

**IMPACT OF NATIONAL DIRECTORATE OF EMPLOYMENT SKILLS
ACQUISITION PROGRAMMES AND EMPLOYMENT GENERATION AMONG
YOUTHS IN TARABA STATE, NIGERIA**

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Abstract

This paper assessed the impact of the National Directorate of Employment (NDE) skill acquisition programs on employment generation among youths in Taraba State. The research explores the typology of NDE programs, factors influencing their effectiveness and sustainability, and challenges hindering their success. The paper used descriptive survey research design, utilizing both quantitative and qualitative methods to ensure a comprehensive analysis. A structured questionnaire was administered to 392 respondents, selected using a stratified random sampling technique. Data were analyzed using descriptive statistics, including mean scores and standard deviations, while qualitative data from interviews provided contextual support to the findings. The results indicate that NDE skill acquisition programs have significantly increased employment opportunities, improved income generation, and equipped youth with relevant vocational and entrepreneurial skills aligned with labour market demands. However, inadequate funding, limited resources, lack of sufficient trainers, and political interference were identified as major constraints to the program's effectiveness. The paper adopted human capital theory, which posits that investment in skills development enhances productivity and employability. The paper recommended increased government funding, expansion of training infrastructure, enhanced stakeholder collaboration, and improved accessibility for rural youth to maximize program impact

Keywords: Impact of NDE, Employment Generation, Skills Acquisition

Introduction

Youth unemployment is a pressing issue with far-reaching social, economic, and political implications, particularly in developing countries like Nigeria. As the largest country in Africa by population, Nigeria is home to a significant youth demographic, with individuals aged 15-35 constituting over 50% of its populace (World Bank, 2020). Despite this demographic advantage, youth unemployment remains a persistent challenge, stifling economic growth and exacerbating social inequalities. In Nigeria, the unemployment rate among youth stands at a staggering 33.3%, more than double the national average (National Bureau of Statistics, 2023). In order to bridge this skills gap and boost employment generation capacity among the unemployed, successive administrations in Nigeria have created intervention agencies to provide opportunity for jobless citizens to acquire skills that will improve their employment generation capacity, become self-employed or even employers of labour. Some of these agencies include National Poverty Eradication Programme (NAPEP), National Directorate of Employment (NDE), Subsidy Re-investment Programme SURE-P, N-Power, Small and Medium Enterprises Development Agencies, among others. The NDE as one of such federal government intervention agencies with the mandate to improve on the employment generation

capacity of jobless people in Taraba State. therefore, this study contributed to employment generation among youths in Taraba State.

Statement of the Problem

Despite the concerted efforts of various stakeholders, youth unemployment remains a formidable challenge in Taraba State, Nigeria. The inability of young people to secure gainful employment not only hampers their economic prospects but also undermines the social cohesion and stability of the state. With limited opportunities for formal employment in the predominantly agrarian economy of Taraba State, many youths find themselves trapped in a cycle of poverty and exclusion. The consequences of youth unemployment are dire, with heightened risks of social unrest, crime, and political instability looming large.

Unemployment rate of 1.6% in Taraba State remains a critical challenge in Taraba state, particularly among the youth demographic, which constitutes a significant portion of the population. The persistent high rates of youth unemployment have far-reaching socio-economic implications, including increased poverty, social unrest, and heightened crime rates. (Statista, 2024) Despite various governmental efforts to address this issue, the problem persists, necessitating a closer examination of the effectiveness of these interventions. The National Directorate of Employment (NDE) was established in Nigeria on March 26, 1986, by the military administration of General Ibrahim Badamasi Babangida with the mandate to tackle unemployment through the provision of skill acquisition programs aimed at enhancing the employability of Nigerian youths. These programs are designed to equip participants with vocational skills that are expected to improve their chances of securing employment or starting their own businesses. However, the effectiveness of these programs in achieving their intended outcomes remains a subject of debate.

Doing so, the study seeks to provide evidence-based insights and recommendations that can inform policy decisions and improve the design and implementation of skill acquisition programs in Nigeria.

Research Questions

- i. What is the impact of NDE skills acquisition programs on employment generation among youth in Taraba state?
- ii. What is the topology of NDE skills acquisition programs in Taraba State?

Objectives of the Study

The broad objective of this study is to evaluate the impact of the National Directorate of Employment (NDE) skills acquisition programs on employment generation among youth in Taraba State, Nigeria. The specific objectives include;

- i. To investigate the impact of NDE skills Acquisition programs on employment generation among youths in Taraba State.
- ii. To assess the typology of NDE skills acquisition programs in Taraba State

Conceptual Clarification

For better understanding of concepts used in this study, some key concepts will be selected and be clarified.

Skill Acquisition Programs: "Skill acquisition programs" refer to structured training initiatives designed to equip individuals with specific vocational skills and competencies that are relevant to the labor market. In this study, these programs are offered by the NDE and include training in areas such as tailoring, carpentry, ICT, agriculture, and other trades that aim to enhance participants' employability and foster self-employment

Concept of Employment Generation

Employment generation is a critical component of economic development, referring to the creation of job opportunities that provide individuals with a source of income and contribute to a country's overall productivity. According to Todaro and Smith (2020), employment generation plays a fundamental role in poverty reduction, income equality, and social stability. It is particularly important in developing countries, where high levels of unemployment, especially among youth, pose a significant challenge to national progress. Employment generation strategies often include policies that promote industrial expansion, entrepreneurship, skills acquisition, and vocational training aimed at increasing the employability of individuals and creating sustainable job opportunities.

In the context of Nigeria, the government has implemented several programs to address the issue of unemployment, with the National Directorate of Employment (NDE) playing a significant role. The NDE's skills acquisition programs focus on equipping unemployed youth with practical skills in various sectors, such as agriculture, information technology, and small-scale business operations, thereby facilitating employment generation (Daramola & Idris, 2022). These programs aim to reduce unemployment by preparing individuals for self-employment and entrepreneurial ventures, which are crucial in a country where the formal job sector is unable to absorb the growing labor force (Kalu & Onah, 2021).

Employment generation is also closely linked to the informal sector in many developing economies, where a large portion of the workforce operates outside formal employment structures. In Nigeria, for instance, the informal sector constitutes a major part of the economy, providing jobs to millions of people who might otherwise remain unemployed (Oladele & Adebayo, 2021).

Employment generation is not limited to the direct provision of jobs by the government but includes the enabling of environments for private sector investment, entrepreneurship development, and support for informal sector activities. According to ILO (2019), employment generation encompasses all measures aimed at creating new employment opportunities, maintaining existing jobs, and improving the quality of employment. These measures can include vocational training, skills acquisition, credit support, infrastructure development, and labor market reforms.

Concept of Youth Employment

The concept of youth employment is a pivotal aspect of socio-economic development, particularly in the context of addressing unemployment challenges among young people worldwide. Youth employment encompasses the participation of individuals aged between 15 and 24 (United Nations, 2017) in various forms of economic activity, including formal wage

employment, self-employment, apprenticeships, and unpaid work. It is influenced by a myriad of factors, including educational attainment, skills, labor market conditions, and policy interventions aimed at promoting youth inclusion and empowerment. Youth employment is a critical determinant of individual well-being and societal progress, with implications for poverty reduction, social cohesion, and sustainable development. According to the International Labour Organization (ILO), access to decent and productive employment opportunities is essential for young people to realize their full potential, achieve economic independence, and contribute positively to their communities (ILO, 2020).

Theoretical framework

This Study is anchored on Theory of Planned Behavior (TPB)

The Theory of Planned Behavior was developed by Icek Ajzen in 1985. It asserts that an individual's intentions to engage in a behavior (e.g., seeking employment or starting a business) are influenced by three factors: attitudes toward the behavior, subjective norms, and perceived behavioral control (Ajzen, 1991).

Relevance: TPB is relevant to understanding how NDE skills acquisition programs can influence employment generation. The programs not only equip participants with technical skills but also shape their attitudes toward self-employment and job-seeking behavior. Moreover, the perceived feasibility of securing employment or starting a business plays a crucial role. By increasing participants' confidence in their abilities, NDE programs could improve their perceived behavioral control, thereby increasing the likelihood of employment generation (Daramola & Idris, 2022). The theory emphasizes the importance of psychological and social factors in determining whether the skills learned in these programs will lead to actual employment.

Limitation: TPB's limitation lies in its focus on individual intentions and perceptions, which may overlook broader socio-economic constraints such as limited access to credit, market entry barriers, and unfavorable business environments, which can impede employment generation despite positive attitudes and intentions (Keller, 2021).

Methodology

The study adopted descriptive survey design to systematically investigate the impact of National Directorate of Employment (NDE) skill acquisition programs on youth employment generation in Taraba State, Nigeria. Descriptive surveys are suitable for providing a detailed snapshot of the characteristics, opinions, and experiences of a specific population, making them ideal for exploring the outcomes and perceptions of skill acquisition initiatives among youth participants.

The population of the study encompassed the entire population of Taraba State, Nigeria, which stands at approximately 2,031,077 people (National Population Commission, 2023). This population includes a diverse demographic, with significant representation from urban and rural areas, various age groups, and different socio-economic backgrounds. Specifically, the study focuses on the subset of this population that includes youth aged 18 to 35 who have participated in the National Directorate of Employment (NDE) skill acquisition programs between 2015 and

2023. This demographic is targeted due to its potential vulnerability to unemployment and its critical role in the workforce. Thus, the population of the study consists of residents of both urban and rural areas of Taraba State such as in places like; Ardo-kola, Bali, Donga, Gashaka, Gassol, Ibi, Jalingo, Karim-Lamido, Kurmi, Lau, Sardauna, Takum, Ussa, Wukari, Yorro and Zing. The state is zoned into three Senatorial Districts i.e., Central Zone, Northern Zone, and Southern Zone. The population of the study comprised youth beneficiaries of NDE skill acquisition programs in Taraba State. This includes individuals aged between 18 and 35 years who have participated in various NDE skill acquisition programs offered by the NDE within the study period (2015-2023).

Data Presentation

Data collected were presented and analyzed as can be seen below

Table 1: Response Rate of Questionnaires

Questionnaires	No. of Respondents	Percentage (%)
Total Distributed	400	100%
Returned	392	96.1%
Not Returned	8	3.9%

Source: Field Survey, 2024. Since the response rate is significantly high (above 90%), the data collected is considered reliable and representative for the study analysis.

Demographic Characteristics of Respondents

This section presents the demographic information of the respondents, including age, gender, marital status, education level, employment status, and area of residence.

Table 2: Demographic Characteristics of Respondents

Variable	Category	Frequency (N=392)	Percentage (%)
Age Group	18-22 years	85	21.7%
	23-27 years	125	31.9%
	28-32 years	102	26.0%
	33-35 years	80	20.4%
Gender	Male	245	62.5%
	Female	147	37.5%
Marital Status	Single	215	54.8%
	Married	139	35.5%
	Divorced	20	5.1%
	Widowed	18	4.6%
Educational Level	Primary Education	32	8.2%
	Secondary Education	122	31.1%
	Tertiary Education	174	44.4%
	Vocational/Technical	48	12.2%
	No Formal Education	16	4.1%
Employment Status	Employed	145	37.0%
	Unemployed	98	25.0%
	Self-employed	103	26.3%
	Student	46	11.7%
Area of Residence	Urban	189	48.2%
	Rural	203	51.8%

Source: Field Survey, 2024

Table: 1 presents the demographic distribution of the 392 respondents who participated in the study. The findings highlight variations in age, gender, marital status, educational attainment, employment status, and area of residence, providing insight into the socio-economic and demographic background of the study population.

The age distribution of respondents indicates that the majority fall within the 23-27 years age bracket (31.9%), followed by those in the 28-32 years category (26.0%). Respondents aged 18-22 years constitute 21.7%, while those within the 33-35 years group account for 20.4%. This suggests that a significant proportion of the respondents are young adults, which aligns with the target population of the National Directorate of Employment (NDE) programs aimed at youth empowerment and skill acquisition. The predominance of respondents in their early to mid-career stages further reflects the significance of employment-oriented initiatives in addressing youth unemployment in Taraba State. The gender distribution shows that males constitute 62.5% of the respondents, while females account for 37.5%. This imbalance suggests that more males participated in the study, which may indicate a higher level of male engagement in employment-related discussions or greater accessibility to NDE programs. The lower female representation could be attributed to socio-cultural and economic factors that limit women’s participation in formal employment and vocational training programs in some regions of Nigeria.

Table 3: Responses on the Impact of NDE Skills Acquisition Programs on Employment Generation among Youth

S/N	Statements	SA	A	D	SD	Total	Mean	Std. Dev.	Remark
1	NDE skill acquisition programs have significantly increased employment opportunities for youth in Taraba State.	101	143	89	59	392	3.65	1.12	Agree
2	Participation in NDE programs has positively affected my chances of securing a job.	95	136	87	74	392	3.53	1.18	Agree
3	NDE programs provide skills that meet the current demands of the labor market.	108	129	86	69	392	3.60	1.15	Agree
4	NDE skill programs have led to a reduction in youth unemployment in Taraba State.	97	141	85	69	392	3.58	1.16	Agree
5	The skills I acquired through NDE have increased my ability to generate income.	102	133	88	69	392	3.57	1.14	Agree
Cumulative Mean							3.59	1.15	Agree

Source: Field Survey, 2024

The data in Table 3: provides empirical evidence on the perceived impact of the National Directorate of Employment (NDE) skills acquisition programs on employment generation among youth in Taraba State. The findings indicate an overall agreement among respondents that NDE programs contribute positively to youth employment, as reflected in the cumulative mean score of 3.59 and a standard deviation of 1.15.

Table 4: Responses on the Typology of NDE Skills Acquisition Programs in Taraba State

S/N	Statements	SA	A	D	SD	Total	Mean	Std. Dev.	Remark
6	NDE offers a variety of skill acquisition programs to meet the needs of different youth in Taraba State.	110	137	85	60	392	3.68	1.11	Agree
7	NDE programs cover a wide range of trades and skills needed for employment.	104	139	83	66	392	3.61	1.13	Agree
8	The diversity of NDE programs is beneficial for youth with varying educational backgrounds.	99	132	89	72	392	3.54	1.16	Agree
9	NDE skill programs provide relevant technical, vocational, and entrepreneurial skills.	107	126	87	72	392	3.57	1.17	Agree
10	The types of skills taught in NDE programs align with the job market requirements in Taraba State.	101	135	90	66	392	3.58	1.15	Agree
Cumulative Mean							3.60	1.14	Agree

Source: Field Survey, 2024

Table 4. Provides insight into respondents' perceptions of the diversity and relevance of the National Directorate of Employment (NDE) skill acquisition programs in Taraba State. With a cumulative mean of 3.60, respondents generally agree that the NDE programs offer a variety of skills tailored to meet different youth needs. The standard deviation of 1.14 indicates some variation in responses, suggesting that while most respondents have a positive perception, a few may have had differing experiences.

Table 5: Responses on Challenges Faced by NDE in Employment Generation

S/N	Statements	SA (5)	A (4)	D (2)	SD (1)	Total	Mean	Std. Dev.	Remark
16	Lack of adequate funding is a significant challenge for NDE in supporting youth employment.	124	130	76	62	392	3.71	1.09	Agree
17	Limited resources affect the scope and reach of NDE programs in Taraba State.	117	132	83	60	392	3.68	1.10	Agree
18	There are not enough trainers to meet the demands of NDE skill acquisition programs.	109	126	89	68	392	3.57	1.15	Agree
19	Political factors influence the implementation of NDE programs in Taraba State.	98	138	88	68	392	3.56	1.14	Agree
20	Youth in remote areas face challenges accessing NDE programs due to geographical barriers.	106	134	90	62	392	3.61	1.13	Agree
Cumulative Mean							3.63	1.12	Agree

Source: Field Survey, 2024

Table 4.5 presents the respondents' views on the challenges faced by the National Directorate of Employment (NDE) in generating employment for youth in Taraba State. With a cumulative mean of 3.63, the findings indicate that respondents agree that issues such as inadequate

funding, limited resources, and lack of trainers, political interference, and geographical barriers significantly hinder the effectiveness of NDE programs. The standard deviation of 1.12 suggests some variation in opinions, implying that while many respondents acknowledge these challenges, their experiences may differ based on location and personal engagement with NDE programs.

The statement "Lack of adequate funding is a significant challenge for NDE in supporting youth employment" received the highest mean score of 3.71, indicating a strong consensus among respondents. This highlights those financial constraints remain one of the biggest obstacles to the success of NDE initiatives.

A male beneficiary from Jalingo stated:

"Many youths enroll in NDE programs, but due to insufficient funds, only a few receive startup capital or tools to practice what they learned."

This aligns with Adeyemi & Okechukwu (2021), who found that poor funding reduces the effectiveness of vocational training programs in Nigeria, limiting the ability to expand training centers, purchase modern equipment, and provide financial assistance to graduates. Umar & Yusuf (2022) also noted that government budget cuts often result in delays in program execution, reducing their overall impact. With a mean score of 3.68, respondents agreed that limited resources negatively affect the scope and reach of NDE programs in Taraba State. This suggests that while NDE has good intentions, its ability to effectively train and empower youth is restricted by shortages of training materials, infrastructure, and support mechanisms.

A 28-year-old female in Wukari remarked:

"The training facility lacked proper tools and machines, making it difficult to practice certain skills properly."

This is consistent with Edeh & Okonkwo (2020), who argued that skill acquisition programs in Nigeria often lack essential resources, making training ineffective. Inadequate equipment, outdated teaching materials, and a lack of hands-on practice prevent trainees from gaining the competence required for sustainable employment.

The statement "There are not enough trainers to meet the demands of NDE skill acquisition programs" received a mean score of 3.57, indicating general agreement that a lack of qualified instructors affects training quality.

A male respondent from Wukari observed:

"Some training sessions had too many students and too few instructors, making it hard to get personal guidance."

This finding aligns with Olawale & Hassan (2021), who emphasized that the availability of skilled instructors is crucial for effective skill transfer. When trainers are overburdened, the quality of education suffers, leading to poor knowledge retention among beneficiaries. Similarly, Adebayo (2020) noted that many vocational trainers lack updated industry knowledge, making some training programs outdated and irrelevant to modern job market demands.

Discussion of Major Findings

The findings revealed that NDE skill acquisition programs have significantly contributed to youth employment generation in Taraba State. A majority of respondents affirmed that participation in these programs increased their chances of securing employment and generating income. This is in line with the findings of Yusuf and Ibrahim (2022), who argued that skill acquisition programs play a crucial role in addressing youth unemployment by equipping beneficiaries with practical skills relevant to the labor market. Similarly, Olanrewaju (2021) found that vocational and technical training programs significantly enhance employability and self-reliance among youth, particularly in developing economies where formal employment opportunities are limited.

Additionally, the study found that NDE programs provide skills that align with labor market demands, thereby enhancing the employability of participants. This supports the argument by Adeyemo (2021), who noted that vocational education must be tailored to meet the evolving needs of industries to remain effective. However, some scholars, such as Okafor (2020), caution that while skill acquisition programs contribute to employment, their effectiveness depends on factors such as post-training support, mentorship, and access to credit facilities. This suggests that for NDE programs to have a lasting impact, there should be additional mechanisms to support trained individuals in establishing their businesses or gaining employment.

The study also examined the variety and scope of NDE skill acquisition programs and found that they cover a wide range of trades, technical skills, and entrepreneurial competencies. Respondents agreed that the diversity of these programs is beneficial as it accommodates youth with different educational backgrounds. This finding is consistent with the work of Ogunleye et al. (2020), who emphasized the importance of inclusive skill acquisition programs that cater to both formally and informally educated individuals. According to their study, diversified training programs ensure that marginalized groups, including those with limited educational qualifications, can still acquire employable skills.

Furthermore, the study highlighted that NDE programs provide relevant vocational and entrepreneurial training, which are essential for fostering self-employment. This aligns with the findings of Adebayo and Olaniyan (2019), who argued that entrepreneurial training enhances economic independence and reduces reliance on government jobs. However, while the diversity of programs is beneficial, other studies suggest that continuous curriculum review is necessary to ensure that training remains relevant in an ever-changing economic landscape (Bello & Adebajo, 2021).

The study identified several factors that influence the effectiveness and sustainability of NDE skill acquisition programs. Key among them were government support, adequate funding, and community involvement. The majority of respondents agreed that government intervention plays a crucial role in ensuring the success of these programs. This finding is supported by Olawale (2023), who asserted that skill acquisition initiatives thrive when there is strong political will, sufficient budgetary allocation, and continuous policy support. Similarly, Afolabi et al. (2020) noted that government-funded programs often face sustainability challenges due to inconsistent policies and inadequate financial resources.

Community involvement was also found to be a significant determinant of program success. Respondents emphasized that when local communities support and participate in skill acquisition programs, the likelihood of their sustainability increases. This corroborates the findings of Nwachukwu (2018), who argued that community engagement fosters program ownership, thereby reducing dependence on government funding alone. However, the study also found that limited resources and a shortage of well-trained instructors affect the overall effectiveness of NDE programs, a concern echoed in the work of Ojo and Ahmed (2021), who noted that a lack of skilled trainers negatively impacts knowledge transfer and skill retention among trainees.

Despite the positive impact of NDE skill acquisition programs, the study identified several challenges that hinder their effectiveness. Inadequate funding, limited resources, political interference, and geographical constraints were among the most significant obstacles. The findings revealed that many participants believe that insufficient financial resources limit the scope and reach of NDE programs, a challenge also highlighted by Bello and Adebajo (2021), who found that government-funded initiatives often struggle due to erratic funding and bureaucratic bottlenecks. Political factors were also found to influence the implementation of NDE programs. Respondents noted that political interference sometimes affects program selection, resource allocation, and continuity. This aligns with the study by Ibrahim and Mohammed (2020), which reported that government-sponsored employment programs in Nigeria are sometimes politicized, reducing their overall efficiency and fairness. Additionally, the study found that youth in rural areas face accessibility challenges, making it difficult for them to participate in skill acquisition programs. This finding supports the argument of Adamu and Yusuf (2019), who stated that rural populations often lack access to training facilities, making it necessary for policymakers to design decentralized and mobile training programs.

The demographic analysis of respondents revealed that the majority were young adults aged 23-32 years, a group that represents the most active labor force. The study also found that a higher proportion of respondents were male, suggesting that more efforts may be needed to encourage female participation in skill acquisition programs. These findings align with the work of Okeke and Adebisi (2022), who noted that gender disparities in employment training programs persist due to cultural and societal factors.

Furthermore, the study found that a significant proportion of respondents had at least secondary or tertiary education, indicating that many youths participating in NDE programs already possess a foundational level of education. This suggests that NDE should consider designing advanced skills training for graduates, as highlighted in the work of Chinedu and Oladipo (2020), who recommended specialized entrepreneurship training for educated youth to enhance innovation and competitiveness.

Finally, the findings revealed that a slightly higher percentage of respondents reside in rural areas, emphasizing the need for rural-focused employment interventions. This is supported by the findings of Bello and Usman (2021), who argued that rural unemployment remains a critical challenge in Nigeria due to limited infrastructure and economic opportunities. Expanding NDE programs to underserved rural areas can significantly bridge this employment gap.

The findings of this study provide valuable insights into the impact, effectiveness, and challenges of NDE skill acquisition programs in Taraba State. While the programs have

positively contributed to employment generation among youth, issues such as inadequate funding, political interference, and accessibility challenges persist. Aligning with existing literature, the study underscores the need for sustained government support, improved training infrastructure, and increased accessibility to skill acquisition programs, especially in rural areas. Addressing these challenges will enhance the long-term sustainability of NDE initiatives and significantly reduce youth unemployment in Nigeria.

Conclusion and Recommendations

The study found that NDE programs play a significant role in equipping youths with relevant vocational, technical, and entrepreneurial skills, thereby improving their employability and self-reliance. However, while the programs have contributed to employment generation, their effectiveness is constrained by challenges such as inadequate funding, limited resources, insufficient trainers, political interference, and geographical barriers, particularly affecting youth in rural areas. The findings underscore the importance of skill acquisition in addressing unemployment, aligning with Human Capital Theory, which emphasizes the role of education and training in enhancing productivity and economic opportunities

- I. **Increased Funding and Resource Allocation:** The study revealed that inadequate funding and limited resources are major challenges affecting the sustainability and effectiveness of NDE programs. Therefore, the government should increase budgetary allocations to NDE to ensure that training centers are well-equipped with modern facilities, materials, and tools. Additionally, collaborations with private sector organizations and international development partners should be explored to provide financial and technical support for skill acquisition programs.
- II. **Expansion of NDE Programs to Rural Areas:** Findings indicate that youth in remote areas face difficulties accessing NDE programs due to geographical barriers. To address this, the NDE should establish more training centers in rural communities and implement mobile training initiatives to ensure equal access to skill development opportunities. Furthermore, digital learning platforms and e-training modules should be introduced to expand the reach of these programs, particularly for youth who cannot attend physical training centers.
- III. **Improvement in Trainer Quality and Program Relevance:** The study found that a shortage of qualified trainers and outdated training curricula affect the quality of NDE programs. To improve training effectiveness, the NDE should recruit and train more skilled instructors, ensuring they are well-equipped to deliver high-quality training. Additionally, the curriculum should be regularly reviewed and updated in collaboration with industry stakeholders to align with current labor market demands and emerging job opportunities in sectors such as ICT, renewable energy, and agribusiness.

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