

Strategies Put in Place for Combating Unemployment in Southwestern Nigeria: Rural Employment Promotion Programmes of National Directorate of Employment

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Abstract

The study examined the strategies of the National Directorate of Employment in combating mass unemployment in Southwestern Nigeria.

The Directorate uses training as a vehicle for stimulating youth interest in taking agriculture as a vocation and discovering agricultural value-chain business possibilities that may lead to the development of jobs and wealth so also the settlement of beneficiaries already trained to start small-scale agro-allied and agro-based ventures yet the challenge of unemployment seem not to be abated Following its instruction, NDE was tasked with creating and implementing programs to combat unemployment as well as articulating strategies for creating work programs with labor-intensive capacities, (FRN, 2004)

In line with the NDE's mandate to impart skills to the unskilled, the target audience in all the schemes is mainly the unskilled with various levels of educational background including:

- School leavers;
- Graduates of tertiary institutions;
- Retired or retiring Persons;
- People with special needs including the vulnerable, physically challenged, etc.

Their programme execution involves the state offices led by state coordinators. Apart from that, the NDE's programmes are primarily carried out within budgetary constraints. This is supplemented by collaborative activities such as those outlined in the NDE Act. National and international donor agencies, faith-based and non-governmental organizations, and community-based petitions are among the targets of such attempts.

Collaboration with National Assembly members in the execution of constituency initiatives is a relatively recent concept. Because these joint initiatives, particularly those with NASS members, are driven by need, they are effective ways of transmitting skills at the local level.

Key words: Entrepreneurship; Empowerment; Rural employment

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INTRODUCTION

Shepherd and Douglas (1997) stated that the capacity to envision and plan a new company venture is the essence of entrepreneurial growth in the face of extreme uncertainty and ambiguity, a venture by synthesizing knowledge from functional disciplines and the external world.

It is about to embark on a new business enterprise creative plans, new techniques, an uncanny sense of trends and market mood swings, and fearless leadership are all examples of this. According to the duo, treating entrepreneurship as "enterprise-creation" allows people to gain new abilities and experiences that may be used in a variety of different difficult situations. More importantly, in the words of Schnurr & Newing (1997), entrepreneurship is described as the need to develop a business culture in high school students by asserting that all countries' youth possess wonderful attributes such as ingenuity, initiative, and drive.

According to small-scale enterprise research results in Ghana, as quoted by Osei, BaahNuakoh, Tutu, and Sowa, 1993, young people own nearly 40% of the businesses.

Likewise, a study conducted in South Africa suggests that the likelihood of youth becoming self-employed increases as they grow older (Chigunta, 2001). Unemployed Nigerians, especially those under the age of 35, would become economically active if they were mentored and given the tools they need to establish businesses, avoiding unlawful behaviors such as kidnapping, bombing, vandalization of properties, and lacking a decent accommodation.

CONCEPTUAL ANALYSIS

Entrepreneurship

Globally, the field of skill acquisition research draws from the early research of mathematician Stuart Dreyfus and philosopher Hubert Dreyfus, who studied chess players and pilots. In short, the Dreyfus Model suggests that there are five degrees of competency that one can reach when learning and developing a skill:

- i. Novice
- ii. Advanced beginner
- iii. Competent
- iv. Proficient
- v. Expert

Two broad features of skill performance are reflected in the levels. One is a shift away from using abstract concepts and toward using real examples from the past as paradigms. The other is a shift in how a demand situation is perceived and understood, such that it is now more fully understood as a whole and just some of its components are relevant rather than as a collection of equally relevant elements.

i. **Novice:** Beginners at the novice level are unfamiliar with the circumstances in which they are required to complete assignments. They are educated about these circumstances in terms of objective features to grant them admission into them. These characteristics are aspects of the

work that one can identify without prior situational knowledge. Additionally, rules that govern behavior concerning certain traits are taught to novice practitioners. The incapacity of the rookie to use discretionary judgment is the main source of trouble. Novices must employ context-free guidelines to direct their task performance because they are unfamiliar with the circumstances.

ii. **Advanced beginner:** An advanced beginner can execute to a passably high standard. This person has experienced enough real-world events to recognize (or have recognized by a mentor) the recurring significant situational elements, or aspects. The definition of the term “aspects” in the Dreyfus model is quite detailed. In contrast to the quantifiable, context-free attributes or features that the unskilled novice employs, aspects are general, universal qualities that necessitate previous experience in real-world circumstances to be identified.

A mentor or teacher can offer pointers on how to identify these kinds of things. Aspects cannot be entirely objective, even though they can be made explicit. Recognition of an aspect depends on experience. In terms of qualities and elements, the advanced beginner, or the advanced beginner’s teacher, might create rules for behavior. While these action instructions try to incorporate as many characteristics and elements as they can, they sometimes overlook the relative value. To put it another way, they give equal weight to all characteristics and elements.

iii. **Competent:** The learner’s two to three years of work experience were indicative of their competent level. It emerges when the student starts to consider their behaviours about long-term objectives or ambitions. The learner is conscious of these plans, and the plan or aim determines which characteristics and elements of the situation—both present and imagined—should be prioritized and which can be disregarded. A plan creates a viewpoint for the proficient learner, and it is the result of extensive deliberate, abstract, analytical reflection on the issue. The learner’s two to three years of work experience were indicative of their competent level. It emerges when the student starts to consider their behaviors about long-term objectives or ambitions. The learner is conscious of these plans, and the plan or aim determines which characteristics and elements of the situation both present and imagined should be prioritized and which can be disregarded. A plan creates a viewpoint for the proficient learner, and it is the result of extensive deliberate, abstract, analytical reflection on the issue. The quickness and adaptability of learners who have attained the proficient level are not possessed by competent learners. However, the feeling of mastery and the capacity to deal with and control the numerous unforeseen circumstances of the job are what define the competency level. Conscientious and intentional planning by a competent learner contributes to a certain level of organization and efficiency. In certain businesses, decision-making games and simulations that let learners practice organizing and juggling various, complex demands can be beneficial for them at this time. Because their supervisors view the competent level as the ideal, many learners may continue at this level, which receives institutional support and reinforcement. The competent level of performance is typically reflected in the standardization of procedures, which are designed to manage the high turnover in most firms. The competent level of attainment is the focus of the majority of in-service training.

iv. **Proficient:** The competent performer advances to the adept stage with more practice. Proficient performers typically view situations as wholes rather than in terms of individual aspects, and their performances are governed by maxims. Maxims serve as a guide for the skilled performer, but using a maxim requires a thorough comprehension of the circumstances. Maxims capture

the degrees of the scenario that a skilled or inexperienced performer would see as incomprehensible. A skilled performer learns from experience what normal events to anticipate in a certain scenario and how to adjust plans accordingly. The skilled performer is now able to identify when the expected usual picture does not appear because of the experience-based capacity to recognize entire scenarios, that is, in the absence of the typical circumstance. The competent performer's ability to make better decisions is enhanced by their comprehensive understanding. Since the performer has a viewpoint on which of the numerous qualities and elements available are the relevant ones, decision-making is now less laborious.

iv. Expert: When a performer reaches the expert level, they are no longer dependent on an analytical principle (rule, guideline, or maxim) to link their comprehension of the situation to a suitable action. With their vast experience, the expert performer intuitively grasps the situation and focuses on the precise area of the problem without wasting time considering a wide range of fruitless possible problem situations. It is highly frustrating to attempt to verbally describe an expert performance because the expert operates from a deep understanding of the situation in that, according to the Dreyfus Model of Skill Acquisition, the expert performance is holistic rather than fractionated, procedural, and based upon incremental steps.

EMPOWERMENT

National Directorate of Employment (NDE, 1989) views entrepreneurship as an art form that entails seeing business opportunities, gathering resources, and persevering in seizing those opportunities. According to Tijani-Alawiye (2004), entrepreneurship is the process of expanding a nation's pool of small, medium, and large businesses by fostering the growth and success of numerous competent entrepreneurs who can successfully manage creative businesses, support their expansion, and ensure their long-term viability with the ultimate goal of attaining broad socio-economic development objectives. To integrate people, money, and resources to answer an identified demand and so create wealth, is also the process of putting together creative and original ideas and replicating them with management and organizational competence. Entrepreneurial development is the process of envisioning and planning a new company venture in the face of exceptional uncertainty and complexity. This is achieved by merging facts from external sources with knowledge from functional disciplines, according to Shepherd and Douglas (1997) in Akanwa and Akpanabia (2012). It has been discovered that entrepreneurial development can have a favorable effect on a country's economy and people's quality of life (Wentao *et al*, 2021). It must be acknowledged, though, that the only companies that are having a beneficial effect on the economy and

improving people's lives are those who have been able to embrace and put into reality the concepts of creativity and innovation. In this world, change is the only thing that never changes. Therefore, in this scenario, one needs to adapt to new phenomena, new methodologies, and new technology if one wants to keep up with the rest of the world. The phenomena of creativity and invention are crucial in this context. The ideas of innovation and creativity are becoming more and more popular among companies, entrepreneurs, and private citizens. These ideas of creativity and innovation are increasingly important to commercial and personal goals (Uru & Yozgat, 2009).

The ability and readiness of an individual or group to take on business ventures, regardless of the outcome, is referred to as entrepreneurship. It demands that the individual be very inventive, capable of taking calculated risks, and an excellent leader.

RURAL EMPLOYMENT

The realization that development cannot be meaningful unless it also includes rural areas has dawned on governments in emerging nations. This realization stems from the fact that a sizable portion of their population lives in rural areas. The majority of Nigeria's food and fiber come from its rural areas, whose cultivation of goods such as cassava and palm oil has long made a substantial contribution to the GDP of the nation (GDP). On the other hand, Nigeria's rural areas frequently experience poverty and inadequate infrastructure. According to Magareth, Pius and Emmanuella (2020), Nigeria has not made the social and economic advancements necessary to improve the standard of living for the majority of its citizens considering that more than 50% of Nigerians survive on less than \$1 a day. These indicate that rural areas require attention to achieve sustainable development. Action is needed to achieve sustainable rural development when one considers the volume of economic activity in rural areas.

The goal of rural development is to improve the societal and fiscal situations of the impoverished in rural areas (Mieczyslaw & Magdalena 2020). According to Deji (2005), rural development is a means of reorganizing the Nigerian economy to raise the living standards of rural residents. But unless specific tactics are employed, rural development is not achievable. While Nwobi (2007) adds an agricultural approach, internal combustion approach, basic resource approach, and so on. Kristen, (2020) lists several approaches to rural development such as the modernization approach, transformation approach, and demonstration approach. The development of rural areas has benefited from each of the tactics described in one way or another. Still, it seems that including rural entrepreneurship into the mix as a strategy can do far more.

Forests and allied businesses provide significant employment opportunities in the primary, secondary, and tertiary sectors across the country.

Cassava production, processing, and marketing are insufficient, resulting in this dilemma. Cassava is mostly grown for subsistence in the country.

To fully realize cassava's enormous potential, particularly as a substitute for imported raw materials and as an export commodity, the country's production technique and trading pattern must be changed utilizing a way for developing the value chain. There is significant potential for growth in Nigerian cassava-based industrial goods, which now only make up a tiny portion of imports. The productivity and income of diverse cassava value chain participants are insufficient to provide increasing employment. Long chains of pre-modern intermediary processes characterize this sub-sector, which have resulted in a series of additions of little value. The existence of near alternatives, harms the trade in final products produced by the value chain, resulting in low demand for the product and limited employment capacity. This harms farm production. Furthermore, due to market defects or infrastructure deficiencies, expensive raw materials used in the post-farm manufacturing process have increased the price of the finished product, leaving it non-competitive.

The strategies adopted by the department in implementing the Directorate's agricultural job creation programmes are as follows:

- Training as a vehicle for stimulating youth interest in taking agriculture as a vocation and to discover agricultural value-chain business possibilities that may lead to the development of jobs and wealth.
- Resettlement of trained beneficiaries to start their small-scale agro-allied and agro- based ventures.

The objectives of the Rural Employment Promotion Programme are actualized through the under-listed schemes viz:

- i. Rural Agricultural Development Training Scheme (RADTS).
- ii. Integrated Farming Training Scheme (IFTS).
- iii. Post Rural Agricultural Development Training Scheme (PRADTS).

i. Rural Agricultural Development Training Scheme (RADTS)

The Rural Agricultural Development Teaching Scheme uses an integrated farming demonstration and training method, which includes on-site practicals as well as lectures and tutorials on current agricultural challenges (crop cultivation and animal raising). Life skills training, interpersonal communication, problem identification and solving methods, decision-making, and customer service abilities are among the other ways used. The lectures are given by seasoned academics drawn from within tertiary institutions.

ii. Integrated Farming Training Scheme (IFTS)

The Integrated Farming Training Scheme is designed to provide graduates from Nigeria's postsecondary institutions with the necessary skills for operating mixed farming operations as Agro-Entrepreneurs. The scheme's concept is based on the Mixed Farming Project, which raises livestock and crops side by side. It is mostly focused on rural areas, with the main goal of empowering unemployed graduates through capacity building and the distribution of startup kits for poultry and crop farming operations.

Coaching on life skills, interpersonal communication, customer service skills, and the advancement of success attitudes, as well as livestock management, crop production, and agribusiness, is included in the training component. Beneficiaries will be empowered with a financial package to start mixed farms at the IFTS centers as an incubation site for three years before migrating to their permanent sites. Each benefactor has entry to one hectare of land for crop production, as

well as pens/kraals for livestock or fish, working capital for operations, advisory layer support, and mentoring on technical and financial planning to guarantee the effectiveness of the farming enterprises at the implantation centers.

iii. Post-Rural Agricultural Development Training Scheme (PRADTS)

The Post-RADTS training is aimed at improving the knowledge of graduates of the prior Rural Agricultural Training and Development Scheme on specific agricultural business skills (NDE Annual Report, 2013).

THEORETICAL FRAMEWORK

The theoretical framework adopted for this study is the Keynesian Models. This theory was propounded by Wynne Godley and May in 1977. Financial stimulus, public job creation, and expansionary monetary policies are recommended by Keynesian models to enhance worker demand. These financial stimuli, as well as publicly funded created jobs and expansionary monetary policies, according to Schumpeter, will enable entrepreneurship to create jobs and help alleviate unemployment in any economy.

In the theory of entrepreneurship, between classical economists and Schumpeter and his cohorts, there is a tie. These financial incentives, the creation of jobs publicly, and expansionist monetary policies will enable entrepreneurship to create jobs and contribute to amelioration of the unemployment crisis in any given economy.

In the theory of entrepreneurship, the classical economists and Schumpeter have a relationship with his cohorts, hence many theoretical insights into business have come from the field of economy.

Arize (2023), on the other hand, believes that industrialization is the best hope for creating jobs and that it is possible to industrialize a nation through the

encouragement of SMEs. He claimed that the importance of boosting SMEs in Nigeria to assist absorb the rapidly rising labour force is explained by the need for job creation and economic growth. Abdijabbar (2024) acknowledged the relevance of self-employment through SMEs in his contribution, recognizing that there is widespread unemployment affecting all labour groups. According to Salami & Ekakitie (2023), the encouragement of SMEs is a significant policy tool in the 1989 industrial policy via which the government seeks to increase employment. Levitsky (2004) also claimed that SMEs contribute to job creation by employing more workers about capital invested. This is especially true in developing countries, where labor is plentiful but money is rare.

RESULTS

Table 1
The strategy of NDE in supplying of tools, machines, and other materials needed for the take-off by the beneficiaries

Variables	Strongly agreed	Agreed	Undecided	Disagree	Strongly disagreed	Descriptive statistics	
	F (%)	F (%)	F (%)	F (%)	F (%)	mean	Standard deviation
The NDE supplies enough tools, machines, and other materials needed for the take-off by the beneficiaries	—	48(15.7%)	—	235(77%)	22(7.2%)	2.9148	0.47220

As presented in Table 1, the respondents responded to an assertion that NDE supplies enough tools, machines, and other materials needed for the take-off of the beneficiaries. 48(15.7%) agreed but 235(77%) of the respondents disagreed, while 22(7.2%) strongly disagreed with the assertion. This data implies that in this study area, many of the beneficiaries after their training have not been provided with needed materials needed for the take-off and proper resettling due to a lack of funds and a large number of people to be catered for.

The mean value (\bar{x} = 2.9148; SD = 0.47720) further supports the assertion that NDE supplies enough tools,

METHODOLOGY

Questionnaires were administered to 325 respondents, and 30 beneficiaries were interviewed (10 in Lagos, Ondo, and Osun States). Additionally, five staff members from each of the three States, responsible for training and coordination of the programmes were interviewed. Extant data from the National Directorate of Employment about Ondo, Osun, and Lagos States were collected to validate the triangulation of both primary and secondary data

Data generated were evaluated using frequency, percentage, mean as well as a standard deviation to examine the strategies of the rural employment promotion programmes on employment generation in Southwestern Nigeria.

machines, and other materials needed for the take-off by the beneficiaries. The mean value indicates a general agreement among respondents regarding supplies of tools, machines, and other materials needed for proper and adequate training of the beneficiaries. The second assertion says that Entrepreneurship development programmes are regularly organized for the beneficiaries. 276(90.5%) of the beneficiaries agreed with this assertion, while 19(6.2%) of them disagreed. This study reveals that most, if not all the beneficiaries have been exposed to adequate entrepreneurial skills needed for them to own and manage their businesses.

Table 2
Entrepreneurship development programmes as a strategy

Variables	Strongly agreed	Agreed	Undecided	Disagree	Strongly disagreed	Descriptive statistics	
	F (%)	F (%)	F (%)	F (%)	F (%)	mean	Standard deviation
Entrepreneurship development programmes are regularly organized for the beneficiaries	—	276(90.5%)	10(3.3%)	19(6.2%)	—	2.0644	0.24589

The mean value (\bar{x} = 2.0644) and standard deviation (SD = 0.24589) further support the assertion that Entrepreneurship development programs are regularly organized for the beneficiaries. The mean value above the scale's midpoint indicates a general agreement among

respondents regarding the assertion. These findings highlight the consensus among respondents from the study area that Entrepreneurship development programs are regularly organized for the beneficiaries.

Table 3
vocational skill training

Variables	Strongly agreed	Agreed	Undecided	Disagree	Strongly disagreed	Descriptive statistics	
	F (%)	F (%)	F (%)	F (%)	F (%)	mean	Standard deviation
Beneficiaries are given adequate Vocational Skills training in the various NDE programs before graduating	10(3.3%)	294(96.4%)	—	1(0.3%)	—	1.9705	0.18791

Moreover, in response to the third assertion which is that beneficiaries are given adequate Vocational Skills training of the various NDE programs before graduating. 10(3.3%) strongly agreed and 294(96.4%) corroborated the assertion by agreeing to while only 1(0.3%) disagreed with this assertion. This study reveals that anyone admitted by the NDE is adequately trained in their chosen vocation.

Table 4
Government funding

Variables	Strongly agreed	Agreed	Undecided	Disagreed	Strongly disagreed	Descriptive Statistics	
	F(%)	F(%)	F(%)	F(%)	F(%)	Mean	Standard deviation
The government adequately finances the procurement of tools and materials to the beneficiaries	8(2.6%)	76(24.9%)	—	210(68.9%)	11(3.6%)	2.7344	.56529

Concerning the fourth assertion which was that the Government adequately financed the procurement of tools and materials for the beneficiaries. 8(2.6%) of the respondents strongly agreed with the assertion, 76(24.9%) of the beneficiaries agreed as well while 210(68.9%) of the disagreed and 11(3.6%) of the respondents strongly disagreed with the assertion. The study revealed that one of the major constraints involved was the lack of enough

The mean value ($\bar{x}=1.9705$) and standard deviation (SD =.18791) further support the assertion that beneficiaries are given adequate Vocational Skills training in the various NDE programs before graduating. The mean value above the scale's midpoint indicates a general agreement among respondents regarding the assertion.

funds which affects the purchase of enough tools needed by the beneficiaries.

The mean value ($\bar{x}=2.7344$ SD = .56629) further supported the assertion that the Government adequately financed the procurement of tools and materials for the beneficiaries. The mean value above the scale's midpoint indicated a general agreement among respondents regarding the assertion.

Table 5
Resettlement of beneficiaries

Variables	Strongly agreed	Agreed	Undecided	Disagreed	Strongly disagreed	Descriptive Statistics	
	F(%)	F(%)	F(%)	F(%)	F(%)	Mean	Standard deviation
Resettlement of trained beneficiaries to start their small-scale agro-allied and agro-based ventures	—	131(43%)	1(0.3%)	167(54.8%)	6(2%)	2.5888	.53152

The last item on the table was their resettlement of trained beneficiaries to start their small-scale agro-allied and agro-based ventures. 131(43%) of the respondents agreed to this, 167(54.8%) disagreed with this assertion while 6(2%) of the beneficiaries strongly disagreed. This study revealed that NDE in the capacity they have can only do as much as funds were made available to them though the funds were said to be grossly inadequate.

The mean value ($\bar{x}=2.5888$; SD = .53152) further supported the assertion that resettlement of trained beneficiaries to start their small-scale agro-allied and agro-based ventures. The mean value above the scale's midpoint indicates a general agreement among respondents regarding the assertion.

Table 6
Avoidance of late disbursement of loans

Variables	Strongly agreed	Agreed	Undecided	Disagreed	Strongly disagreed	Descriptive Statistics	
	F(%)	F(%)	F(%)	F(%)	F(%)	Mean	Standard deviation
There is avoidance of late disbursement of loans, tools, and equipment by the NDE to the beneficiaries	11(3.6%)	38(12.5%)	15(4.9%)	230(75.4%)	11(3.6%)	2.8310	.54143

The sixth assertion was that there was avoidance of late disbursement of loans, tools, and equipment by the NDE to the beneficiaries. 11(3.6%) strongly agreed, 38(12.5%) of the respondents agreed with the assertion, 230(75.4%) of them disagreed while 11(3.6%) strongly disagreed. These findings show that very few get loan access or even benefit from them. Some of the beneficiaries get discouraged along the way and give

up pursuing the loan because of the delay in getting the said loan. Also, the mean value ($\bar{x}=2.8310$) and standard deviation (SD = .541143) further support the assertion that there was avoidance of late disbursement of loans, tools, and equipment by the NDE to the beneficiaries. The mean value above the scale's midpoint indicated a general agreement among respondents regarding the assertion.

MAJOR FINDINGS

According to the study, the National Directorate of Employment was established in 1986 to combat mass unemployment. The Rural Employment Promotion creation was designed to create employment for the rural populace and enhance rural income via Agricultural Production.

The literature x-rayed conceptual issues that identify poverty, agricultural effects, and empowerment/employment generation. The analysis of the literature found that there are numerous opportunities for job creation in Nigeria. Nevertheless, policy alignment and political will among policymakers in Nigeria are critical.

The study adopted a survey research design. Primary and secondary data were utilised. Primary data were collected through the administration of a questionnaire and the conduct of interviews. The study population (3,251) comprised the Staff and beneficiaries of Rural Employment programmes of the National Directorate of Employment (NDE) in Southwestern Nigeria. A Multistage sampling procedure was used for this study.

In addition, the study revealed that the government employed numerous strategies in implementing the National Directorate of Employment in southwestern Nigeria, including training as a vehicle for stimulating youth interest in taking agriculture as a vocation and discovering agricultural value-chain business possibilities that may lead to the development of jobs and wealth and resettlement of trained beneficiaries to start their own small scale agro-allied and agro- based ventures.

Furthermore, the study uncovered a strong correlation between the implementataion of NDE and rural employment in southwestern Nigeria ($r = +0.150$, $p < 0.05$). Though NDE have been able to achieve considerable number of youth, graduates that have taken agriculture as a vocation because of the training and exposure to Agriculture, some have picked interest in farming and taken it up as a vocation.

In addition, the study examined the obstacles impeding the effectiveness of the national Directorate of Employment and Rural Employment Creation in southwestern Nigeria. The study revealed that inadequate funding, inadequate resettlement package, inappropriate working environment, obsolete office equipment, late disbursement of loan were the most significant obstacles to the effectiveness of the Directorate in implementing the rural employment creation programmes in the study area.

CONCLUSION AND RECOMMENDATION

The study's findings show that although the NDE was founded as a directorate to lower unemployment in Nigeria, it has an uneven record of successes and lingering difficulties. Therefore, any effort to realign the NDE for effective operation and, consequently,

efficient service delivery should include a review of the Directorate's procedures to better the attainment of its goals. In Southwest Nigeria, the National Directorate of Employment has a fairly positive impact on rural job development and unemployment reduction.

RECOMMENDATION

To enhance the implementation of the National Directorate of Employment for rural employment creation in southwestern Nigeria, the following recommendations can be considered:

- To publicise more about the NDE as well as enlightening the general public of what it does and how much it is doing so that many unemployed people can take advantage of the programmes.
- Review of the policy backing up the Directorate because it has been a while since the policy was reviewed.
- The government should do upward review of the allocation being given for the implementation of the programmes of NDE so as to be able to perform effectively.
- The resettlement packages should be appropriate and realistic for take-off so as to be able to actually curb unemployment in the society, training alone cannot reduce unemployment, Entrepreneurship needs capital and adequate take-off materials.

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