on synergy between supply and demand



The Department of Investment and Business Enterprise of the TVEB works to identify operational industries in the State with a view to establishing a business partnership between technical colleges and vocational centres.

A comprehensive skills ecosystem which is aligned to the industry needs is required to ensure quality workforce that meets market requirement in terms of technical and soft skills. Skills development ecosystem requires closely coordinated engagement with high quality training providers, entities that deliver support services, standard setting agencies and job placement organizations that link the supply of talent with jobs. The skills development ecosystem should shift from focus on training for training sake to job placement oriented services.

6.0 POLICY AND PARTNERSHIP FRAMEWORK

6.1.1 Introduction

Businesses operate in a dynamic environment which implies change. A major factor that influences a business environment, and ultimately the growth of the business is government policy. Every government comes up with one policy or the other with which the State or country is governed.

6.1.2 Partnership Framework

There is an existing framework of collaboration among Ministries, Departments and Agencies involved in job creation and empowerment in Delta State. These include;

- Ministry of Youth Department (MYD)
- Ministry of Women Affairs, Community and Social Development (MWCSO)
- Office of the Chief Job Creation Officer (OCJCO)
- Technical and Vocational Education Board (TVEB)
- Office of Girl Child Empowerment (OGCE) and,
- Directorate of Youth Monitoring and Mentoring (DYMM)

Collaborations are in the areas of selection process, standardization of training manuals, and standardization of starter packs, monitoring and mentoring and database management. A key factor in this framework is the inclusion of private sector practitioners in sub-committees of the MDAs assigned to accomplishing tasks. In this collaboration, Technical Colleges and Vocational Skills Acquisition Centres are made available by the Ministry of Technical Education and TVEB. Consolidated database that are developed in synergy will avoid issues of duplication during selection of trainees while room is offered to private practitioners to input in sub-committees' standardization of training manuals among others.

6.1.3 Policies

Delta State has developed a policy frame which is christened SMART agenda. The 6-point agenda works primarily to promote peace and security, human capital and infrastructural development. This is the tipped fulcrum upon which the administration hopes to promote the growth of business in Delta State. Under this policy agenda, a number of youth empowerment programs (example STEP, YAGEP, GEEP etc.) having direct bearing on the State's labour market have been initiated and are being implemented.

Other government policy actions that have been impacting on the growth of businesses in the State are that on taxation. Respondents reported widely of multiple taxations impeding the growth of their businesses. Off course, lower costs encourage growth while higher operating costs constitute impediment to growth and expansion. The operation of a business is not cost effective when the business is not making enough profit in relation to money spent. And in such situations, employments are not created. The National Bureau of Economic Research (2000) says plainly that when an organization's marginal tax rates goes up; the rate of growth of its business enterprise goes down.

Another is government policy on inflation matters. Many businesses are finding it difficult to cope with high level of inflation for extended periods. Delta State policy on safety and security is good for business growth in the State. Again, there has been a lot of human capital development policies of the current administration that favour the labour market in the State.

The Delta State Medium-Term Development Plan (2016-2019) sets out five priority areas for intervention during the plan period. These priority areas of investment reflect the five pillars of the State's development framework - tagged the "S.M.A.R.T Agenda" which encompasses the following thematic areas namely: Strategic Wealth Creation Projects and Provision of Jobs for all 'Deltans'; Meaningful Peace Building Platforms aimed at Political and Social Harmony, Agricultural Reforms and Accelerated Industrialization, Relevant Health and Education Policies, and Transformed Environment through Urban Renewal.

7.0 FINDINGS & RECOMMENDATION

7.1 KEY FINDINGS

Economic Context

- A. Available statistics shows that Delta State economy has experienced some measure of growth. It had a GDP growth of 40.7% in 2017 and an average growth rate of 3.28% between 2013 and 2017.
- B. A sectorial analysis shows that the Agricultural sector, the Service sector and the Industrial sectors also experienced growth and contributed to the State's annual GDP between 2013 and 2017.
- C. Unemployment is high in Delta State. Delta State has total labour force of 2,494,452 and resident unemployed (1,005, 848). NBS 2nd quarter 2020 ranked the State third among the South-South States at unemployed rate of 40.36% and underemployed 20.1%. The youth unemployment rate is therefore estimated at about 64%.
- D. Six systemic constraints to youth entry into work/employment in Delta State were identified. They include: widening rural–urban dichotomy, retarded industrialization, neglect of the agricultural sector, corruption, lack of synergy between demand and supply sides of labour, and poor attitudes of youths to certain categories of paid employments.
- E. Some workforce characteristics which can be described as drivers of youth unemployment identified in the State include: “get-rich-quick” syndrome, lack of interest for and negativity towards paid employment (especially in oil bearing communities), poor wages/earning for low level entry staff and increasing number of school drop-outs.

Demand Side

- A. There is a growing convergence between disinterestedness of youths towards paid employment and the tendencies of employers of labor to seek alternative work means to achieve organizational goals and objectives. This has led to casualization, outsourcing, source on need, “offshore offices” – work from home which has been reinforced by the advent of COVID-19. The “future of work” is changing very fast. It is doubtful what the global inclinations will be in the next decade in the discuss between paid employment and entrepreneurship.
- B. Growing youth unemployment is not really as a result of skills mis-match, absence of skilled youths or poor employability of youths. These are contributing factors, but the obvious fact is that there are fewer jobs. This has given rise to increasing incidence of youth under-employment where experienced and skilled youths take up jobs that they are more qualified for.
- C. Youth unemployment rate appears slightly higher in the GMoU communities than the State wide average. Key stakeholders believe this is not unconnected with their expressed lack of interest for paid employment except those from the CNL or other Oil and Gas companies. The communities give lowest response to civil service and job creation announcement and participation.
- D. There is a growing tendency by employers of labor to engage recruitment agencies for staff selection and engagement. There is however the flip side of high cost of recruitment agencies, cloning/fake imitation of

advertises in the social media, high number of invalid and unqualified applications, inability of the process to produce appropriate qualified employees at the end of the process. These are some of the challenges faced by employers in work force recruitment.

- E. The survey shows that sectors with relatively high demand for skill in Delta State will include Agriculture, ICT, Construction, Hospitality, and Entertainment. This is in agreement with the Medium–Term Development Plan (2016-2019) of the State which listed agriculture, agro processing, manufacturing, services, trade and entertainment as sectors which contribute to the GDP and has potentials to create jobs and reduce unemployment in the State.
- F. Low-capacity utilization, poor productivity, insecurity, high exchange rate, inflation/high cost of production and poor government policies, especially multiple taxation etc. are contributing factors affecting staffing and retention by employers of labor.

Supply of Skill

- A. As part of the SMART Agenda of the current administration, Delta State has evolved perhaps the most comprehensive and multi-purpose job creation empowerment framework in the entire South-South region. The framework which involves collaboration among Ministries, Department and Agencies (MDAs) ensures for synergy, singleness of purpose and efficient management of resources for restructure of youth unemployment in the State.
- B. Respondents listed challenges faced by youths undergoing skills training in the State to include: cost of transportation, lack of guidance and counselling, peer pressure, poor support system from home fronts, entitlement mentality, and uncertainty of empowerment/starter pack. These often result to increasing spate of drop-out.
- C. An association of private (non- traditional) Technical and Vocational Training Institutions registered with the TVET Board exist in the State. They complement efforts of the traditional TVETs in various skill areas.
- D. The Delta State Job Creation Agency has achieved tremendous milestones within the training ecosystem and implements a wide spectrum of programmes with far-reaching implications for youth empowerment and reduction of unemployment with youth of almost any cadre. Cooperative empowerment model in YAGEP can be examined for a “hybrid empowerment” model.
- E. Significant gaps exist in terms of quality of skills turned out from training institutions due to complete disconnect between the organized private sector and the training institutions. The curriculums which are hardly updated remain very academic instead of being industry-based and focused.
- F. Work attitudes of some of the youths are very poor. Some refer to paid employment as “old testament” and formal education as “scam”. Hustle is now the name of the game. This attitude relates to the “get-rich-quick syndrome” and the entitlement mentality which is common among youths, especially those from the oil bearing communities. “*How much dem go pay*” is the question chorused by such youths. These attitudes relate directly with increasing incidence of cybercrimes (*yahoo-yahoo*) and other vices such as pipeline vandalism and illegal refinery.

Stakeholders/Systems Mapping

A strong stakeholder base to sustainably support skills improvement leading to career pathways for trained youth exist. This includes the newly approved Delta State Job Creation framework comprising of 6 MDAs of Government, 6 Chambers of Commerce, Industries, Mines and Agriculture, Association of Private Technical & Vocational Education Centres, 2 RDCs, the Job Creation Office, National Directorate of Employment (NDE), SEEFOR, etc.

Policy Framework

There is an existing partnership between the TVETs and the Wealth and Job Creation Office for empowerment of TVETs graduates who pass proficiency tests. There is also opportunity for after-training empowerment through access to starter-packs from the Micro Credit Office, Delta State.

The creation of Technical and Vocational Education Board by Act of Law (Board for Technical and Vocational Education Law, 205) has provided opportunity to strengthen partnership between vocational education centres and other stakeholders.

Synergy of Demand and Supply Sides

The State boast of a sizeable number of corporate economic accelerators and strengthening bodies inform of Chambers of Commerce, Industries, Mines and Agriculture. A total of 6 Chambers exist in the State under the umbrella body of Delta State Association of Chambers of Commerce, Industries, Mines and Agriculture (DACCIMA), which can help in facilitating the much needed synergy between businesses and TVETs such that next generation of training will be industry needs based.

7.2 STRATEGIES TO ADDRESS SYSTEMIC CONSTRAINTS OF YOUTH ENTRY INTO WORK/EMPLOYMENT IN DELTA STATE

1. Support interventions catalysing business growth in rural communities of Delta State by creating enabling environment that will encourage economic activities and good living. With this, many youths will stay back and take-up either paid or self-employment in rural communities. Reducing the gap between the rural and urban areas in terms of social amenities and enabling infrastructures will reduce the drift to urban areas and the resultant population explosion.
2. Strengthen implementation of industrialization policies and programs at all levels in Delta State to improve industrial growth and employment opportunities for youths in the State.
3. Embark on interventions to promote linkages and information-sharing between demand and supply sides of labour in the State.
4. Support intervention programmes that encourage communication for behavioural change and mind-set re-engineering, honesty and dignity of labour among youths.
5. Increased investments in youth intensive sectors such as ICT, Entertainment and Hospitality etc.
6. Organise and equip the huge informal sector for improved service delivery.

7.2.1 KEY ACTIVITIES TO ADDRESS IDENTIFIED SYSTEMIC CONSTRAINTS

1. Implement (in collaboration with other partners) alternative energy projects in rural communities (modular-models in economic clusters).
2. Establish skills training and business incubation centres for youths in rural community clusters.
3. Review industrialisation policies of the State and intensify advocacy for implementation (engage relevant stakeholders like government MDAs, Chambers of Commerce, Industries, Mines and Agriculture, industrialists, financial institutions and donor agencies among others in policy review workshops through which policy briefs will emerge, advocacy tools developed and responsible actors engaged for implementation).
4. Build and support community-based cottage industries looking at areas of economic advantages.
5. Support cooperative institutions with funds and mentorship to establish and run cottage industries in areas they have economic advantages.
6. Support Chambers of Commerce, Industries, Mines and Agriculture to facilitate on periodic basis workshop forums that will bring together various actors in demand and supply sides of labour for information-sharing, inputs for curricula reviews and strategic linkages.
7. Support relevant government MDAs in tracking and compiling skill requirement database of employers in Delta State.
8. Organize periodic awareness and education (attitude re-orientation) workshops for youths on unemployment, employment and career building.
9. Implement one year internship scheme for graduates (in firms, banks, ministries, government departments and agencies as well as SMEs) to help sharpen their skills and improve their employability status in the job market.
10. Target teenagers in schools on value orientation, patriotism and participation.
11. Embark on realistic wage campaign and advocacy with the organised private sectors through the Delta State Chambers of Commerce, Industry, Mines and Agriculture (DACCIMA), and Employer Consultative Association. Low level skilled workers monthly wages currently ranges between N15,000-N25,000.

7.3 DESIGN & IMPLEMENTATION OF NDYEP IN DELTA STATE

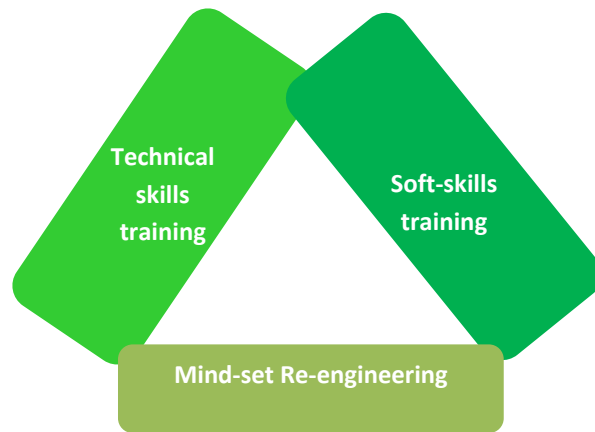
- **Perceptions of respondents vary on willingness of youths for skills learning because of loss of interest in paid jobs coupled with the ‘get-rich-quick’ syndrome prevalent in the State. Efforts must be made to select the right trainees.**
- **The Agriculture sector, Service sector and Industrial sector shows the highest potential to generate current and future employment. These sectors/subsectors should be considered in the design of NDYEP in Delta State. Technical skills should include ICT, Agriculture and Construction, hospitality and entertainment**
- **Beyond the usual technical and soft skill component of the programme, a compulsory cross cutting third component of Mind-set Re-engineering should be introduced. The Mind-set Re-engineering module should run first before technical and soft skills and should be followed by a commitment form signed by all trainees before proceeding to take the other 2 modules.**

-
- Training programs as at now cannot hold within the GMoU communities mainly because of lack of training infrastructures and other supporting facilities. There are no functional technical and vocational centres in the clusters.
 - The KPI of NDYEP is employment, as a failure to do this actually means contributing to unemployment. A collaboration with the Job Creation Office and RDCs to explore linkage programme with Government and CNL contractors would be worth it.
 - The selection process of would-be-trainees is strategic to success in skill training regimes. Detailed recruitment strategy should be worked out with stakeholders.
 - The Delta State youths including especially youths from GMoU communities are accustomed to a long history of skills acquisition training, empowerment and starter packs. Partnership opportunity with RDCs and Delta Job Creation Office can be explored for either a sign off point or cost sharing pact for management of logistics and post-training concerns.
 - There is an existing framework of collaboration among Ministries, Departments and Agencies involved in job creation and empowerment in Delta State on which the NDYEP project can leverage.
 - COVID-19 and the resultant new normal makes incorporation of virtual and on-line training components of training curriculum imperative thus encouraging on-line classroom.
 - The cluster and or co-operative model empowerment of the job creation has promising indicators which can be studied for possible incorporation and redirection at the design stage of the project.
 - Delta State has a fledging association of non-traditional, non-governmental and private technical and vocational training institutions who can be engaged for training designs and curriculum development. The Southern Vocational stands out in the construction related skill areas.
-

7.4 RECOMMENDATIONS

- NDYEP TRAINING CENTRES should be multi locational to suit the multi urban nature of Delta State in proximate target locations. This is imperative as the trainings will be non-residential and non-stipend paying.
- NOTWITHSTANDING the promising sectors potential to create current and future jobs – the effects of COVID 19 as intervening variables are yet to be determined. There will be need for a pre-NDYEP implementation meeting with Chambers members for revalidation of jobs demand status across identified sectors.
- PROPOSED curriculum development will go beyond traditional technical and soft skills to include cross-cutting component of mind-set re-engineering given the peculiar situations of the youths in the State if set objectives are to be achieved in a sustainable manner.
- Begin to explore linkages with employers in Delta State to better align expectations and demand with training.
- PIND/NDYEP should facilitate the creation of sustainable synergy between the organised private sectors and the training ecosystem in Delta using the instrumentality of DACCIMA.
- The NDYEP project in Delta State can leverage on the existing framework of collaboration among Ministries, Departments and Agencies involved in job creation and empowerment in the State.

- PARTNERS in the implementation of NDYEP project in Delta State should begin to work out virtual training delivery models to suit realities of the time.
- The TRAINING SUB-SYSTEM should encourage internal control and regulatory mechanism based on agreeable code of conduct and commitment forms attested to by all trainees after the mind-set re-engineering as a condition for participating in technical and soft skills training.
- FLEXIBILITY AND ADAPTABILITY will be required in the implementation of NDYEP model because according to HOWARD DAVIES (British industrial leader) in “Enterprise and the Economy”, “the WORLD of work is changing fast and the concept of life long employment is now a thing of the past. Development in the global economy and employer needs mean young people today need to be more enterprising in order to make decisions and choices relevant to those needs. Expectations are changing; looking forward young people seeking work in future will need to be more flexible and entrepreneurial in their attitudes”.



7.5 DELTA STATE LABOUR MARKET ASSESSMENT VALIDATION WORKSHOP

LABOUR MARKET ASSESSMENT VALIDATION WORKSHOP OUTCOME SUMMARY

DATE: 19th November, 2020

VENUE: BON HYATTI Hotel, Ekpan, Warri

REPRESENTATION:

S/N	ORGANIZATION/INSTITUTION	NUMBERS
1	MDAs (Min. of Youth, Women Affairs, Economic Planning/Statistics, TVET Board)	4
2	PIND	6
3	LMA TEAM	2
4	NGOs (Warri/Asaba)	3
5	Private Trainers Association	1
6	Organised Private Sector/Chambers of Commerce & Industry, Mines and Agriculture	4
7	IRDC/EGCDF	4
8	PPCD	2
9	Others	2
TOTAL		27

KEY ACTIVITIES

1. Welcome - Economic Development Manager
2. Opening Remarks - NDYEP - Team Lead
3. Presentation of Findings & Recommendation - LMA Consultant
4. Questions/ Remarks/ Recommendation - Participants

- WACCIMMA Member

Question/Recommendation: There is a need to share the findings of the Delta State LMA with the government. This should be done beyond government representatives here present. There should be mechanisms in place to mainstream recommendations into government programming for effective implementation.

Response: The government is ably represented in the meeting by Min. of Youth, Min. of Women Affairs, Min. of Budget and Planning/Statistics and TVET Board. They serve as government entry point and policy makers. They will ensure that there is a sustainable government policy to drive the adoption of this model and how to implement it.

- **TVET Board – Observation:** Delta State Government has made tangible efforts towards improving employment in the State. Apart from the bill to establish the Job and Wealth Creation Office, there is a Youth Development bill to empower youths in the State and bills for girl child empowerment. At the inception of these assessment, high level Government officials had meetings with the Consultant and there was assurance given by government representatives that the study outcomes would be embedded into the government policies and programs.
- **EGCDF – Question/Recommendation:** Wants to know the accuracy of the LMA data especially with respect to Delta State economy, and then advised/recommended that there should be a review of the selection criteria by the MDAs in government-run programs. The selections have been politicized and are not percolating down to actual communities especially at the grass-root. The issue of selection of participants in government-run programs should be deeply examined so as to avoid politicization of selection processes.
- **Delta State Min. of Economic Planning/Statistics Directorate – Response:** Yes, the data is correct and the State has experienced measures of economic growth in the last few years. I agree that there is a need to work with baseline data to determine progress. There is also the issue of stakeholders mapping and database that should be generated at the community level. The practice of random selection is ineffective. Government needs to do needs assessment before embarking on skill acquisition trainings. While going into partnership with government, selection criteria is key and accurate data must be gathered.
- **ACY Volunteer (NGO) – Question/Recommendation:** (1) In a partnership with Government, who will be responsible for the selection process? Is it PIND or Government? (2) How is expectation to be managed because there is a high expectation of government?
The Min. of Youth Development Delta State recently came up with a *model of community business school* which is run fortnightly to teach soft skills and business skills to program participants in their communities. The concept of community business school is something to consider when planning a youth program.
- **NGO – Dr. Andrew – Recommendation:** For the Job Creation programs, selection was done online but later done through LGA structures. There is a need to look at the data that has been gathered since the inception of the Agency. Focus should not be on applicants' expectation. Advocacy issues should be identified and flagged off to be taken up by government MDAs. Deep research should be done to understand the technical skills areas in the State and should be taken up by the represented MDAs.
- **WACCIMA PRO – Observation:** Commended the Consultant for the study. There is validation that the data greatly represent the true situation of the State. The focus should be on implementation. There should be increased collaboration with the private sector. The selection criteria are foundationally wrong from the way participants are selected for most government programs and skills acquisition programs. Going through LGAs seem like an already politicized approach. There has to be increased partnership with the organized private sector to drive implementation of programs to address the job creation issues.
- **IRDC – Observation/Question:** Poor attitude and entitlement mentality is a key challenge for youth of Delta State. Aside the recommendation for the introduction of Mind Set Re-engineering into PIND curriculum, are there no other steps to be taken beyond trainees curriculum at a State wide level to deal with this huge problem among our youths?
- **Industrialist/Chamber Member – Question/Observation:** As an employer of labour, the study has not addressed how to deal with microeconomic problem such as wages. Youths always ask "how much dem go pay?" as the Consultant presented. This is one of the reasons for youth disinterestedness in applying for jobs. Wages from SMEs cannot meet the lifestyle needs and hence the disinterest of youths in jobs. These are some of problems affecting labor in the State and society that government needs to begin to look into and attempt to address.
- **PIND/M&E – Observation:** There is a need to examine the YAGEP Job Creation Office model to find a hybrid model for the NDYEP program in Delta State.

- **TVET Board Observation:** There has been some changes/limitations in the access politicians have to influence government programs. There are currently eight collaborating MDAs in the board of Job Creation Office. There is an obvious change even though it is domiciled at the LGAs, forms are picked up by individuals. In 2015, the board was inaugurated and have over 15 TVET centres with 5000 graduates from technical colleges and 9000 trainees today. Admittedly, people used to trade starter packs, however there is MAM – Monitoring and Mentoring system in place to address this practice today.
 - There are job opportunities, however the issue is that the academic curricula both in the tertiary academic institutions and technical colleges are not tailored towards the market needs and the realities of the labour markets.
 - Rural communities need to be included.
- **NDYEP Response:** Selection appears a key issue here and needs to be considered. There is always a clear criteria for selection. In Delta State, there needs to be a deliberate target to focus on rural communities. To do this, people need to have access and non-traditional TVETs can follow up on data from existing community structures.
 - There is a need to create linkages with the government. An example in Rivers State is the RIVJob.ng. Delta State can have an online platform that allows access for people to register on the platform creating a labour market information system in the State that would be an online.
- **EDC MGR:** Let's have a summary showing the root causes of the problems as it relates to youth unemployment and proposed strategies and activities to deal with same.

Plenary Session/Presentation

To triangulate with field data, participants were grouped to discuss the following thematic areas and to present their results at the plenary

1. Modalities to establish a cost-sharing partnership framework between PIND, RDCs and Job Creation Agency of Delta State in implementation of the NDYEP.
2. What Sectors are generating current and future employment/demand for Skills in Delta State?
3. COVID-19 and the resultant "New Normal" has made virtual programming imperative. How can we mainstream this into the training ecosystem?
4. What are the systemic constraints to youth entry into work/employment in Delta State (Demand Side, Supply Side and Applicants)?
5. Analysis and ranking of trending technical skill areas in Delta State.

1. RELEVANT PARTNERS AND THEIR ROLES

1. GOVERNMENT

Ministry of Women Affairs, Youth Development, Commerce and Industry, Job Creation

Roles:

- The government set policies on youth and economic development
- Set policies to help drive the economy

2. PRIVATE SECTOR

- Chambers of Commerce and Industry in Warri and Asaba
- List of companies – CNL, NPDC, NECONDE, ELCREST
- Other government agencies – NDDC, DESOPADEC, NDM etc.

Roles:

- a. Support economic development
- b. Ensure business strives that will create opportunities

3. EDUCATIONAL/TECHNICAL SCHOOLS

- a. The TVET centres
- b. Technical schools
- c. Vocational centres

Roles:

- Offers professional training
- Trainings centres for skill development

4. NON GOVERNMENTAL SECTORS

- a. NGOs
- b. RDCs
- c. Churches
- d. Traditional Institutions
- e. Community leadership

Roles:

- Support and monitor government initiatives
- Offers development program designs and initiatives

Feedback from RDC presentation on partners for youth skill development is the continuous need for collaborations with government MDAs, the Chambers to help drive informed business participation by the RDCs program beneficiaries. Although ICT is a growing requirement for participation in youth skill development programs, this might not be applicable in the RDC context as there is no network connectivity in most of the coastal communities. In the future, ICT should not be a mandatory requirement for gaining vocational skills. This should be adaptable to ensure inclusion despite the pressing demands for physical distancing in a bid to be COVID-19 compliant.

2. SECTORS GENERATING CURRENT AND FUTURE EMPLOYMENT

The estimated percentage of employment is based on NBS statistics of about 2million employed individuals in Delta State

S/N	Sectors	Estimated No of Employment P/A	Trend	Geographical Spread	Ranking
1	Agriculture	50%	Upward Top ranking	Entire State – Central, North and South	One
2	Service	15%	Upward		Two
3	Trading	15%	Upward		Three
4	Transport	10%	Downward		Four
5	Manufacturing	6%	Upward		Five
6	Construction	4%	Upward		Six
POTENTIAL SECTORS					
1	Energy	10%	Upward	Delta North	One

2	Creative	5%	Upward	Delta South and Delta Central	Two
3	ICT	15%	Upward	Delta North, South, and Central	Three

3. ADAPTING TO THE “NEW NORMAL” NEED FOR VIRTUAL TRAINING PROGRAMMING

1. It is advantageous in meeting the standard government COVID-19 protocol.
2. Engage the services of mobile service providers and use mobile products.
3. ICT basics should be a compulsory criteria in the selection of both trainers and trainees.
4. Virtual means.
5. In designing and implementing, we need to collaborate with content developers and social media influencers, including soft skills.
6. Minimize members in grouping as it relates to aquaculture, construction, and other grouping related skills.
7. Where possible, trainees should be given take-home task and projects.
8. Increase use of social media platforms for the promotion of ideas.
9. Where physical practice is unavoidable, COVID-19 regulations should be upheld.

4. SYSTEMIC CONSTRAINTS TO YOUTH ENTRY INTO WORK/EMPLOYMENT IN DELTA STATE

This was discussed from three points of view, from the demand for labour, supply of labour and the job seekers (youths). The discussion summarized the issues below:

1. DEMAND

- a. Corruption and lack of jobs.
- b. Lack of functional database that captures information on both demand & supply sides.
- c. Poor remuneration.
- d. Lack of business enabling environment.
- e. Government policy and insecurity.
- f. Lack of labor offices of various levels to provide accurate information to job seekers.
- g. Over-bearing political influence.

2. SUPPLY

- a. Ignorance on available jobs and the need for advocacy in that regard.
- b. Ignorance of untapped areas that could generate employment.
- c. Corruption.

3. YOUTH

- a. Mind-set re-engineering.
- b. Lack of right mindset of young persons. Many especially from the riverine communities have entitlement mentalities.
- c. Lack of access to finance to execute business ideas and negative influence of politicians.
- d. Lack of access to land for some businesses. Examples include – agriculture, tourism, and manufacturing.

5. TRENDING SKILL AREAS

S/No	Technical Skills Areas	Why is it Trending	Level of Demand	Ranking
1	<p>ICT</p> <ul style="list-style-type: none"> • Phone repairs • Social media • Digital marketing 	Global trend	High	First
2	<p>Vocational/Entrepreneurship</p> <ul style="list-style-type: none"> • Tiling • Interlocking • POP • Makeover/head tie • Event management • Soap making • Fashion/design • Paint making • Aluminium fabrication • Welding • Automobile • Shoe making • Bead making • Electrical repairs • Photography • Computers • Printing 	Current innovations and demands	High	Third
3	<p>Entertainment</p> <ul style="list-style-type: none"> • Comedians • Disc Jockey • Master of ceremony • 	Popularity/financial benefits	High	Second
4	<p>Agriculture</p> <ul style="list-style-type: none"> • Aquaculture • Snail farming • Piggery • Rabbit 	Financial benefit	Medium	Fourth



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