

ENVIRONMENTAL BEAUTIFICATION TRAINING SCHEME (EBTS) AND UNEMPLOYMENT IN KADUNA STATE, NIGERIA

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Abstract

Unemployment has remained one of the current and steady social problems that characterized Kaduna state. Measures to address this social plague have featured prominently in the development agenda of successive governments without much positive result in the State. Consequently, this study examined the effect of Environmental Beautification Training Scheme (EBTS) on Unemployment in Kaduna State. The study postulated that the Environmental Beautification Training Scheme (EBTS) of the NDE has not significantly affected the rate of unemployment in Kaduna State. Empowerment Theory by Julian Rappaport (1981) had been adopted as theoretical framework to underpin the study. Data was collected with the aid of structured questionnaire administered to 123 respondents and 6 interviewees. Purposive and Simple random sampling techniques were adopted for interviews and questionnaire administration respectively in the study. Data was analyzed using descriptive and inferential statistical tools. The study revealed that EBTS has not significantly reduced the rate of unemployment in Kaduna State. The study further revealed that insufficient allocation of funds is an impediment to EBTS in Kaduna state. The study concluded that EBTS will effectively combat unemployment in the state if adequately funded. The study recommends that the federal government should increase allocations to EBTS via NDE so as to achieve its statutory responsibility of job creation.

Keywords: EBTS, employment, unemployment, empowerment theory

Introduction

Since the beginning of the 1980s, unemployment is one of the developmental problems that face every developing economy in the 21st century. This scourge of unemployment has remained a disturbing phenomenon that threatens socio-economic progress in sub-Saharan Africa. For a sub-region that is already enmeshed in widespread poverty, the inability of the vast majority of the youth to give full vent to

their potentials in the form of gainful employment, paints a gloomy picture of the sub-regional economy.

Nigeria, the supposed giant of the region and the most populous in the continent, represents a typical example of this social plague. With a population of about one hundred and ninety two million (Ningxin, 2018), Nigeria is blessed as the 6th largest producer of crude oil in the world coupled with other capital assets like vast arable land, a variety of mineral resources and human potentials (Vambe & Suleiman, 2014). With this disposition, Eme (2014) submits that “Nigeria has no business being among the poor nations of the world. Contrary to this submission, unemployment and poverty remains evident in Nigeria. The National Bureau of Statistics (2012) asserts that 69 percent of Nigeria's estimated population of 163 million, equating to 112.47 million Nigerians, live in poverty. The World Bank also reported that in 2013, Nigeria's unemployment level was 40 million, thus when translated into labour, it means that 40 million Nigerian youths are unemployed (World Bank, 2013). “As of Q3 2018, the calculated unemployment rate for Nigeria was 23.1 percent, the underemployment rate was 20.1 percent, and the combined unemployment and underemployment rate was 43.3 percent,” (NBS, 2018).

The Nigerian economy since the attainment of political independence in 1960 has undergone fundamental changes. As a nation, Nigeria has been working tirelessly since the collapse of oil boom to achieve youth independence and improved economic status through several reforms and programme initiatives such as: the Structural Adjustment Programme (SAP), the National Directorate of Employment (NDE), Small and Medium Enterprises Development Agencies (SMEDAN), National Agency for Poverty Eradication Programme (NAPEP), Better Life Programme, the Graduate Job Creation Loan Guarantee Scheme, Agricultural Sector Employment Programme, Subsidy Reinforcement and Empowerment Programme (SURE-P) and Youth Enterprise With Innovation in Nigeria YOUWIN (Ekong & Ekong 2016). Despite several attempts of government, donor agencies, Non-Governmental Organizations and other related bodies at generating employment, the unemployment problems is still much apparent in the country (Arosanyin, 2011).

Unemployment rate has been on the increase in Nigeria over the years. The youth unemployment crisis in Nigeria is so severe that over 100,000 youths sometimes jostle for 25 vacancies (Durotoye, 2014). In between the first quarter of 2015 and the first quarter of 2016, the number of unemployed persons in Nigeria rose from 5.53 million to 9.49 million with the unemployment rate between these two periods rising from 7.5 percent to 12.1 percent (NBS, 2016). Undoubtedly, those who feel the brunt of the unemployment crisis in Nigeria the most are the youths (Anyebe, 2016). This report is further corroborated by International Labour Organization which posits that Graduate unemployment which was 26.6% in 2003 rose to about 40.3% in 2009 (ILO Report, 2010 as cited in Nyong, 2013).

According to Anyebe (2016), “the newly launched jobs portal of the Federal Government “N – Power.gov.ng” recorded over 400, 000 successful registrations within 36 hours after opening for 500, 000 teaching jobs and other positions”. In 2017, 2.8 million applicants applied for the N-Power programme for the openings of 300, 000 applicants for both teaching jobs and other positions (N-Power.gov.ng). NBS

(2012) states that the rate of unemployment among economically active Nigerians between the youthful ages of 15-24 was as high as 37.7 % in 2011 while among those within the age bracket of 25-44 years, the unemployment rate was 22.4 %. For Nigerians within the age of 45 and 59, the rate of unemployment stood at 18.0 % while it was 21.4 % among those within the age bracket of 60 and 64. The translation of this is that Nigerians between the youthful ages of 15 and 24 are those mostly affected by unemployment and are, as such, more vulnerable to its attendant consequences (Anyebe, 2016). Over-emphasis on university certificate and neglect of entrepreneurial or skill acquisition, rapid population growth, outdated school curricula and lack of employable skills, high level of public sector corruption, and adoption of untimely economic policy measures are some of the factors causing increase in the unemployment rate in Nigeria (Ikechukwu & Nwogwugwu, 2015).

Successive governments in Nigeria had adopted various policies to create jobs and reduce unemployment in the country (Popoola & Ajayi, 2016). In an effort to achieve this, the administration of General Ibrahim Babangida constituted a committee known as the Chukwuma Committee on March 26, 1986, to consider appropriate strategies for dealing with the mass unemployment problem in the country under the aegis of the Ministry of Employment, Labour and Productivity (Adebisi & Oni, 2012). The report of the committee led to the institution of the National Directorate of Employment (NDE) in November 1986, and charged with the following mandates: to design and implement programmes to combat mass unemployment; articulate policies aimed at developing work programmes with labour intensive potentials; obtain and maintain a data bank on vacancies and employment opportunities in the country with other government agencies and; implement any other policy as may be laid down, from time to time, by the Directorate (Popoola & Ajayi, 2016). Considering the number of youths that are exposed to the dangers of crime related vices, the FGN established the NDE in order to equip youths with proper skills and facilities to live on their own (Robert, 2016). This, the NDE does by designing the environmental beautification training scheme, a sub-component of the special public work programme of the NDE. The NDE using EBTS in Nigeria had trained a total of 1,225 in 2010, 998 in 2011, 681 in 2012, 518 in 2013, 785 in 2014, and 1,858 in 2015 (NDE Annual Reports, 2010, 2011, 2012, 2013, 2014 and 2015).

The Environmental Beautification Training Scheme (EBTS) is a strategy under the Special Public Work Programme of the National Directorate of Employment. The Special Public Work Programme consist of schemes such as; Graduate Attachment Programme (GAP), Environmental Beautification Training Scheme (EBTS), Community Development Scheme (CDS), Renewable Energy Development Training Scheme (RETS), Graduate Coaching Scheme, Special Public Works Housing Scheme (NDE Annual Report, 2013). The Environmental Beautification Training Scheme (EBTS) is a skill acquisition scheme that trains unemployed youths participating in the programme on Hard Landscaping such as; Block Molding, Kerb Making, Inter locking stone, Concrete balustrade, Floor and wall tiling, Concrete rings and Soft Landscaping/Horticulture such as; Tree planting, Flowering, Grassing, and **Plastering such as;** Plaster of Paris making, Suspended ceiling, Decoration of Columns and Beams, Molding of flower pots, Construction and decoration of Water Fountains. Participants were attached to master trainers for a 6 months period to acquire skills of interest after which they are resettled with tools and equipments. The scheme

enhances the aesthetic views and beautified our cities, towns and homes (NDE Annual Report, 2013).

In order for the NDE to have an effective mobilization and coverage in Kaduna State, NDE have spread its training centers across the three senatorial district of the state and its activity covers the entire local government areas. The NDE through it Kaduna state office had trained a total of 25 persons (25 male) in 2011, 25 (25 male) in 2012, 30 (20 male & 10 female) in 2013, 50 (46 male & 4 female) in 2014 and 50 (50 male) in 2015 under the Environmental Beautification Training Scheme (EBTS) (NDE Annual Reports, 2010, 2011, 2012, 2013, 2014 and 2015). Despite these efforts by the NDE via Environmental Beautification Training Scheme and more than thirty (30) years after the establishment of the Scheme in Kaduna State, the unemployment rate keeps on ascending from 8.4 in 2002, it rose to 19.6 in 2003, 15.9 in 2004, 12.1 in 2005, 14.1 in 2006, 5.9 in 2007, 11.6 in 2008, 11.6 in 2009, 12.6 in 2010, and 30.3 in 2011 (NBS 2010, as cited in Aiyedogbon, 2012). Against the foregoing, the researchers pose this research question: how has the Environmental Beautification Training Scheme (EBTS) of the NDE affected the rate of unemployment in Kaduna State?

Hypothesis to be tested

H₀. the Environmental Beautification Training Scheme (EBTS) of the NDE has not significantly affected the rate of unemployment in Kaduna State.

Literature Review

In times memorial, many researchers have carried out empirical studies on the operations and programmes of the National Directorate of Employment (NDE) as well as on the issue of unemployment and employment generation in Nigeria. For instance, Robert, (2016) examined the influence of national open apprenticeship scheme on youths' empowerment in north-east geo-political zone, Nigeria. The study has four specific objectives. This study has four research questions which were intended to direct the study. Four null hypotheses were formulated and tested at 0.05 level of significance. The study adopted the descriptive survey design. The population was 6,453 NOAS graduates located in the North-east Geo-political zone of Nigeria, and the sample size was 377, which were selected using the Cluster sampling method. Questionnaire and fixed response interview were used to collect data; the data collection process lasted for 14 days. The demographic data were analyzed using percentages. The research questions were answered using mean and standard deviation. The hypotheses were tested using simple regression at 0.05 level of significance. The four null hypotheses were rejected. One of the major findings is that the National Open Apprenticeship Scheme training influenced youth's acquisition of employable skills. The study concluded that the National Open Apprenticeship Scheme empowered youths in the North-east Geo-political zone of Nigeria. Four recommendations were made, one among which is: The Federal Government of Nigeria should put in more efforts to sustain the National Open Apprenticeship Scheme programme by constantly reviewing its progress and providing essential human and material resources to the training outlets.

Amire and Chide (2015) in another development carried out a study examining the contributions of the NDE in facilitating youth employment through skill development

and job creation in Lagos State, Nigeria between 2005 and 2011. To collect data for the study, unstructured interview was carried out with officials and heads of department at the NDE zonal offices in Lagos State. Secondary data were collected from NDE annual reports, periodicals, journals, etc. The findings of the study revealed that between 2005 and 2012, 4188 graduates registered with the job centre units of the NDE in Lagos and out of this number, 341 were employed; that the NDE as an institution had contributed in no small measure in developing vocational skills, training and creating jobs for the unemployed within their capacity. The study however submitted that the pace of the NDE was slow in meeting the demands for skills development among graduates in Nigeria. Consequently, the study recommends that the government develop more institutional capacity to tackle the issue of unemployment in the country and that the NDE update its data bank as the lack of current data is a serious defect on its operations – the availability of current data will make for proper planning.

Toluwalase and Omonijo (2013) evaluated the fundamental efforts of the NDE at using agricultural programmes to combat poverty among small-scale food crop farmers in Ekiti State, where agriculture is largely practiced as a means of livelihood. The study obtained its data through the administration of structured questionnaires on 200 arable crop farmers who benefited from NDE agricultural programmes and 100 farmers who did not benefit, in addition to consulting NDE annual reports, periodical magazines, journals, newspapers, etc. The findings of the study reveal that socio-economic characteristics like age, education, level of income, household size and income have correlation with severity of poverty; that those who did not benefit from NDE programmes (non-benefiting farmers) had the highest vulnerability to poverty as their poverty index was estimated to be 0.94, compared with 0.11 of the beneficiaries. Going by its findings, the study recommends that the government should increase the number of beneficiaries of NDE agricultural programmes in order to develop agriculture as one of the strongest profession to curtail poverty in Nigeria.

In a separate academic exercise, Adebisi and Oni (2012) assessed the operational schemes of the National Directorate of Employment (NDE) and the relevance of its training programmes to the needs of trainees in Southwestern Nigeria. The study adopted the survey design. Precisely, the six states of Ekiti, Lagos, Ogun, Ondo, Osun and Oyo in the South West of Nigeria were used for the study. 1200 trainees, 420 trainers, and 120 ex-trainees were sampled from a population of 382,792. The results show that the NDE had 11 operational schemes and 30 job categories. It also shows that the NDE training programmes met the needs of the trainees as 99.2% of trainees and 98.3% of ex-trainees said that they learnt the jobs they had wanted to learn at the NDE. Furthermore, all the 120 ex-trainees sampled (100%) said that the jobs they now do were the ones they learned at the NDE. The study concludes that the NDE impacts positively on previously unemployed Nigerians who enrolled in its programmes by providing them with gainful employment. The study, therefore, recommends that in order to ensure even enrollment and bring the services of the NDE closer to the grassroots, the Directorate should have its liaison offices in local government headquarters across the federation.

Popoola and Ajayi (2016) in a different study assessed the National Directorate of Employment (NDE) and Rural Empowerment in Oyo State, Nigeria. Both primary and

secondary sources of information were used in gathering data for the study. 20 copies of questionnaire were administered to members of staff of the Directorate while 10 of them were interviewed; 625 copies of questionnaire were administered to beneficiaries of the Directorate while 40 of them were also interviewed. Findings revealed that NDE played significant roles in employment generation, entrepreneurship and skills creation, with a significant positive effect on the monthly income of beneficiaries, though major challenges such as financial constraints, poor-awareness of NDE programmes by the public, still faced the NDE in implementing her statutory responsibilities. The study concluded that the NDE programmes has enhanced rural empowerment in Oyo State, despite the challenges facing agency, thereby engendering an improved means of livelihood for the beneficiaries.

Suffice to articulate that the study of Robert (2016) focused on the influence of the national open apprenticeship scheme (NOAS) of NDE on youths' empowerment in north-east geo-political zone; Amire & Chide (2015) looked at the contributions of the NDE in facilitating youth employment through skill development and job creation in Lagos State, Toluwalase & Omonijo (2013) evaluated the fundamental efforts of the NDE at using agricultural programmes to combat poverty among small-scale food crop farmers in Ekiti State, Adebisi & Oni (2012) assessed the operational schemes of the National Directorate of Employment (NDE) and the relevance of its training programmes to the needs of trainees in Southwestern Nigeria, while Popoola & Ajayi (2016) assessed the National Directorate of Employment (NDE) and Rural Empowerment in Oyo State. It is pertinent to note that none of this academic endeavours were carried out in Kaduna state and none of them made use of Environmental Beautification Training Scheme (EBTS) of the NDE to measure its contribution to dousing the unemployment menace. On this premise, this study will fill the gaps left by the above reviewed studies.

Theoretical Framework

This study is anchored on Empowerment Theory by Julian Rappaport (1981). Empowerment is an intentional, ongoing process centered in the local community, involving mutual respect, critical reflection, caring and group participation, through which people lacking equal share of valued resources gain greater access to and control over those resources (Cornell Empowerment-Group, 1989 as cited in Zimmerman, 1995) or simply a process by which people acquire skills, gain control over their lives, democratic participation in the life of their community (Rappaport, 1987) and a critical understanding of their environment (Zimmerman, 1995).

The theory of empowerment includes both processes and outcomes (Swift and Levin, 1987 as cited in Zimmerman, 1995). The theory suggests that actions, activities or structures may be empowering, and that the outcomes of such processes result in a level of being empowered. Both empowerment processes and outcomes vary in their outward form because no single standard can fully captured its meaning for all people in all contexts (Rappaport, 1983; Zimmerman, 1995). Zimmerman (1995) posits that a distinction between empowering processes and outcomes is critical in order to clearly define empowerment theory. Empowering processes are ones in which attempts to gain control, obtain needed resources, and critically understand one's social environment are fundamental. The process is empowering if it helps people to develop skills so that they become independent problem-solvers and decision-makers.

Empowering processes will vary across levels of analysis i.e. empowering processes for individuals might include learning new skill, organizational or community involvement; empowering processes at the organizational levels might include shared leadership and decision making; and empowering processes at the community level might include accessible government, media and other community resources. Empowered outcomes refer to operationalisation of empowerment so that we can study the consequences of citizen's attempts to gain greater control in their community or the effects of interventions designed to empower participants. Empowered outcomes also differ across levels of analysis i.e. empowering outcomes for individuals might include situation-specific perceived control, skills, and proactive behaviors; empowering outcomes for organizations might include organizational networks, effective resource acquisition, and policy leverage; in terms of community level empowerment, outcomes might include evidence of pluralism, the existence of organizational coalitions, and accessible community resources. Therefore, it could be deduced from the theory that the mechanisms for empowerment include individual competencies and proactive behaviours, natural helping systems and organizational effectiveness, community competence and access to resources. The theory posits that each level of analysis although, described separately, is inherently connected to the others. Individual, organization and community empowerment are mutually interdependent and are both a cause and consequence of each other. The extent to which elements at one level of analysis are empowered is directly related to the empowering potentials of other levels of analysis. Similarly, empowering processes at one level of analysis contribute to empowered outcomes at other levels of analysis. Empowered persons are the basis for developing a responsible and participatory organizations and communities; it is difficult to imagine an empowering organization or community devoid of empowered individuals. Efforts to understand empowering processes and outcomes (Empowerment theory) are not complete unless multiple levels of analysis are studied and integrated (Zimmerman, 1995).

The Empowerment Theory by Julian Rappaport (1981) gives us an insight into what empowerment entails and the means by which various Governments, NGOs and Corporate Groups can use it to transmit desirable skills on a target group in the community which would invariably make them to become decision makers and problem solvers. The Empowerment Theory is indispensable and relevant to underpinning the study because the NDE is a structure created and saddled with the responsibility of job creation through the empowerment of unemployed graduates and school leavers with requisite marketable skills which would enabled them to become self reliant and self employed after training. The NDE is expected to empower unemployed graduates and school leavers with the right skills through their various programmes which will have a dent on the unemployment rates in the country and specifically in Kaduna State.

As earlier mentioned in the study, empowerment theory is divided into two parts (empowering processes and empowering outcomes) and three level of analysis (individuals, organizations and communities). Based on this study, the individual level of analysis will guide our discourse. In the empowering processes, the individuals/unemployed graduates are recruited by NDE which is a structure and using Environmental Beautification Training Scheme (EBTS) impact in them desirable skills through training. Upon the completion of training and certification, a soft loan or

resettlement loan is given to the unemployment graduates as start up. The empowering outcomes which are a direct consequence of the empowering processes are the anticipated outcomes. The outcomes include: Self-empowerment i.e. acquisition of business/problem solving and decision making skills among the unemployed graduates thereby leading to job creation & employment provision which in turn dents the growing rate of unemployment in Kaduna State and the country in general.

Research Method

This study was carried out in Kaduna state which is situated in North-West Nigeria. The research design was largely survey which involves the instrumentality of questionnaire and interview. LGAs of Kachia, Kaduna North and Zaria representing the three senatorial districts of the state were purposely chosen to serve as the representation of the entire state. The total population of beneficiaries of EBTS was at 180 and using Krejcie and Morgan table for determining sample size, we arrived at a sample size of 123. The sample was equally shared among the selected LGAs using simple random sampling technique. Each LGA was allocated 41 questionnaires. A total of 123 questionnaires were purposively administered to beneficiaries of EBTS in the selected LGAs. Purposive sampling was used because the researcher has knowledge of the population. Out of the total number of questionnaires administered, 96 were duly completed and returned while a total of 27 were not returned. Three beneficiaries and three staff of NDE were purposely identify and interviewed. The questionnaire was designed using the Likert 5 scale format so as to determine how strongly respondents agreed to a particular opinion on the subject matter. Relevant secondary data were sourced and utilized. To test the hypothesis, chi-square non-parametric test was adopted using Statistical Package for Social Sciences (SPSS) version 20.

Results and Discussion

Table 1: Number of Beneficiaries of EBTS for the Entire State from 2011 to 2018

Category	2011	2012	2013	2014	2015	Total
EBTS Beneficiaries	25	25	30	50	50	180
Total	25	25	30	50	50	180

Source: Researcher's Survey, 2018

Table 1 shows the number of beneficiaries of EBTS per year from 2011 to 2017. The year 2014 and 2015 had the highest number of beneficiaries while 2011 and 2012 had the lowest number of beneficiaries. The figures for 2016, 2017 and 2018 were not ready as at the time of conducting this study which forms a part of the limitation of the study. The reason given for the dwindling in the number of yearly intake of beneficiaries was largely financial.

Table 2: Opinion of Respondents on whether EBTS imparted Beneficiaries with job-related skills?

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	25	26.1	26.1	26.1
Agree	12	12.5	12.5	38.6
Valid Undecided	8	8.3	8.3	46.9
Disagree	41	42.7	42.7	89.6
Strongly disagree	10	10.4	10.4	100.0
Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 2 reveals that 25 (26.1%) respondents strongly agree that the EBTS training strategy for job creation has imparted them with job-related skills, 12 (12.5%) respondents agree, 8 (8.3%) respondents was undecided, 41 (42.7%) respondents disagree while 10 (10.4%) respondents strongly disagree. This clearly shows that majority of the respondents (42.7%) disagree and this is due to the fact that the training programs of NDE using EBTS as a strategy was unable to impart productive and job-related skills and competences on beneficiaries of the training.

Table 3: Opinion of Respondents on whether the number of unemployed persons in Kaduna state reduced from 2011 to 2016 due to the training they received from EBTS?

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	14	14.6	14.6	14.6
Agree	9	9.4	9.4	24
Valid Undecided	22	22.9	22.9	46.9
Disagree	18	18.7	18.7	65.6
Strongly disagree	33	34.4	34.4	100
Total	96	100	100	

Source: Field Survey, 2019

Table 3 shows that 14 (14.6%) respondents strongly agree that the number of unemployed persons in Kaduna state reduced from 2011-2016 and this could be attributed to the success of the EBTS unemployment reduction strategy of NDE, 9 (9.4%) respondent agree, 22 (22.9%) respondents were undecided, 18 (18.7%) respondents disagree while 33 (34.4%) respondents strongly disagree. This clearly indicates that majority of the respondents (34.4%) strongly disagree that unemployment has reduced in Kaduna state from 2011-2016 due to initiation and implementation of EBTS unemployment reduction strategy of NDE in the state.

Table 4: Opinion of Respondents on whether the Trainers and Craftsmen are qualified to impart skills to EBTS Trainees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	10	10.4	10.4	10.4
	Agree	15	15.6	15.6	26
	Undecided	11	11.5	11.5	37.5
	Disagree	40	41.7	41.7	79.2
	Strongly disagree	20	20.8	20.8	100
	Total	96	100	100	

Source: Field Survey, 2019

Table 4 indicates that 10 (10.4%) respondents strongly agree that the trainers and craftsmen were qualified and experts and were able to impart skills on the trainees, 15 (15.6%) respondents agree, another 11 (11.5%) were undecided, 40 (41.7%) respondents disagree while 20 (20.8%) respondent strongly disagree. This clearly shows that majority of the respondents disagree that the trainers and craftsmen were experts and qualified to impart skills on the trainees.

Table 5: Opinion of Respondents on whether the resettlement loans given to EBTS Beneficiaries are sufficient to fund start-ups?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	16	16.7	16.7	16.7
	Agree	10	10.4	10.4	27.1
	Undecided	8	8.3	8.3	35.4
	Disagree	21	21.9	21.9	57.2
	Strongly disagree	41	42.7	42.7	100.0
	Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 5 reveals that 16 (16.7%) respondent strongly agree that the resettlement loans given to beneficiaries were sufficient enough to startup their own businesses, 10 (10.4%) respondents agree, 8 (8.3%) was undecided, another 21 (21.9%) respondents disagree while 41 (42.7%) respondent strongly disagree. This clearly shows that the resettlement loans given to beneficiaries of NDE EBTS scheme as a strategy for reducing unemployment were never sufficient enough for majority of them to startup their own businesses.

Table 6: Opinion of Respondents on whether all EBTS Beneficiaries get resettlement loans to start their own businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	13	13.5	13.5	13.5
	Agree	14	14.6	14.6	28.1
	Undecided	11	11.5	11.5	39.6
	Disagree	39	40.6	40.6	80.2
	Strongly disagree	19	19.8	19.8	100.0
	Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 6 shows that 13 (13.5%) respondents strongly agree that all beneficiaries get resettlement loans to start their own businesses, 14 (14.6%) respondent agree, 11 (11.5%) respondents were undecided, another 39 (40.6%) respondent disagree while 19 (19.8%) respondent strongly disagree. This simply entails that not all beneficiaries were able to get resettlement loans to start their own businesses after their graduation from the EBTS training.

Table 7: Opinion of Respondents on whether they are satisfied with the quality of training they received from EBTS?

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	7	7.3	7.3	7.3
Agree	12	12.5	12.5	19.8
Valid Undecided	15	15.6	15.6	35.4
Disagree	51	53.1	53.1	88.5
Strongly disagree	11	11.5	11.5	100.0
Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 7 shows that 7 (7.3%) respondents strongly agree that they are satisfied with the quality of training they received, 12 (12.5%) respondents agree, 15 (15.6%) was undecided, 51 (53.1%) respondents disagree while 11 (11.5%) respondent strongly disagree. This again is a clear indication that most of the beneficiaries were not satisfied with the quality of the training they received during their engagement by NDE EBTS program in Kaduna state.

Table 8: Opinion of Respondents on whether the monitoring of trainees' progress carried out by NDE officials ensures that EBTS Trainees get the best of training?

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	17	17.7	17.7	17.7
Agree	4	4.2	4.2	21.9
Valid Undecided	10	10.4	10.4	32.3
Disagree	16	16.7	16.7	49
Strongly disagree	49	51.0	51.0	100.0
Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 8 indicate that 7 (17.7%) respondents strongly agree that the monitoring of trainees progress carried out by NDE official ensured that trainees get the best training, 4 (4.2%) respondents agree, another 10 (10.4%) were undecided, 16 (16.7%) respondents disagree while another 49 (51.0%) respondent strongly disagree. This simply reveals that majority of the respondents disagree that monitoring of trainees progress carried out by NDE official ensured that trainees get the best training, and this is a pointer to the fact that the process of monitoring and

supervising of the training processes and procedures was poor.

Table 9: Opinion of Respondents on whether most Beneficiaries of EBTS graduate to set up their own business?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	6	6.3	6.3	6.3
Valid Agree	11	11.5	11.5	17.8
Valid Undecided	52	54.1	54.1	71.9
Valid Disagree	10	10.4	10.4	82.3
Valid Strongly disagree	17	17.7	17.7	100.0
Total	96	100.0	100.0	

Source: Field Survey, 2019

Table 9 reveals that 6 (6.3%) respondent strongly agree that most beneficiaries of the EBTS graduate to set up their own businesses, 11 (11.5%) respondents agree, 52 (54.1%) were undecided; another 10 (10.4%) respondents disagree while 17 (17.7%) respondent strongly disagree. This simply means that majority of the respondents were indifferent as to whether they graduated from the EBTS training to set up their own businesses or not, and this is partly because some of them couldn't receive sufficient resettlement packages that would help them set up their own businesses.

Test of Hypothesis

Table 10: Chi-square Non-parametric Test Statistics

	Table 2	Table 3	Table 5	Table 9
Chi-Square	40.146 ^a	17.229 ^a	36.396 ^a	73.271 ^a
Df	4	4	4	4
Asymp. Sig.	.000	.002	.000	.000

Source: SPSS V.20 Output (2019)

Decision Rule: The decision rule states that if the computed value of chi-square or the P-value is greater than the critical value (level of significance, here at 5%), we retain the null hypothesis otherwise we reject the null hypothesis. Therefore, with computed value of chi-square or p-value of .000, .000, .000 and .002 which is less than the critical value at 5%, we therefore validates the hypothesis of the study that the Environmental Beautification Training Scheme (EBTS) of the NDE has not significantly reduced the rate of unemployment in Kaduna State. This means that there is evidence of a relationship between EBTS of the NDE and the rate of unemployment in Kaduna state but the relationship is not strongly significant. In other words, it may be asserted that with more effort, the possibility is that the EBTS of NDE is most likely to reduce unemployment in Kaduna state, and when expanded and improved upon, could significantly reduce rampaging unemployment in Nigeria.

Conclusion

This study interrogated the role of the Environmental Beautification Training Scheme

which is one of the schemes of NDE in combating unemployment in Kaduna state. It began with the recognition that unemployment was on the rise in Kaduna State with an average of 30.3 % in 2011, but NDE was training individuals for self-employment via Environmental Beautification Training Scheme, with what effect? We employed a combination of both primary and secondary data to conduct our analysis. The findings of the study suggest that the Environmental Beautification Training Scheme has not significantly reduced the rate of unemployment in Kaduna state due to factors such as unconducive training environment and inadequate facilities, lack of a harmonized training module since some of the trainees are attached to master trainers outside NDE, inadequate funds and delay in the payment of stipend/soft loans after training and inability of trainees to pay back the soft loans given to them. The study recommend that the government and well meaning individuals should support the NDE by making the training environment conducive through the provision of modern equipments and gadgets. The NDE should endeavour to have a harmonized training module which would serve as a guide to all master trainers during training irrespective of their location either within or outside the Directorate. There is a need for the government to increase the allocation of fund and resources to the National Directorate of Employment (NDE) to foster effective execution of its primary objectives. The ability of the NDE to efficiently perform its functions depends on the available financial strength and resources. There NDE should ensure prompt and timely payment of the stipends/soft loans to beneficiaries after training. Beneficiaries should ensure that the pay back the soft loans given to them on time so that other trainees on ground too can be empowered financially to kick start their businesses.

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