



Raising Employability Bar and Building Entrepreneurial Capacity in Youth: A Case Study of National Social Investment Programme in Nigeria

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Abstract: Nigeria is no doubt currently among the countries embattled with a high rate of unemployment. Due to the present economic challenges, which have lasted over a decade. To examine the impact level of the social investment programme on the beneficiaries, qualitative research was carried out and the instrument was structured on complete open-ended, by one-one interview and online platforms (Whatsapp and Facebook groups). N-teach (150,000 beneficiaries), N-health (20,000 beneficiaries) and N-agro beneficiaries (30,000 beneficiaries) of batch A 2016 constituted the population, with a calculated sample size of 399. The sustainability level of N-power programme was also ascertained as the difference between the average initial sample size and adjustable sample sizes were roughly similar while testing at margin error of 5, 10, 15 and 20% using 95% confidence level. The findings of the study reveal that micro-businesses such as fishery, piggery, provision store, computer business centres and among others have been established with the aid of the monthly stipend and entrepreneurial skills have been acquired through the devices given and daily exposure at work. It however, recommended that the programme should be adopted by every regime at both the state and national level. The batch A beneficiaries who are likely at the exit stage, should either be giving seed capital and the remaining, permanent job. Also, the government should as a matter of sporadic reduction in social vices and the creation of more businesses should expand the scope of the programme.

Keywords: Government Initiative, N-power, Employability Bar, Yaramé's Formular, Sample Size

1.0 Introduction

The concept of employability is one of the major ways, government at all level across the globe used to create different measures of tackling the menace of unemployment for the teeming youth (Emeh, 2017). Nigeria is not left out of the tentacles of unemployment, poverty, poor infrastructural development and neglect of youth etc (Iruonagbe, 2010). These have accounted for inflation, poor leadership, corruption, poor economy and poor exchange rate. Adeyemi, (2019) asserted that the premium between the official and parallel market remained wide throughout the period (2016 till date) as Nigeria experienced one of its worst economic meltdown in history. Therefore, the Nigeria government deemed it wise enough to create social empowerment scheme where its youth are expected to render reasonable service to the society, in the various available portfolio. The empowerment scheme was introduced by the President Muhammadu Buhari led administration in 2015, it's expected to absorb the youths across the six geo-political zones of the country. The investment programme also known as N-power is expected to train 500,000 Nigerian youth in various categories; N-teach, N-Health, and N-Agro (National Social Investment Office, 2018). The selection of the beneficiaries is made across the thirty-six states of the federation including the federal capital territory (FCT) based on the statistics from the Nigerian population census. The innovation is geared towards enhancement of ailing the nation's public services in the area of basic education and primary healthcare while in the agriculture sector; it aimed at achieving self-sufficiency by giving farmers relevant advisory services (Akande, 2016).

It is worthy of note that no fewer than 300,000 graduates are mobilized annually for the National Youth Service Corps, NYSC (Kazaure, 2017). Downward scalability in the yearly turn out of graduates in various Nigerian Universities and polytechnics has become a bottleneck and major issue to ponder upon, which had made them either unemployable or subjected to further training by the respective employers, and lack of entrepreneurial mindset to be self-employed. Furthermore, in the bureau's report between September and December 2018, the unemployment rate in Nigeria rose from 3.3 million to 20.9 million (National Bureau of Statistics, 2018). However, it has been clearly stated that youth occupy larger per cent (65) of Nigeria population (Olajuwon & Awoyemi, 2018), and the economic movement and prosperity of nations is in this set of people. Therefore, unempowered youth and their continuous unemployment is a huge threat for Nigeria, as it has already been manifested in the high rate of unemployment, entrepreneurial incapacitated, militancy, armed-robbery, kidnapped and fraudulent activities. If the youths are adequately engaged beyond the two years contract, it will help in the reduction of social crimes, increases employment generation, increase the gross domestic product and reduces the rate of youth protest and unrest in the country. Also, there will be a certainty for an increased standard of living, self-dependency and actualization. For these reasons, there is a need for an urgent intervention by the government at all cadre. While the introduction of National social investment programmes by the present-day government through the engagement of the human resource capacity in a more useful way remains

the last resort to curb the menace of unemployment in Nigeria and to salvage the sad situation of our nosedived economy in all ramifications.

We examine the raising employability bar and building entrepreneurial capacity through national social investment programme in Nigeria, using the following objectives:

- To ascertain the gains of the volunteers in the process of their two years volunteering.
- To examine the challenges and the impact level of the programme on its beneficiaries.
- To examine the degree of reliability of the programme in solving the problem of unemployment in Nigeria.
- To determine the importance of device and monthly stipends in building volunteer's entrepreneurial capacity and sustainable livelihood on the beneficiaries.

2.0 Literature Review

The new platform must be created that value the human spirit and foster its developments. The focus of everybody-government, individual and religions bodies is to serve the general populace. An empowered individual is expected to reciprocate; people who do not have a means of livelihood becomes minus to the entire societal resources (International institute for human empowerment, n.d.). Employability is having a set of skills, knowledge, understanding and personal attributes which make graduates or non-graduates more likely to select and get jobs in which they can be satisfied and

successful (Pool & Sewell, 2007). Employability has been researched in the globe such as India, Taiwan, Nigeria and United Kingdom (Asuquo & Inaja, 2013; Benson, Morgan, & Filippaios, 2014; Jonck & Walt, 2015; Mohan, 2013; Pan, Y & Lee, 2011).

Competence of entrepreneurs denotes firm's ability to examine the process and take merit of a wider horizon of outside factors and entry into a wider range of diverse information and a strong perspective to understand and dwell on such a broad variety of new ideas. Conversely, firmness of entrepreneurial capacity should increase the probability of exploring opportunities that will result in a higher result. In short, entrepreneurial capacity increases the chances of frequent organizational success (Nowak, 2014).

Capacity building is essential to entrepreneurial practices as it relates hugely to the thematic areas– Operation, Managerial, Finance, and Personalize capacities. The capacity building consists of building element of entrepreneurial capacity, to furnish the components for greater entrepreneurial success. Some of these competencies are acquired in the process of one's career, while other capacities are assimilated through formal and informal education, in a situation of complete zero capacity (Strategy Business Blog, 2012a). We could categorically identify potentials- business knowledge, opportunity awareness, education, financial skill, career exploration and good relationship as a complete cycle of entrepreneurial capacity building.

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The links between entrepreneurial capacity and social capital-skills acquired through organizational entrepreneurial capacity can be related to social capacity and achieving employability bar, because the entirety of entrepreneurship, community-organization based are societal base and social. Social capital is ordinarily known as the ability to gain access to resources through social associations in the likes of marginalization, forming an enforce group, government's social initiatives and palliatives. It is made up of the correlations- formal or informal, initiated by individuals in their relationship with others. In short, social capital is also known as capital apprehend in the sort of social bond for entrepreneurial capacity building and reducing the rate of unemployment. Besides, social capital emerges from the process of investing in human alliances, which needs resources (Montoro-Sánchez & Díez-Vial, 2013). However, Pollard, (2008) identified excellent instincts, demonstration skills, collaboration, passion, responsibility, self-management, responsibility, learning prowess, critical thinking skills, imaginative ability, attention skills, communication skills and creative competence as capacities for natural entrepreneurship.

According to the World Bank, (2002), reiterates that aside from the demographic characteristics-social, cultural, economic, and political contexts which are characteristics of marginalization of poor people. Voiceless and powerlessness in term of employment exclusion have also been

factored to be the most common subsets still tagging poor people's exclusion in Nigeria (Abubakar & Atobatele, 2018). These are all embedded in a nation full of inhumane leaders, faced with uneven dragging of power struggle and penury; this category of people are unable to get better side of the coin (Alexander & Welzel, 2007), in whatever atmosphere they want their voice to be heard-trading, financing, governance, and civic engagement. This hugely limits their entrepreneurial competence in building their empire, in other to rise beyond poverty level (economic freedom and social liberation) in the context of employability. This lesser category of citizens is unarguably depending on the middle or higher level class in meeting their basic daily needs such as food, clothing and shelter. Also, it's impossible to halt deprivation of their belief, cultural affiliation, the dignity of life and labour, because of the way society or ruling class has limited them, thus causes them to be left with lesser part of employability rate.

Some factors contribute to being employed, which varies from the person's learned skills, attitude, and individual and societal belief. The consensus theory of employability is based on the confidence that human capital injection through generic skills development will ascertain upward scalability of graduates and speed up their career development (Selvadurai, Choy, & Maros, 2012), while the conflict theorists believe that society is characterized by inequity in wealth, power, status and that these imbalances

generate conflict between individuals and social sets (Kenton, 2019).

The outcomes of empowerment theory are procedural and terminating (Zimmerman, 2000), in the entrepreneurship and employability context. The illustrations of how an employed 21-year old graduate with lesser responsibility will be achieved will be quite different in behavioural to 34-year graduate with responsibilities i.e. there is variation in the empowerment and employability of the two sets of people even if they belong to some psychological and mental orderliness.

Thus, empowerment is more of a finite population and orderliness. The way empowerment work for the two sets are in different value- what works for Mr A, might not work for Mr B.

Also, the development of empowerment theory requires strong exploration and description at multiple levels of analysis (Zimmerman, 2000). For example, a set of unemployed graduates who want to stop marginalization of societal value system of unemployment, will unite and create a body of like minds to champion this course, the formed group might seek for and join the force of other groups so as to increase their support base and ultimately see the better side of those in power. The essential tools or mechanism to accomplish such course are individual's competences, Individual's proactive-ness, individual's level of literacy, natural helping base, collective influence and prowess, and access to resources and group competences. Thus, to further ascertain the impact of the social investment

programme of President Muhammadu Buhari led administration in Nigeria from 2016 till date. The research work was conducted through an opened structured interview on the beneficiaries of the one of the nation's major social investment programme (i.e. N-power) as suggested in the literature using the Taro Yamane's statistical formula used to calculate sample size to give the impact quality level the programme have on its beneficiaries.

2.1 National Social Investment: The N-power Programme

N-power is one of the national social investment programmes. It's the employability and enhancement programme of president Buhari led administration operating under the Vice-president's office, targeted at instilling the learn-work-earn- entrepreneurship tradition in Nigerians between the ages of 18-35years. All the stages are done online except the physical verification of credentials, this is done at the state level, in other to create fairness and equity in the entire process. After these rigorous processes, the successful applicants are subjected to Bank Verification Number (BVN) validation. Besides, the monthly N30,000 stipend, the beneficiaries are given devices with applicable content for uninterrupted learning, to facilitate their ability to successfully implement the selected vocation and enable them to take ownership of their lives. The non-graduate category 10,000 have been trained in 23 States, with the remaining 10,000 having commenced their acquisition training in the skill workshops that have been inspected and

found fit for essence of creating such portfolio in the remaining 15 States (National Social Investment Office, 2018), the batch A (200,000) and B (300,000) were deployed by December 2016 and August 2018 respectively.

2.2 Empowerment Scheme in Nigeria

This can simply be referred to as a social investment programme (employment generation, skill acquisition, entrepreneurship, education, technical and vocational training etc.) geared towards alleviation of social vices with the broad aim to the expansion of freedom of choice and action by its citizen (Alika & Aibieyi, 2014). Since, unemployment is a condition where people who are able, willing and capable of working are deprived of a suitable paid job. Government is expected to monitor and regulate this menace as it's one of the macro-economic woes (Uddin & Uddin, 2013). It was postulated that the entirety of empowerment is seen in the context of individual and community, the word is popularly being used by human right activists, dated to 1975, however scholars have over the time, making use of the term in the pieces of literature (Freelancer, 2011), publications, conferences and seminars in discussing empowerment of the relegated citizens, like graduates and semi graduates who come from a relatively poor homes, especially with regards to community development. Empowerment is characterized as a person's liberty to dream and attain specific aims and goal of life.

2.3 Government Role in Empowerment Programmes

Awojobi, (2015), different government at different dispensation had instituted social protection programmes across board, meant to solely combat level of poverty in the country particularly Graduates- Better Life for Rural Women launched in 1987, Directorate for Food, Roads and Rural Infrastructure initiated in 1986, National Directorate of Employment created 1987, Family Support Programme established in 1993, Family Economic Advancement Programme founded in 1997, Poverty Alleviation Programme (PAP) in 2000, the conclusion drawn from the initiatives is that not less than 20,000 benefited across the nation, PAP was discarded and replaced in 2001, National Economic Empowerment and Development Strategy (NEEDS) launched in 2004 and the Youth Enterprise with Innovation in Nigeria (YOUWIN) launched 2011, in which 1500 Nigerians benefitted with total amount of ₦11 billion disbursed so far (Adeosun, 2018). All these interventions had increased the number of ventures founded, which is the capacity built in the course of each programme. Despite these efforts (initiatives), the spate of entrepreneurship in the bate of cultivating entrepreneurial capacity in Nigeria still cut shut expectations bearing in mind the rate of unemployment (Awojobi, 2017; Bello, Toyebi, Balogun, & Akanbi, 2009). In 2015 and December 2016, the Buhari led administration birthed and successfully unveil one of his agendas- National Social Investment Programme

(NSIP) respectively. It's primarily meant to help the graduates who are children of middle and lower class citizens across each geo-political zone. The portfolios are Job Creation and Youth Employment (N-Power), Government Enterprise and Empowerment Programme (GEEP), National Home Grown School Feeding Programme (NHGSFP), and National cash transfer programme (NCTP). These portfolios target 9.76 million direct beneficiaries. Npower as one of the portfolios, is mainly to create job and empower youth- the graduate path of the programme was targeted at 500,000 beneficiaries and others were pegged at 100,000, N-Power Junior pupils 1,000,000 and 8 Regional Innovation Hubs. However, the graduates were enrolled in two batches of 200, 000 and 300, 000 by December 2016 and August 2018 respectively, which spans across N-Teach, N-Health and N-Agro. 500, 000 Nigerian graduates have benefitted from this programme. The National Social Investment Programmes were basically initiated to address the prevailing shortcomings of the history and majorly to sporadically move the graduates from above penury via created, to overcome the failings of the past and to enshrine the values and vision of the current Administration for graduating it's citizens from poverty through competence, investment-inform of monthly stipend, device and daily exposure to entrepreneurial capacity at their various place of primary assignment (National Social Investment Office, 2018).

Moreover, there is justification for the initiatives, as the driver of the economy is in the youth. In 2001, the National population commission put the youth population to 65 per cent (Olajuwon & Awoyemi, 2018).

3.0 Methodology

The study was carried out using qualitative approach and employed a multi-case study using a complete open-ended interview and observational survey for the batch A set of the beneficiaries of (Akande, 2016), N-Power where N-teach - 150,000, N-Agro - 30,000 and N-Health - 20,000 beneficiaries respectively.

Research Instrument

The data was collected using an open-ended interview of the beneficiaries through social media platforms (Facebook and Whatsapp groups) online survey and in-depth interview, this medium was used because the beneficiaries are spread across the 774 local government in Nigeria. The qualitative method was used because of its suitability and usefulness (Flanagan et al., 2015) as a tool used for collecting data from large respondents within a short period and permits to ascertain the respondents' opinion without manipulation or assumption by the researcher(s) i.e it gives a true reflection of their view(s). The open-ended interviews ensures that research objectives are maintained (Thibodeaux, n.d.). It also capture the mind, feelings and attitude of the respondents on the subject matter.

Population and Selection of Sample

The location of this study is Nigeria. The used platforms for the study are

online (Whatsapp and Facebook groups) and one-one interview which was used to administer and interview the beneficiaries of the social investment programme (i.e. N-power). Cox, (2008) submitted that the target population determines whether sampled cases are eligible or not for a survey; he emphasized that the target population defines a subset for which the findings are meant to generalize. In line with the title of the study, the target population for this study is the 2016 Batch- A, 200,000 N-power beneficiaries of the national social investment scheme in Nigeria.

$$n_0 = \frac{N}{1+N(\% \epsilon)^2} \quad \text{eqn.....(1)}$$

$$n_0 = \frac{200,000}{1 + 200,000(0.05\%)^2}$$

$$n_0 = \frac{200,000}{1 + 375}$$

$$n_0 = 399$$

Where n_0 is the initial sample size or impact level, n is the adjustable sample size, N is the estimated population value and the error margin ϵ represent the level of significant 5, 10, 15 and 20% respectively at a confidence level of 95%.

$$n = \frac{n_0}{1 + \frac{(n_0-1)}{N}}$$

$$\text{eqn.....(2)}$$

Taro Yamane’s statistical formula as depicted in equation 1 and Finite population correction for proportion in Equation 2 above was used to calculate sample size (impact level) which is also a direct reflection of the sample size based on the impact level which the scheme has on the beneficiaries. However, the dependence error margin and the sample size was calculated to determine the precision level.

4.0 Analysis and Results

The data analysis was based on the title of this present study, taken from the national dailies (punch newspaper) as suggested in the literatures, who gave a precise data of the number of beneficiaries of the National social investment programme batch one (N-power) 2016, which is also in cognizance with the research objectives. The one-one interviews were tape-recorded and transcribed, with the respondent’s approval. Also, the online administration was collected through the same platform and was subsequently analyzed.

4.1 Demographic Distribution of N-Power Beneficiaries

The study employed research instrument; online survey and in-depth structured interview were used thus the aspects of the two bodies of data (demographic and research questions) relating to the given information was harmonized.

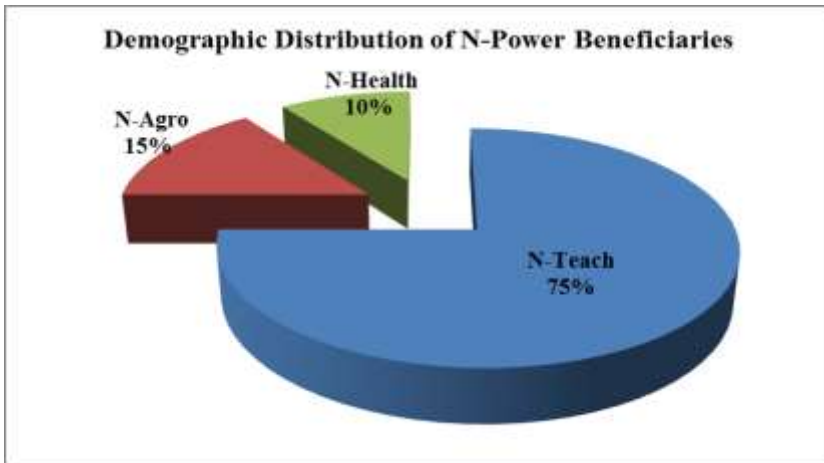


Fig.4.1: Percentage Distribution of Beneficiaries, across the categories (Population Size)

This section presents information about the demographic distribution of the population size of the 2016 Batch-A N-power beneficiaries. The information provided here were analyzed using frequency count, percentage mean. It was revealed, that the three major categories of the social investment programme (i.e. N-Teach, N-Agro and N-Health) of the respondents were within the population size of 150,000 (N-Teach) with the percentage of 75.0%, 30,000 (N-Agro) with 15.0% and 20,000 (N-Health) with 10.0% respectively. This means that a larger number of the beneficiaries are used in education, teaching and research work, the rest are engaged in farming and agro-allied activities while the rest of the population are assisted hospitals and healthcare-related services.

The female respondents accounted for the majority (58%) of the responses obtained. While their male counterpart engulfed (42%). This shows that female graduates are more than male as volunteers in the N-power programme.

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By implications, female possess first degree among the volunteers in Nigeria. Most (69%) of the respondents firmly agreed that their small scale business commenced between September 2017-May 2018. (24%) of them were firm on June 2018-February 2019. (7%) of the respondents submitted that it commences between December 2016-August 2017. This shows that the volunteers started small scale businesses in the middle of the programme until May 2018. This implies that the volunteer value the monthly stipend by diverting it into starting up of businesses. Also, these actions will not only increase their source of income, but as well increase the number of small scale businesses in the country, and reduces the rate of criminal activities.

A majority (85%) of the respondents firmly agreed that they ruin a sole proprietorship business while the remaining (15%) said they are into partnership with their spouse and friends. This reveals that the businesses run by the volunteers are a one-man

business in nature. This implies that quick decisions will be taken and resources into the business might be limited.

The majority (55%) of the respondents completely agreed that their monthly income ranges from ₦21,000-₦30,000. (20%) of the respondent monthly income is ₦30,000 and above. (8%) has a monthly income in the range of ₦11000 and ₦20,000. (10%) of the respondent go home at the end of the month in the range of ₦1,000 and ₦10,000. However, (7%) of the respondents were silent on their monthly income. This tells us that the monthly income of the respondents is in-between ₦21,000-₦30,000. The implication is that at the end of 12

calendar month, they will be able to have more fund to inject into the business for expansion or float another small scale business. The one-one interview survey lasted between 15 to 25 minutes per respondent, though this depends largely on the respondents. The online survey was done in a space of two months with daily reporting and monitoring.

4.2 Effective Sample Size:

Theoretical Aspects

This explains the impact level each of the social investment programmes has on its beneficiaries concerning the sample size calculated from the Yaramé’s statistical relation and Finite population correction for proportion.

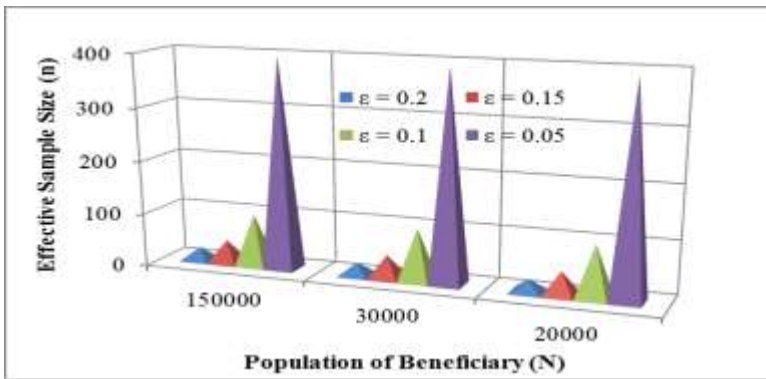


Fig.4.2: Dependency of N-power Beneficiary Population on Sample Size

As shown in Fig. 2 above, the relationship between effective sample sizes at various margin errors of 0.05, 0.1, 0.15 and 0.2 at 95% confidence. The result shows the effectiveness of the programme will be highest at the least margin error of 5% and least at when the margin error is 20%. Therefore, the national social investment programme

will in no doubt have a significant impact on the larger populace, provided the enumerated challenges are carefully considered.

4.3 Dependence of Sample Size and Margin Error

Based on the illustration as shown in Fig.4.3 below, this indicates that at every marginal error, the effectiveness

of sample sizes are very close. This implies that the precision level as used in conducting the national empowerment survey at 95% confidence level also attests to the fact

that the social investment programme is reliable as the sampling size of the beneficiary population decrease with margin sampling error regardless of the type of programme.

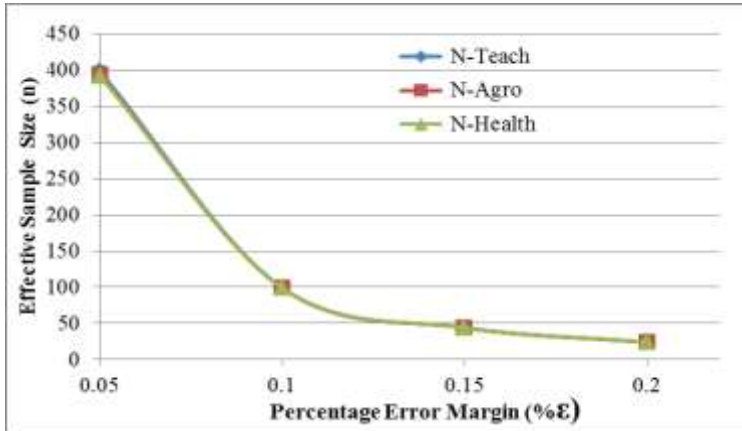
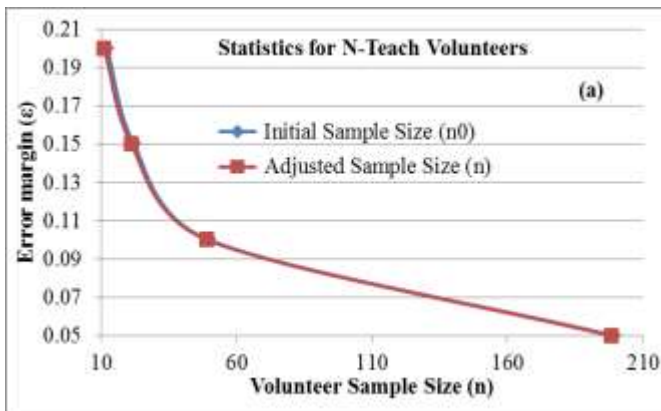


Fig.4.3: Dependency between Error Margin and Population Sample Size

To further validate the reliability of the social investment programme to the overall volunteer population at the same precision level (error margin) for 95% confidence. The nature of the dependency curve remains the same as

the data precision level decreases with an adjustable sampling size of the N-power volunteer for the various type of social investment programme using the Finite population correction relation as depicted in Equation 2 above.



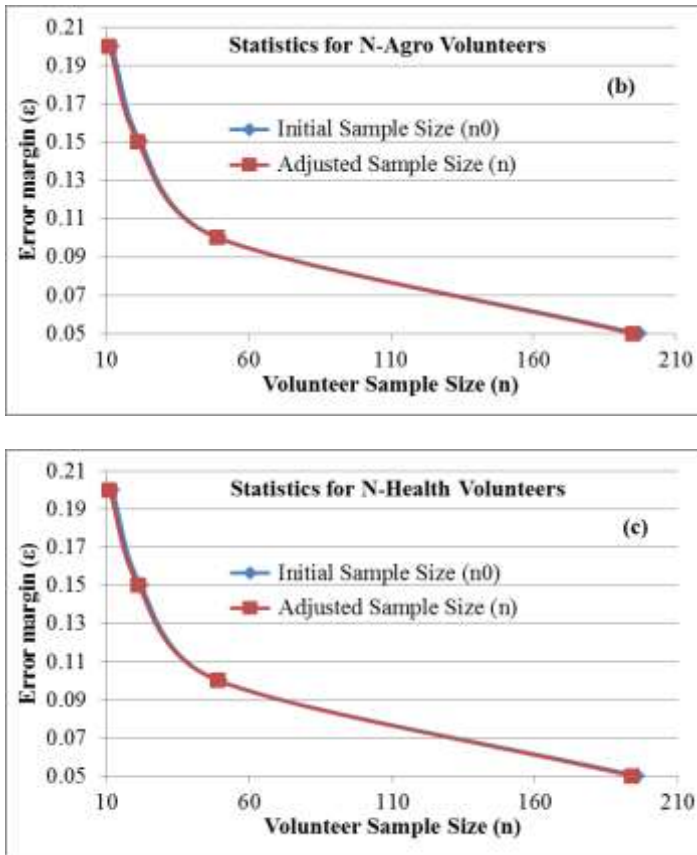


Fig.4.5: Volunteers Data Comparison between Yamane’s and Adjustable Sample Sizes:

(a) N-Teach (b) N-Agro (c) N-Health Beneficiaries. The graphical illustration above depicts a close relationship between the average value of sample size from the Taro Yamane’s equation with the finite population relation when comparing the initial sample size of the Batch-A N-power population with the corresponding adjusted sample size at various margin error and 95% confidence. From the Appendix, the difference between both sample size values under each programme is not

more than unity (1). This connotes that each of the social investment programmes does have a high positive impact on the beneficiary and the nation at large.

4.4 Reported Results

The responses from the two means of administration were analyzed using qualitative data analysis, it was sorted and coded to avoid repetition and to ensure concise of their responses. The following were responses from the three research objectives, as indicated by the beneficiaries of the various categories.

“Gains of the volunteers in the process of their two years volunteering”

building of effective human relationship (patients, students and farmers). Acquisition of skills-managerial, leadership and administrative skills. Gain adequate knowledge in classroom management. There wouldn't be a serious gain in the programme if we were not giving a permanent job or valuable and tangible exit package. Participation in two international academic conferences within Nigeria. Career progression- sat for and passed TRCN professional qualifying examination, October 2018 diet. Opportunity to do my most passionate job on earth (teaching). Meeting my personal and family needs. Moving from state of idleness and frustration to temporary relief (under-employment/empowerment).

“Challenges the volunteers has been facing” shortage of teachers, which has led to work overload. Shortage of modern teaching aid, textbooks in school and laboratory to facilitate the teaching-learning process. Duties of N-teach volunteer is bogus than other categories of beneficiaries, yet no promotion or increment in stipend, as well as other benefits, is attached. Other challenges are a rare delay of monthly stipend and uncertainty about permanency and plans for contract enhancement.

“Importance of device and monthly stipends in building volunteer's entrepreneurial capacity” Effective communication with fellow volunteers across the country. Easy study and research on teaching materials with the aid of the device. Most of the N-power beneficiaries acknowledge the fact the

stipend from the programme has brought succor to them in term of transportation fare, feeding and so on. Seriously, for the bloggers and internet explorers have attested to the usefulness of the N-power study devices as some of the beneficiaries have established several micro-businesses through the internets. Ability to further my education (MSC), ability to travel near and far to work in local, multinational firms can also be ascertained.

4.5 Discussion

The study reveals that, the beneficiaries have benefitted immensely from the programme, though lager per cent of them believed ₦30,000 monthly stipends is a meagre, while it's a sign of progress on the part of volunteers and government in reduction of unemployment, Afolabi, (2019) the batch A graduates have earned a total of ₦150 billion for 25 months from December 2016 to January 2019, with a monthly bill of ₦6 billion. Subsequently, not that they received monthly stipend alone, the stipends have yielded to more source of income, as some that are entrepreneurially minded, had initiated “new ventures” from the tokens. Volunteers have been able to successfully found small businesses that will not only create multiple streams of income but as well increase the number of new ventures created under the watch of the Npower, which also have the potential of accommodating more unemployed youth as asserted by (Lawless, 2014; Zupic & Giudici, 2018) . Fishery, piggery, provision store, computer business centre among others have sprouted up, with the aid of the

monthly stipend. The challenges the hosting communities, local and states governments have been facing such as shortage of teachers, food shortage and lack of primary health care which has led to work overload has been reduced to its barest minimum, due to the presence of this volunteers.

5.1 Conclusion and Recommendations

The study concluded that the essential benefit of the national social investment programme is its multiplier effects, as the youths have fill the gap in the three spheres of the programme (Health, Teach and Agro), as the beneficiaries/volunteers have immensely gained for 25 months. Also, the beneficiaries/volunteers have their challenges that they are embattled with on the programme, particularly at their place of primary assignment and a staggering monthly stipend. The number of businesses that had been founded in Nigeria has increased. On the job, skills have been acquired both on the devices

and via daily exposure at their places of primary assignment. Hence, there has been increasing in the level of entrepreneurial capacity of the beneficiaries. The study, therefore, recommends that such programme should be adopted by every regime at both state and national level, as its effects have not only reduced crime and insecurity, it has brought temporary succour to average Nigerian graduate youth. The batch A beneficiaries who are likely at the exit stage, should either give some seed capital and the remaining, permanent job. Since the close relationship in the initial and adjusted sample sizes has shown that N-power program will stand the test of time. Also, the government should as a matter of sporadic reduction in social vices and the creation of more businesses should expand the scope of the programme to accommodate more graduates.

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