

**EFFECTIVENESS OF THE NATIONAL YOUTH SERVICE CORPS
SCHEME AMONG 2012-2013 CORPS MEMBERS IN LAGOS AND OYO
STATES, NIGERIA**

BY

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ABSTRACT

The Nigerian government in 1973 established the National Youth Service Corps (NYSC) Scheme as one of the reconstruction programmes to combat the devastating effect of the 1967-1970 civil war. Research efforts had been mainly on job commitment of NYSC officials and criticism about the operators and operation of the Scheme. Though, these have led to some reforms, there is a little information on stakeholders' perceived effectiveness of the Scheme. This study examined the effectiveness of the Scheme in relation to its objectives, inculcation of a tradition of industry, skills acquisition and development of sense of national unity, as well as the awareness of the Scheme's objectives among the 2012-2013 corps members in Lagos and Oyo States, Nigeria.

The study adopted survey design. Multi-stage sampling technique was employed. Three Local Government Areas were randomly selected from each of the two States. Through the proportional random sampling technique, 499 and 353 corps members; 85 and 65 employers of corps members; 22 and 11 NYSC officials from 2012-2013 were selected from Lagos and Oyo States. The five instruments used were: Stakeholder's Attitude Towards NYSC Questionnaire ($r=0.70$), NYSC Employers' Programme Evaluation Rating Scale ($r=0.85$), Corp Members' Knowledge of the Scheme Test ($KR-20=0.82$), and Support Services Information Profile Inventory. Key Informant Interview sessions were also held with nine corps members, nine employers and nine NYSC officials in each State. Seven research questions were answered and three hypotheses were tested at $p=0.05$. Data were analysed using descriptive statistics, t-test, multiple regression and content analysis.

In both States, a large number of corps members (92.9%) were first degree and higher national diploma holders, 7.1% held higher degrees. There were 56.6% male and 43.4% female, with a mean age of 24 years. Inculcation of a tradition of industry in corps members was 66.7%, skills acquisition 50.1% and development of sense of national unity was 41.7%. Their knowledge of Scheme's objectives was 74.7%. There was no significant difference between corps members' performance as rated by their employers and between corps members' exhibiting attributes of industry in Lagos and Oyo States. Training factors, availability of materials, stakeholders' qualifications and supervision jointly contributed to the inculcation of a tradition of industry ($AdjR^2=0.667$, $F_{(4,15)}=6.435$), acquisition of skills for self-employment ($AdjR^2=0.501$, $F_{(4,15)}=64.418$), and unification ($AdjR^2=0.417$, $F_{(4,15)}=4.375$). There were

insufficient materials for vocational training; skills mostly acquired were photography, ICT-training, fumigation-horticulture and artistry. Weak enforcement of enabling legislations was considered a hindrance to full implementation of the Scheme. In both States, majority of the stakeholders believed that the Scheme has contributed meaningfully to the inculcation of a tradition of industry and fostering of patriotism among corps members.

The National Youth Service Corps' core objectives have been fairly realised among the 2012-2013 corps members in Lagos and Oyo States, with little hindrances to its implementation. Enforcement of existing laws governing the Scheme needs to be strengthened and adequate materials needed to be provided to ensure full realisation of the Scheme's objectives.

Key words: National Youth Service Corps Scheme, Tradition of industry, Nigerian national unity, Skills for self-employment

Word count: 485

CERTIFICATION

I certify that this study was carried out by Veronica Ehis Elemure in the International Centre for Educational Evaluation (ICEE), Institute of Education, University of Ibadan, Ibadan, Nigeria.

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DEDICATION

This study is dedicated to the Almighty God who blessed me with strength and favour to complete this study.

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TABLE OF CONTENTS

	Page
Title Page	i
Abstract	ii
Certification	iv
Dedication	v
Acknowledgements	vi
Table of Contents	vii
List of Appendices	x
List of Tables	xi
List of Figures	xiv
 CHAPTER ONE: INTRODUCTION	
1.1 Background to the Study	1
1.2 Statement of the Problem	15
1.3 Research Questions and Hypotheses	16
1.4 Scope of the Study	17
1.5 Significance of the Study	18
1.6 Definition of Terms	18
 CHAPTER TWO: REVIEW OF RELATED LITERATURE	
2.1 Theoretical Background	20
2.2 Historical overview of the NYSC Scheme	21
2.3 Corps Members Knowledge of the Scheme and the Scheme's objectives	23

2.4	Acquisition of Self Reliance through the NYSC Self Employment Agenda by Nigerian youths	26
2.5	Inculcation of Industry in Nigerian Youths through the NYSC Scheme	27
2.6	Unification and Integration of Nigerian Youths through the NYSC Scheme	28
2.7	Factors Hindering Implementation of the NYSC Scheme	29
2.8	Effectiveness of Performance of Corps Members in the Scheme	32
2.9	Stakeholders' Attitude Towards the NYSC Scheme	34
2.10	National Youth Service in other Countries	35
2.11	Bronfenbrenner's Theory of Psychological Field from Ecological Model	41
2.12	Appraisal of literature reviewed	43
2.13	Gap to Fill	45

CHAPTER THREE: METHODOLOGY

3.0	Introduction	47
3.1	Research Design	47
3.2	Variables for the Study	47
3.3	Population	47
3.4	Sampling Techniques and Sample	47
3.5	Instrumentation	51
	3.5.1 Support Service Information Inventory (SSII)	51
	3.5.2 Stakeholders' Attitude towards the Scheme Questionnaire (SATSQ)	51
	3.5.3 NYSC Employers' Programme Evaluation Rating Scale (NEPERS)	52
	3.5.4 Corps Members' Knowledge of the Scheme and Objective Test (CMKSOT)	52
	3.5.5 Key Informant Interview (K.I.I.) Schedule	53
3.6	Procedure for Data Collection	53

3.7	Scoring of the Instruments	54
3.8	Data Analysis	55
3.9	Methodological Challenges	55

CHAPTER FOUR: RESULTS AND DISCUSSIONS

4.0	Introduction	56
4.1	Research Question One	56
4.2	Research Question Two	60
4.3	Research Question Three	64
4.4	Research Question Four	72
4.5	Research Question Five	76
4.6	Research Question Six	80
4.7	Research Question Seven	85
4.8	Hypothesis One	93
4.9	Hypothesis Two	94
4.10	Hypothesis Three	95

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0	Introduction	96
5.1	Summary of Findings	96
5.2	Conclusion	97
5.3	Recommendations	98
5.4	Limitations and Suggestions for Further Studies	99
	References	100
	Appendices	107

LIST OF APPENDICES

Appendix I: Support Services Information Inventory (SSII)	107
Appendix II: Stakeholders' Attitude Towards the NYSC Questionnaire (SATNQ)	110
Appendix III: NYSC Employers' Programme Evaluation Rating Scale (NEPERS)	113
Appendix IV: Corps Members Knowledge of the Scheme and Objective Test (CMKSOT)	116
Appendix V: Content analysis from KII	119
Appendix VI: Field documents	138
Appendix VII: Images from field work	142

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LIST OF TABLES

Table 3.1	Total number of serving corps members with experience in the Scheme in 2012-2013 (Batch A), NYSC officials, and employers of corps members in each state of the South-West, Nigeria	48
Table 3.2	The sample for the study:	49
Table 3.3	Representation of senatorial districts and local governments in Lagos and Oyo States	50
Table 3.4	Representation of subjects in Lagos and Oyo States	50
Table 3.5	Scoring of instruments	54
Table 4.1	Results on the characteristics of corps members based on qualification	56
Table 4.2	Results on the characteristics of corps members based on gender	57
Table 4.3	Results on the characteristics of corps members based on age	57
Table 4.4	Results on the characteristics of corps members based on organisation of primary assignment	58
Table 4.5	Corps members' knowledge about the Scheme and its objectives	60
Table 4.6	Joint influence of age, academic qualification, professional qualifications and gender on corps members' knowledge of the Scheme and its objectives	61
Table 4.7	Age and gender as the most influential in the explanation of corps members' knowledge about the Scheme and its objectives	62
Table 4.8	Officials and employers' ratings on inculcation of attributes of industry in corps members	64
Table 4.9	Corps members' performance as rated by employers	66
Table 4.10	Methods used for training and their frequency during orientation	68
Table 4.11	Availability of training materials in the NYSC orientation camps	69
Table 4.12	Adequacy and support services for training corps members during	

	orientation camp	70
Table 4.13	Impartation of skills for self-employment as envisioned by the corps members	72
Table 4.14	Impartation of skills for self-employment as conceived by NYSC officials	73
Table 4.15	Impartation of skills for self-employment as conceived by corps members Employers	74
Table 4.16	Achievement of national unity and integration by NYSC Scheme as viewed by corps members	76
Table 4.17	Responses on national unity and integration (NYSC officials)	77
Table 4.18	Responses on national unity and integration (NYSC employers)	78
Table 4.19	Factors hindering the implementation of the NYSC Scheme as noted by corps members	81
Table 4.20	Factors hindering the implementation of the NYSC Scheme as noted by NYSC officials	82
Table 4.21	Factors hindering the implementation of the NYSC Scheme as noted by corps members' employers	83
Table 4.22	Mean and standard deviation of variables	85
Table 4.23	Correlation matrix of variables	86
Table 4.24	Summary and analysis of variance of inculcation of a tradition of industry in Nigerian youths using multiple regression analysis	87
Table 4.25	Coefficient table on inculcation of a tradition of industry in Nigerian youths	88
Table 4.26	Model summary and analysis of variance of enhancement of unification among Nigerian youths using multiple regression analysis	88
Table 4.27	Coefficient table on enhancement of unification among Nigerian youths	89

Table 4.28	Model summary and analysis of variance of skill acquisition for self-employment using multiple regression analysis	90
Table 4.29	Coefficient of analysis of variance of skill acquisition for self-employment	91
Table 4.30	Difference in the knowledge of the NYSC Scheme and its objectives between male and female corps members	93
Table 4.31	Difference in the knowledge of the NYSC Scheme and its objectives between holders of first degree and Higher National Diploma	93
Table 4.32	Comparison in knowledge of the NYSC Scheme and its objectives between corps members age range	94
Table 4.33	Comparison in the performance of corps members in Lagos and Oyo State as rated by the NYSC employers	94
Table 4.34	Comparisons in the inculcation of a tradition of industry between corps members in Lagos and Oyo State	95

LIST OF FIGURES

Figure 2.1	NYSC Structure at the National Level	24
Figure 2.2	State Organisational Structure of the NYSC	25
Figure 2.3	National Youth Service Corps' Organisational Chart of Camp Administration	26
Figure 2.4	Bronfenbrenner's theory of Psychological field from ecological model	41
Fig 2.5	Conceptual framework of the study	43

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CHAPTER ONE

INTRODUCTION

1.1 Background to the problem

The National Youth Service Corps Scheme is a national programme for all Nigerian youths that obtain first degrees or Higher National Diplomas in Universities or Polytechnics respectively. Those who obtain higher degrees from outside Nigeria but have not undergone the programme and have not exceeded the prescribed age limit of less than thirty years also participate in the programme. In like manner, professionals like Medical Doctors, Lawyers, and Pharmacists are allowed to defer their participation in the Scheme until after the completion of their one year professional apprenticeship. The youths are required to participate in this Scheme before seeking employment in Nigeria, as the one year programme is regarded as an invaluable training time precedent to full scale employment. It is also a requirement for post graduate studies, except where such graduate is exempted on the following grounds: above age limit, having served in Armed forces or in Nigeria Police for more than nine months; a member of staff of State Security Services, National Intelligence Agency or Defense Intelligence Service; or a holder of National Honour (NYSC Act, 2004). In addition to these, graduates from part time programmes are also excluded from the Scheme.

The National Youth Service Corps was established by the Nigerian Government in 1973 after the civil war as an attempt to create understanding amongst the identified 250 different ethnic groups in Nigeria and promote national unity. It was also looked upon as a means to rebuild the country, bring it out of poverty and improve infrastructures, including water and sewage facilities, roads, health care services, communication systems and agriculture (Agbonizuanghwe, 2006). The Scheme was conceived to involve youths in the future of Nigeria and in the process, build leadership skills as well as develop citizenry.

Oguntuase (2011) asserted that the need to look beyond the immediate present and think of the future leadership of the country necessitated the mobilisation of certain categories of Nigerian youths through the NYSC Scheme. This was done with a view to giving them the proper guidance and orientation relevant to the need of the country.

Before the civil war, the people of Nigeria and her government were not unaware that sound and patriotic leadership is a precondition for the rapid social and economic development of the country, but tribal sentiments were plural considerations for leadership instead of

nationalistic consideration. As a nation, Nigeria has been less fortunate in the kind of leadership that emerged to govern the affairs of the country in the period immediately after independence. Babalola (2011) recalled that the immediate few years before the establishment of the NYSC Scheme were not the best of times for Nigeria. The country had gone through almost three years of senseless but avoidable fratricidal war (1967-1970). At the conclusion of the war in January, 1970, the then Head of state, General Yakubu Gowon declared that there was no victor and no vanquished. Thus, he began the period of reparation, of restoration and integration. Nigeria was therefore in a dire need of national unity and cohesion, the realisation of which was expected to bring all Nigerians under the same umbrella of unity once again. The civil war left in its trail ethnic distrust and hatred, destruction of public facilities, and economic hardship, which must be urgently redressed if the unity of the country would be guaranteed. One of the post war reconstruction processes was the introduction of the NYSC with the objectives of reuniting the ethnic nationalities, rebuilding of infrastructures, enhancing national economic growth etc.

To a certain extent, the NYSC Scheme within few years of its establishment exposed young Nigerian University and Polytechnic graduates (with a later addition of College of Education graduates in 1979 before its eventual withdrawal in 1983) to life outside their immediate environment. That is, their respective places of birth/states of origin. They were made to appreciate other cultures, languages etc. And as would be expected in such situation, some of these young graduates either secured jobs in their respective places of primary assignment or in the states where they served. In many instances, some of them got their future wives or husbands right there, thus, promoting inter-cultural/religious marriages.

Few years after the Scheme was inaugurated, we had instances where some corps members got so attracted to the people and environments of their places of primary assignment that they instantly decided to settle down there and made those places their second permanent homes. In this regard, they contributed their quota to the economic, educational and social development of those places. Going by all these and more, one may be tempted to conclude that the Scheme has achieved its aims and objectives to a large extent. Those were the days when youth corps members got automatic placements wherever they were posted to. Rejection of corps member was simply unheard of. At the conclusion of the one year compulsory service, the successful corps members in most cases, had jobs awaiting them, be it in the states wherein

they served, their respective states of origin or other states of the Federation where their services were needed.

The economic downturn in Nigeria which has begun in the 1980s and escalated in the 1990s has now virtually deepened to an abysmal level. This development appears to have brought a new dimension to the Scheme in the same way that other sectors of the economy were negatively affected. The extent to which the Scheme has achieved her objectives remains unexamined, which is the essence of this research work.

Literature revealed that National Youth Service Programmes also exist in other countries of the world, though with varying modes of operations, scopes and durations. In Israel for example, the programme codenamed SHERUT LEUMI was established in 1979. It resulted from the search for adequate national security and development of skilled manpower (Gate, 2002). Consequently, a compulsory two-year military training is required of all youths between ages 18 and 21. In the United States of America, the need to expand the impact of the youth service movement on families, communities, schools, corporations and government foster the establishment of the Americorps, which focuses on youths of age 15-25 in 1986 (ABT Associate, 2007). In Ghana, the National Service Scheme which was established in 1973, involves military orientation for the service personnel to instill sense of discipline, patriotism and garner the culture of hard work (Ghana NSS, 2011), while the Uganda government introduced the National Youth Councils in 1993 with the aim of engaging the youth in activities that are of benefit to them and the nation. It was also established to promote national consciousness (Uganda National Youth Council, 2004). For Zimbabwe, the National Youth Service was established in 2001 to transform and empower youths for nation-building through life skills training and leadership development (Modondo, 2003).

Eberly (2000) stated that National Youth Service is an activity for young people that are constructive and an investment in the future. He defined National Youth Service as an organised activity in which young people serve others and the environment in ways that contribute positively to the society. In the emerging literature on service as a distinct social practice and analytic category, Michael Sherraden's (2001) definition has become the touchstone. Sherraden described service as "an organised period of substantial engagement and contribution to the local, national, or world community, recognised and valued by the society, with minimal monetary compensation to the participant". Patel (2003) added that service "is

shaped by the history and service traditions of a society, its level of development, the way in which it governs itself, organises its economy and views the role of its citizens and its social institutions in meeting human needs and in promoting democracy.” In a study of the etymology and historical significance of the word in six languages/traditions; Greek, Latin, Japanese, Swahili, Chinese and Sanskrit, it was found that service historically referred to ‘helpful actions of individuals in relation to others’ (Menon, Moore, and Sherraden, 2002). In these traditions, such actions, even where they manifested in different forms, were not just expressions of self-sacrifice, they were also expressive of loyalty or devotion to the state or to a higher being.

In Nigeria, the challenge of the civil war (1967-70) was, perhaps the most daunting in the country’s political history. The problem that followed led to the establishment in 1973, of the National Youth Service Corps (NYSC) by the then General Yakubu Gowon’s military regime, to enhance reconstruction, rehabilitation, reconciliation and bridge building process across geopolitical divides. Its setbacks aside, the Scheme has been most beneficial to the country by way of educating the youths and leaders of tomorrow on the strengths, weaknesses and challenges the country faced in the course of nation building, which the inter-state posting of youth corps members promote; as well as national cohesion that inter-ethnic marriages between corps members foster. The NYSC has become a household name in Nigeria and many corps members have in fact been involved in very successful projects ranging from personal pet projects, to executed group projects. Examples are Mass literacy, Technologies/Scientist inventions and Fabrications, organising local people to take more interest in indigenous art, drama, music, dances, etc. Youth Corps Agriculturists organise Farmer’s Clubs and train local youths in modern methods of farming, Public Health Education, immunisation and health care delivery - preventive and curative, Horticulture, tree planting,- Landscaping, environmental beautification, Infrastructural construction, agricultural and technologies experiments, and some commercial ventures such as tailoring, printing, food production and processing, Cottage industries - using local raw materials and Corps Members’ skills (Ahmed, 2012).

The vision and mission of the Scheme are respectively as follows:

Vision Statement

To develop a sound and result-oriented organisation that is strongly committed to its set objectives, particularly those of national unity and even development. An organisation that is well motivated and capable of bringing out the best qualities in our youths and imparting in them the right attitude and values for nation building. An organisation that serves as a catalyst to national development and a source of pride and fulfillment to its participating graduate youths; and

Mission Statement

To:

- *build a pragmatic organisation that is committed to its set objectives with the ultimate goal of producing future leadership with positive national ethos. Leadership that is vibrant, proud and committed to the unity and even development of the Nigeria State;*
- *be at the forefront of National development efforts, as well as serving as a profitable platform for imparting in our youths values of nationalism, patriotism, loyalty and accountable leadership.*
- *raise the moral tone of our youths by giving them opportunity to learn about high ideals of national achievement, social and cultural improvement;*
- *develop in them attitude of mind acquired through shared experience, and suitable training would make them more amenable to mobilisation in the national interest.*
- *Nigerian youths would acquire the spirit of self-reliance, a reliable source of economic empowerment and effective participation in nation building.*
- *develop an organisation that is alive to its responsibilities and responsive to the needs of the country.*

(Source: NYSC Inspectors' Manual, 1998 pg.7)

The purpose of the Scheme is primarily to inculcate in Nigerian youths the spirit of selfless service to community and to emphasise the spirit of oneness and brotherhood of all Nigerians, irrespective of cultural or social backgrounds. Whether the NYSC among other reconstruction and reconciliation plans of the Federal Government then, is able or will be able to contribute to the achievement of these goals depend largely on the achievement of the objectives and several other reasons for its establishment.

The objectives of the Scheme are clearly spelt out in Decree 51 of 1993 as follows:

- a. To inculcate discipline in Nigerian youths by instilling in them a tradition of industry at, and of patriotic and loyal service to Nigeria in any situation they might find themselves;*
- b. To raise the moral tone of Nigerian Youths by giving them the opportunity to learn social and cultural improvement;*
- c. To develop in Nigerian Youths the attitude of mind, acquired through shared experience and suitable training which will make them more amiable to be mobilised in national interest;*
- d. To enable Nigerian Youths acquire the spirit of self-reliance by encouraging them to develop skills for self-employment;*
- e. To contribute to the accelerated growth of the national economy;*
- f. To develop communities among Nigerian Youths and promote national unity and integration;*
- g. To remove prejudice, eliminate ignorance and confirm at first hand the many similarities among Nigerians of all ethnic groups;*
- h. To develop a sense of corporate existence and common destiny of the people of Nigeria.*

To achieve the objectives stated above, the following enabling principles shall be ensured:

- a. The equitable distribution of members of the Service Corps and the effective utilisation of their skills in the area of national needs;*
- b. That as far as possible, Youths are assigned jobs in states other than their states of origin;*
- c. That such groups of youths assigned to work together are representatives of Nigeria as far as possible;*
- d. That Nigerian Youths are exposed to the modes of living of the people in different parts of Nigeria;*
- e. That Nigerian Youths are encouraged to eschew religious intolerance by accommodating religious differences;*
- f. That members of the Service Corps are encouraged to seek at the end of their one year national service, career employment all over Nigeria, thus, promoting the free movement of labour;*

- g. That employers are induced partly through their experience with members of the service corps to employ more readily and on a permanent basis, qualified Nigerians irrespective of their states of origin (NYSC Decree, 1993).*

It was believed that these objectives would generate economic development, new leadership class, burning with patriotism and filled with noble zeal for the fatherland. Okore-Affia (2013) affirmed the need for employers to work towards instilling discipline and inculcating sense of patriotism, good moral values and ethics in corps members in the discharge of their primary assignments.

He urged employers of labour to provide congenial atmosphere in order to promote discipline and good work attitude in corps members, which will enhance development of effective performance, monitoring mechanism of the youths and their activities to enable them contribute to the social and economic development of the society. It is quite evident that Nigerians' future lies on Nigerian youths. Tribalism can be obliterated by mutual understanding. Duty calls for the NYSC stakeholders to contribute their quota in the battle being waged against tribalism. For instance, tribal appellation causes tribal idiosyncrasies, this lead ultimately into disharmony, segregation, ill-feeling and inferiority complex among tribes and ethnic groups.

Some of the recent political leaders add more to this evils inherent in tribalism in not recognising that their services must be to Nigeria and not to any particular group, so they narrowed citizenship towards tribal loyalties, unlike General Yakubu Gowon, who advocated that "To keep Nigeria one is a task that must be done"; the originator of the same Scheme and its objectives. Unity is a tie of any society composed of men with common hope, faith and aspiration. You may either hail from the north, south, west or east, the mill of imperialism spares no one. Our religious leaders are failing on the impact to make on their adherents in classes (Okore-Affia, 2013).

The understanding of different tribal languages, which is very imperative is fading away. Enhancement of this, we believe will automatically remove the shyness, suspicion, and annoyance of one tribe against another when corps members come across themselves in their different work places of primary assignments, promote inter-ethnic dialogue and collaboration amongst the youths from different ethnic groups through meeting of shared needs and a

continual culture of integration and inter-ethnic collaboration throughout southern and northern Nigeria.

The yearly programme for corps members get them acquaintances from different tribes, irrespective of tribes, religion, political or social class. National unity and integration is the awareness of a common identity amongst the citizens of a country. It means, though we belong to different tribes, religion, regions and speak different languages, we recognise the fact that we are all one. This kind of integration is very important in the building of a strong and prosperous nation. Discipline is a systematic instruction intended to train a person in ensuring instructions are carried out, which is often regulated through punishment. High standard of moral values in daily activities is expected from corps member, as education devoid of morals is incomplete (Chime, 2011).

Events of the past few years have, however, provided incontrovertible cumulative evidence that demands a constructive evaluation of the NYSC, not only to make it socially and politically relevant, but also for its proper realignment with global trends as defined by the International Association of National Youth Service (IANYS), where there is a global network of professionals working to promote youth service Schemes around the world. The NYSC suffered irreversible collateral damages during the April 2011 general elections with the cold blood murder of about ten youth corps members in Bauchi State. This led to several stakeholders calling for its abolition, while parents and guardians requested the redeployment of their children and wards from violence-prone northern states. The tension was so serious that the Senate passed a resolution in which it urged the Federal Government to re-evaluate and reorganise the Scheme (Okore-Affia, 2013). Though some reforms were arrived at, there was little information on the stakeholders' perceived effectiveness of the Scheme.

Effectiveness is the degree to which something is successful in producing the desired result. Piltet (2000) conceived effectiveness to be the degree to which objectives are been achieved and the extent to which targeted problems are solved. Effectiveness ensures that the programme objectives are accurately measured thoroughly, through thorough tasks. It gives the key test, if the programme succeeds or fails. It also helps in taking time to thoroughly examine each programme and the desired end result for time and money saving. Performance is the action or progress of performing a task or function.

The orientation course content involves physical training, drills, lectures on the people and tradition of the host state, professional lectures for corps' health personnel, layers, teachers and skill acquisition training. Corps members participate in social activities designed to create opportunities for them to interact. They participate in dance and drama competitions, Miss NYSC, and Mr. Macho. Also, in inter-platoon competitions on football, volleyball, cooking and sanitation.

At the end of orientation programmes, corps members are posted to their places of primary assignment. While the NYSC management takes into consideration the areas of specialisation of corps members carrying out the posting exercise, emphasis is placed in the area of agriculture, Health, Education and infrastructure.

In some establishments, it appears that corps members are assigned to tasks far below their training and qualifications, and in extreme cases, owing to lack of trust by their employers, some are not given schedules. This is likely to result into having many corps members becoming idle and not acquiring the experience which the service year is supposed to afford them and the Scheme consequently, being unable to achieve substantially one of its key objectives of accelerating the socio-economic development of the country. High government investments and non-commensurate return through measurable metrics were factors necessitating the review of the Scheme (Abdulahi, 2012).

Closely knit to this, is adequacy of manpower and materials to supervise and monitor members of the service corps. The responsibility of monitoring and evaluating corps members' performances is vested in the Corps Inspectorate Department at the National Directorate Headquarters and the state secretariats. The state secretariats, after posting the corps participants to their places of primary assignments, are to make sure that corps members actually report at their duty posts, that they are given tasks and that the tasks are executed to the satisfaction of both their employers and the NYSC Scheme.

Responses from the qualitative data showed that stakeholders held the view that there were challenges of inadequate funding. This is of course not unexpected as the Scheme depends solely on government to fund its multiplicity of operation and administrative costs. Inadequate funding may also had its toll on community development projects. Some projects conceived by corps members may be lacking financiers and in some cases, others that were started could be abandoned when the money to complete them may not be forthcoming. This

may have led over the years to declining interest by both corps members and sponsors in community development projects, thus, making it difficult for the service corps to attain its objective of rapid development of the country, particularly in the rural areas.

Nigeria as a developing country has undoubtedly been plagued with the problems of underdevelopment including poverty, mass illiteracy, and acute shortage of high-skilled manpower (coupled with uneven distribution of the skilled people that are available), inadequate infrastructural facilities, road, health care services, and effective communication system (Oguntuase, 2011). These were later aggravated by a ravaging civil war between 1967 and 1970. The National Youth Service Corps was consequently established in 1973 under Decree No 24, which has now been replaced by Decree No 51 of 1993 to address these as one of the post war reconstruction programmes. The Scheme aimed at enlisting all fresh graduates of Higher Institutions of Learning in Nigeria (Universities and Polytechnics) – who at the time of graduation are less than 30 years old) in a compulsory one year service to the nation. Graduates of other Higher Institutions outside the country whose certificates were adjudged equivalent to those obtained in Nigeria were later co-opted into the Scheme (Brenner, 2002).

While we hold rather firmly to the ideals that gave birth to the NYSC in 1973, there seems to be a gradual deviation from the sensitive exigencies that necessitated its birth about 40 years ago. Hence, the need to re-examine the Scheme with a view to rejuvenating it to be of more socio-political relevance, or jettisoning it to save the nation from the national embarrassment occasioned by its continued existence. Mass rejection of youth corps members by institutions and organisations meant to serve as hosts for their primary assignments, confounding disinterest of some states in the Scheme; heartless exploitation of the Scheme as a source of cheap labour by many public and private institutions, including Non-Governmental Organisations (NGOs); lobby for favourable postings, strike-induced epileptic academic calendars of tertiary institutions and the concomitant strains they impose on NYSC managers, then the justifiable grounds for the groundswell of opposition against the Scheme become glaring.

Dike (2006) asserted that among other things, ‘the biggest challenge for the NYSC today is what happens to thousands of graduates that pass out of the programme each year, as it is not right for the government to allow those who serve this country meritoriously languish in the hopeless job market of Nigeria’. This is a devastating plaque affecting most mobilised

youth for the NYSC programme, because of the several effects of unemployment in the country affecting graduates including those who have participated in the programme and hoping to be gainfully employed or self-reliant. The practice by many employers, who enjoy the services of corps members without any effort to retain some of them after service year, run contrary to the spirit and objectives of the enabling Decrees.

Furthermore, it is hoped that employers could be induced partly through their experience with members of the service corps to employ more readily and on a permanent basis, qualified Nigerians irrespective of their state of origin. While some employers are willingly requesting for corps members to serve with them, cases of rejection by even government-owned organisations after absorbing few are still prevalent. The effect is more demoralising if the organisation that rejects the corps members is a well-paying one, where the corps member had hoped to benefit significantly in the service year. The woe is further compounded by the uncertainty of getting another posting that will be as lucrative as the initial one (Ajayi, 2003).

Development is perceived as a multi-dimensional process, involving the reorganisation and reorientation of the entire economic and social system. National integration on the other hand, is an integral part of the aim of the Scheme. The key platform for driving these objectives will be the various institutions that accommodated the drivers (Olusanya, 2001). The attitude of stakeholders appeared to have serious implications on the implementation of the Scheme and the social environment. The increase in population of corps members also appears to be contributing to the rejection of corps members by employers of labour and increase in underutilisation of some in their places of primary assignment. The situation seems to be compounded by the worsening economic climate, which has shrunk salaried job vacancies by placing an embargo on recruitment of new staff or rationalisation of the existing work force. Emmanuel (2010) decried that some establishments are assigning corps members to tasks far below their trainings and qualifications, and in extreme cases, owing to a lack of trust by their employers, some are not given schedules. The result is that many corps members become idle and do not acquire the experience which the service year is supposed to afford them, and the Scheme is unable to achieve substantially one of its key objectives of accelerating the socio-economic development of the country.

He affirmed that another major problem facing the Scheme is inadequate manpower and materials to supervise and monitor members of the service corps. The responsibility of monitoring and evaluating corps members' performances is vested in the Corps Inspectorate Department at the National Directorate Headquarters and the state secretariats. The state secretariats, after posting the corps participants to their places of primary assignment, are to make sure that corps members actually report at their duty posts, that they are given tasks and that the tasks are executed to the satisfaction of both their employers and the NYSC Scheme. But unfortunately, the rapid growth of the Scheme seem not to be matched with the commensurate staff strength to monitor corps members and evaluate their performances in the field. Most of the state secretariats appear grossly understaffed and the result would be that this vital aspect of the operation of the Scheme will suffer a serious setback. In addition, there is an acute shortage of vehicles for schedule officers to carry out routine inspection of corps participants, many of who are serving in remote rural areas.

The three critical stakeholders, whose opinion and views affect the success of the Scheme are the NYSC officials, the corps members, and the employers of the corps members. Perception of these stakeholders refers to their views or opinions towards the Scheme. These views and opinions have very serious implications on the trainees, trainers, immediate social group, with which the individual trainee relates, and the social system. It is quite possible for some of the views of people about the NYSC programme to be influenced by personal factors such as age, gender, and qualifications obtained. Age and gender are of interest in this study, because the way an individual perceives something could be gender sensitive. In the same vein, age could be a factor with regards to putting up one's attitude towards a programme (Ekundare, 2001). This could be responsible for the reason why some corps members do not settle down on time during national service.

Age is considered as one of the independent variables that may likely affect the performance of corps members in this study. Maturity, which is associated with age is necessary for a worthwhile performance of corps members. As the age of an individual increases, the various developmental changes also occur. Ukueze (2007) affirmed that age affects every area of human performance. Therefore, it has become necessary to examine the extent to which age affects the attitude of corps members towards the NYSC Scheme. Another variable considered in this study is gender. Gender relates to the differences in sex (that is,

male or female) and how this quality affects their dispositions. Okoh (2007) ascertained that gender relates to the difference in sex (that is, either male or female) and how this quality affects their dispositions and perception towards life and academic-related activities.

Daniel (2009) stated that, prior to the establishment of National Youth Service Corps Scheme at independence, our national leaders never thought that nation building was not a destination, but a journey. They never suspected that the polarisation of our country along regional path by the colonialist was deliberately targeted at dismantling our pre-colonial inter-dependence on one another's commerce, distinct culture and traditions, which dates back to the amalgamation of the Northern and the Southern protectorates by Fredrick John Dealtry, (later, Lord Lugard of Abinger) in 1914. They never realised that the colonial masters made sure that the leaders got only TOGETHERNESS and not UNITY, CONFIDENCE and not STRENGTH.

He also affirmed that Chief Odumegwu Ojukwu, once described the Imperialist administrative structure inherited by Nigeria's founding fathers from the colonialist as DICHOTOMY: North/South dichotomy, East/West dichotomy, Christian/Muslim dichotomy, Military/Civilian dichotomy, Majority/Minority, Rural/Urban dichotomy, Rich/Poor dichotomy, Socialist/Capitalist dichotomy, Male/Female dichotomy, Young/Old dichotomy, to mention a few and canvassed for its immediate replacement. From whichever perspective one looks at Nigeria, this is what stares you at the face. This dichotomy became a menace that characterises Nigeria's national challenge and deters national growth. Hence, it was thought that the seemingly best way to tackle this filthy heritage is to inculcate in youths (who are the leaders of tomorrow), the spirit of unity irrespective of tribal, religion, or economic status.

Iyamah (2008) opined that the success of the post war programmes amongst which is the NYSC, is to unite the country and also transform Nigeria into a united, strong and self-reliant nation, a great and dynamic country; a land of bright and full opportunities for all citizens and a free and democratic society. This Scheme was set to prevent the reoccurrence of the kind of political tussle that earlier emanated from the national leadership. This is clearly visible in the four-phase programme of the Scheme, namely: (i) Mobilisation/Orientation (2) Primary Assignment (3) Community Development Service and (4) Winding up/Passing out programme.

Lamin (2008) submitted that there is no gainsaying in the fact that the future of any country depends on the youths. Nigerian Youths acknowledge and have consistently laid claim

to the nation's leadership. The Universities and other institutions of higher learning are normally expected to be training grounds for future leaders, except that as we are all aware, these institutions are first and foremost committed to the advancement of learning and knowledge, training of people for good citizenry.

Operators of the NYSC Scheme in Nigeria have claimed that since inception, huge successes have been recorded as follows:

- *Involvement of approximately 100,000 Nigerians in the (compulsory) Scheme annually as at 1998;*
- *Being the longest running and most well supported inter-state Scheme in the country;*
- *An increase in inter-ethnic marriages, with numbers at a level as never before in the history of the nation;*
- *A change in the attitude of host communities of corps members as a result of the community development projects implemented;*
- *Increased levels of volunteer participation by corps members as a result of awards provided in recognition of such activities;*
- *A unification of corps members from various ethnic backgrounds as a result of healthy sporting competition promoted by the Scheme;*
- *A popularity of the Scheme in the nation as a result of having produced people who now occupy positions of power in different sectors of the society;*
- *Relocation of many corps members from their original state of origin to live in other parts of Nigeria;*
- *Swelling the thinned ranks of school teachers and reduction of illiteracy;*
- *Provision of cheap manpower (Ogunkoya, 1998).*

These claims however, appeared to be more based on rhetoric rather than on statistics or the outcome of a formal evaluation of the Scheme. Also, it will be noted that the recorded successes deviate somewhat from the stated objectives, indicating that output to purpose reviewed may not have been a part of the Scheme and that a need for the Scheme and its relevance to the needs of the Nigerian society have never really been established. Also, the benefits claimed for the Scheme, both to the nation and to individual participants have been largely on assumption rather than on a qualitative baseline study. The NYSC Scheme is to instil in the youths (corps members), a tradition of industry at work, and of patriotic and loyal service

to Nigeria in any situation they may find themselves and to enable them achieve the goal of self-reliance by encouraging them to develop skills for self-employment in the Scheme.

Based on the stated objectives of the NYSC Scheme earlier stated on page six, and the foregoing observations coupled with the attitude and perception of various stakeholders, the study examined the effectiveness of the Scheme in relation to the relevance of its objectives, inculcation of a tradition of industry, skill acquisition, and development of the sense of national unity as well as the awareness of the Scheme's objectives among the 2012-2013 corps members in Lagos and Oyo States, Nigeria.

Objectives for determining the effectiveness were as follows:

To:

- i. Ascertain discipline inculcation in corps members by instilling in them tradition of industry
- ii. Establish self-reliance in Nigerian youths through skill acquisition for self – employment.
- iii. Verify the extent of promotion of National unity and integration among Nigerian youths
- iv. Discover the extent of corps members' knowledge of the Scheme and its objectives
- v. Find out the availability of materials, methods and support services' adequacy, suitable for training of corps members
- vi. Determine personal characteristics of corps members in terms of age, gender, and qualifications
- vii. Identify factors hindering Scheme implementation.

1.2 Statement of the problem

The vision of the NYSC Scheme is to develop a sound and skilled leadership with national patriotism. However, the prevalent situations in the country: political interference, murder, ethnic distrust, abuse, rape, kidnapping, underfunding, insecurity, motor accident, religious intolerance, violence, poor allowance for corps members, absentee corps members' syndrome, absconding, improper posting and redeployment, indiscipline, low morale, accommodation challenges, population explosion of corps members, lack of uniformity in the academic calendar of Universities; mental, emotional and psychological trauma on the part of corps members; and high rate of unemployment in the post – NYSC Scheme appear to affect

the core objectives of the Scheme. Research efforts had been on the job commitment of the NYSC officials and criticisms about the operators and the operations of the Scheme. Studies on how effective the Scheme has achieved its objectives are very minimal. This study investigates the NYSC Scheme with the view to determine its effectiveness in inculcation of a tradition of industry in corps members, acquisition of skills for self-employment in Nigerian youth, promotion of national unity, the extent of awareness of the objectives of the Scheme by corps members, ascertaining the availability of training materials and methods with adequacy of support services and major constraints to Scheme implementation.

1.3 Research Questions and Hypotheses

The following research questions were answered in this study.

1. What are the characteristics of corps members in terms of their:
 - (a) Qualifications
 - (b) Age
 - (c) Gender
 - (d) Organisations in which they are serving or places of primary assignment (public/private)?
- 2(a) To what extent do corps members have the knowledge of the NYSC Scheme and its objectives?
- (b) Do corps members' age, gender, qualification jointly contribute to their knowledge of the NYSC Scheme's objectives?
- (c) Which of the four predictor variables is most influential in the explanation of the scores of corps members' knowledge of the Scheme's objectives?
- 3(a) How has the NYSC Scheme inculcated in Nigerian youths a tradition of industry as rated by (a) Corps members' employers; (b) NYSC Officials?
- (b) How is the performance of corps members as rated by their employers?
- (c) What are the methods of training those employed by NYSC Officials for the training of corps members during the orientation camp and how often is each method used?
- (d) Are the materials for the training of corps members and support services during orientation available and adequate?

4. To what extent has the NYSC Scheme imparted skills for self-employment in Nigerian youths as opined by the stakeholders?
5. To what extent has the NYSC Scheme brought about national unity and integration as opined by corps members, NYSC officials, and corps members' employers?
6. What are the factors hindering the implementation of the NYSC Scheme as noted by
 - (a) Corps members
 - (b) NYSC Officials
 - (c) Corps members' employers?
- 7(a) Does the obtained regression equation resulting from a set of four (4) independent variables (training factors, material availability, stakeholders' qualification and training method) account for the explanation of dependent variables (industry, acquisition of skills, unification and corps members' knowledge of the Scheme objectives)?
- (b) Which of the independent variables (training factors, material availability, qualifications and training method) is mostly influential in the explanation of each of the dependent variables?

Hypotheses

- H_{01(a)}: There is no significant difference between male and female corps members' knowledge of the NYSC Scheme and its objectives.
- H_{01(b)}: There is no significant difference between holders of first degree and Higher National Diploma's knowledge of the NYSC Scheme and its objectives.
- H_{01(c)}: There is no significant difference between age ranges of corps members' knowledge of the NYSC Scheme and its objectives.
- H₀₂: There is no significant difference in the performance of corps members as rated by their employers in Lagos and Oyo states respectively.
- H₀₃: There is no significant difference in inculcation of a tradition of industry in corps members as rated by the NYSC officials in Lagos and Oyo states respectively.

1.4 Scope of the Study

Core objectives were specifically focused on. Three Local Government Areas in Lagos and Oyo States were selected, participants were limited to serving corps members, NYSC Officials, and Corps members' employers.

1.5 Significance of the Study

The significance of this study would help stakeholders ascertain, if the core objectives of the Scheme have been realised or not. It would also identify the areas of the Scheme that needs attention in terms of review, remodeling, or outright removal in order to improve the Scheme. Members of the public who have been expressing various views about the programme would also have a source of information to either support their argument or checkmate their utterances which were not evidence based. This study would help the corps members to know the importance and relevance of the Scheme to the development of the country and thereby, accepting the programme as one of the viable institutions that encompasses corps members' ideas, and a vehicle for reclaiming lost vision for the country - Nigeria.

The NYSC officials would in like manner, know the extent to which the Scheme's objectives are being achieved, the constraints to the proper implementation of the Scheme would be identified for probable solutions.

1.6 Operational Definition of terms

National Youth Service: National Youth Service is an organised activity for young people who render selfless service to their society.

National Youth Service Corps: a mandatory one year national service programme for University and Polytechnic graduates of 30 years old and below in Nigeria.

Mobilisation: involves collection and collation of data of all prospective corps members and extension of invitation to the eligible ones to the orientation camps.

Orientation: The orientation involves both rigorous physical exercises and classroom briefs.

The Primary Assignment: is the period the corps member is attached to a particular organisation immediately after the orientation programme (whether government or private) for active work experience.

Community Development Service: is a special development service/project embarked upon to improve the host community by the corps members. A day is carved out every week within the period of Primary Assignment for this.

Winding up: these are activities marking the close of a service year for corps members. This includes evaluation, clearance activities etc.

Passing out: The passing out ceremony and the final issuance of Certificate of Service to all deserving corps members.

NYSC Stakeholders: these are persons, organisations, and groups with a direct interest, involvement, or investment in NYSC

Stakeholders' Attitude: This refers to the views of corps members, NYSC officials and the employers of corps members on the programme as a whole.

Placement: This is a department that deploys successful students into various states of the federation for service; and also deploys corps members to places of primary assignment.

Self-Reliance: It is reliance on one's own capabilities, judgment, or resources; independence.

Organisations: This refers to any other place of the corps members' primary assignment apart from schools and hospitals.

Performance: is the actions or progress of performing a task or function.

Effectiveness: How the Scheme has realised its intended objectives

Support Services: These are departments that complement the realisation of the core objectives of the Scheme.

Training Factors: They are contributing services to enhance the realisation of the Scheme's objectives.

Youth Empowerment: This is an attitudinal, structural, and cultural process whereby young people gain the ability, authority, and agency to make decisions and implement change in their own lives and the lives of other people, including youth and adults.

Youth Mobilisation: This refers to creating a state of readiness for involvement in an activity; that is, organising human and material resources of the society to achieve identified goals for Youths.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

Relevant literature on the key issues were reviewed in this chapter. These issues are considered essential to the understanding of the basis for the research. The review covered the following areas:

- 2.1 Theoretical Background;
- 2.2 Historical overview of the NYSC Scheme;
- 2.3 Corps Members' characteristics in terms of Qualification, Age, Gender, Organisation in which they are serving
- 2.4 Corps Members' Knowledge of the Scheme's objectives;
- 2.5 Skill Acquisition for Self-Reliance through the NYSC self-employment agenda for Nigerian youths;
- 2.6 Inculcation of a tradition of Industry in Nigerian Youths through the NYSC Scheme;
- 2.7 Unification and Integration of Nigerian Youths through the NYSC Scheme;
- 2.8 Effectiveness and Performance of Corps members in the Scheme
- 2.9 Stakeholders' Attitude towards the NYSC Scheme;
- 2.10 National Youth Service in other Countries;
- 2.11 Bronfenbrenner's Theory of Psychological Field from Ecological Model
- 2.12 Appraisal of literature reviewed;
- 2.13 Gap to Fill.

2.1 Theoretical Background

A theory of psychological fields emerged in Bronfenbrenner's ecological models. (Bronfenbrenner, 1979, 1993) constitute the theoretical framework to be used in this study. Bronfenbrenner's theory is suited for the description of human socialisation. Bronfenbrenner adapted the ideas, contained in the definition of ecology, while studying socialisation, i.e. observing how a child or a young person little by little becomes a full-fledged member of the society. Here as well, socialisation is seen as a fruit of development.

The ecological environment is conceived as a set of nested structures, each inside the other comprising five systems which are micro, meso, exo, macro and chrono systems. Youth Corps members live in this environment and they tend to interact with the various levels of the

five systems. Micro system for example, is applicable to the immediate environment that the Corps members interact with. According to Bronfenbrenner (1993), the micro system refers to a pattern of activities, social roles and interpersonal relations experienced by a person in a given face-to-face setting with particular physical, social and symbolic features that invite, permit or inhibit engagement in sustained, progressively more complex interaction with, and activity in, the immediate environment and examples include settings such as family, school, peer group and work place.

The mesosystem comprises the linkages and processes taking place between two or more settings containing the developing person (e.g., the relations between home and school, school and workplace etc.). In other words, a mesosystem is a system of microsystems. The exosystem encompasses the linkage and processes taking place between two or more settings, at least one of which does not ordinarily contain the developing person, but in which events occur that influence processes within the immediate settings that does contain that person (Bronfenbrenner, 1989). The reciprocal connections, relations and processes between these environments are the exosystems in question for the developing person. The macro system consists of the overarching pattern of micro-, meso-, and exosystems characteristic of a given culture, subculture, or other broader social context, with particular reference to the developmentally-institutive belief systems, resources, hazards, life styles, opportunity structures, life course options, and patterns of social interchange that are embedded in each of these systems. The macro system can be thought of as a societal blueprint for a particular culture, subculture, or other broader social context.

The chronosystem is a description of the evolution, development or stream of development of the external systems in time. The chronosystem models can cover either a short or long period of time (Bronfenbrenner, 1989). The time change has been shown in the models (Sage 1998 a, b, c) by using the terms like change, development, history, time and course of one's life. Any system, like this one, includes roles and rules that can have a strong influence on development.

2.2. Historical Overview of the NYSC Scheme

History is primarily a story or an account of past events. The world attaches great importance to historical studies because of lessons we usually learn from historical events. Guided by such lessons, we are able to avoid past mistakes that resulted in disastrous

consequences. Unfortunately, history continues to repeat itself because we tend to forget the lessons of history but trusting that we will be guided by the lessons of the 20th century, especially in the context of our Scheme (Irukwu, 2002).

The National Youth Service Scheme is one of the relief programmes institutionalised by the Federal Government under General Yakubu Gowon (rtd) in 1973. The rationale behind the whole concept of NYSC centred on the need to foster national unity and integration, given the prevailing situation in the country at the time of its establishment and to restore hope in the three regions remaining together as one country after the end of the civil war in 1970. The history of NYSC can be traced to the immediate post-independence era of Nigeria, which was characterised by ethnic loyalties, mutual group suspicion and distrust, which culminated in the traumatic events of a bloody civil war. As a developing country, Nigeria is further plagued by the problems attendant upon a condition of under-development namely: poverty, mass illiteracy, acute shortage of high-skilled manpower, woeful inadequate socio-economic infrastructural facilities.

Faced with these almost intractable problems, which were further compounded by the burden of reconstruction after the civil war, the government and people of Nigeria set for the country, fresh goals and objectives aimed at establishing Nigeria as:

1. A united, strong and self-reliant nation;
2. A great and dynamic economy;
3. A land of bright and full opportunities for all citizens; and
4. A free and democratic society.

There is no gainsaying the fact that the future of any country depends on the youths. The youths of Nigeria acknowledge this fact, and have consistently laid claims to the nation's leadership. Although, there is a saying that leaders are born, not made, yet one must also concede to the fact that leadership in a modern society requires a certain degree of preparation and orientation before the assumption of that role. It must be noted that the products of our universities and other institutions of higher learning who are expected to be future leaders fail to identify with the plight of a common man, and are not able to appreciate the predicament of the vast majority of our people who live in the rural areas. It was upon this background to look beyond the immediate present and to think of the future leadership of the country that necessitated the mobilisation of certain categories of our youths through the National Youth Service Corps Scheme. This was done with a view to giving them the proper guidance and orientation relevant to the needs of the country. This

was initiated in 1973 under the leadership of General Yakubu Gowon. The National Youth Service Corps Decree No. 24 which has now been replaced by Decree 51 of 16th June 1993, was then formally Promulgated.

The purpose of the Scheme is primarily to inculcate in Nigerian Youths, the spirit of selfless service to the community, and to emphasise the spirit of oneness and brotherhood of all Nigerians, irrespective of cultural and social backgrounds. The history of our country since independence has clearly indicated the need for unity amongst all our people, and demonstrated the fact that no cultural or geographical entity can exist in isolation.

2.3 Corps Members' Knowledge of the Scheme and the Scheme's Objectives

The effectiveness of any Scheme largely depends on the structures upon which the set objectives are placed. The effectiveness of the Scheme will therefore be the measure of the objectives achieved. For the NYSC to function properly, structures were put in place, programmes were designed, and proper planning was executed to make it work, administrative offices were established in various states of Nigeria with the headquarters at the Federal Capital Territory, Abuja. Orientation camps were also set up for the mobilised youths to be oriented before being deployed to their places of primary assignment. The NYSC Scheme is structured strategically within the framework of its enabling decree and mandate to achieve its set objectives. The structure is as follows:

National Governing Board: The National Governing Board is at the apex and the highest policy making body of the Scheme. Membership of the board is drawn from various organisations and institutions which includes committees of Vice Chancellors and Rectors of Polytechnics as well as the Army, the Police, the Nigerian Employers Consultative Association, and Representatives from the Geo-Political Zones.

Office of the Director General: The Director General is the Chief Executive of the Scheme as well as the Accounting Officer responsible for the day to day running of the Scheme and the implementation of the policy decisions, action plans, and programmes of the Scheme. The Office of the Director General comprises of three statutory units, namely: Public Relations, Internal Audit, and Legal. They have specific functions as their names suggest. They constitute autonomous units under the direct supervision of the Chief Executive. The Public Relation and Internal Audit units are headed by Directors on the Grade Level 17.

Departments: The National Directorate Headquarters has six departments, each of which is headed by a Director of Grade Level 17. Each of the Departments is further divided into Divisions which are headed by Deputy Director on Grade level 16 and in some cases, by Assistant Directors on Grade Level 15. The figure below represents the Administrative Structures of the NYSC Scheme at the National Level.

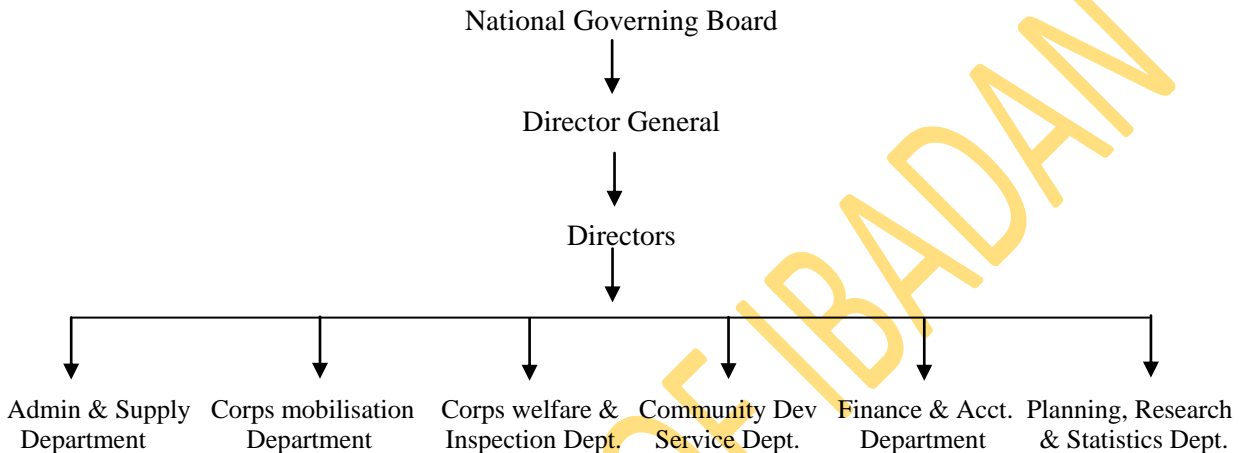


Fig. 2.1: Administrative Structures of the NYSC Scheme at the National Level

(Source: www.registration.nysc.gov.ng as at August 2010)

Also, at the state level, there exists State Governing Board, which also forms the Administrative Structure of the NYSC in the state. Just like the National Governing Board, the State Board members are drawn from Cognate organisations in the state. These include representatives from the Army, Police, Local Governments, Education, Agriculture, Commerce and Industry. The State Governing Board has specific functions especially regarding the welfare of the corps members and the success of the Scheme in the State.

The State Secretariat is the next in the hierarchy at the State Level. NYSC secretariats are located in each of the 36 states of the Federation and the Federal Capital Territory, Abuja. They are headed by the State Director, who implements the policies and programmes of the Scheme in the state. Each secretariat has 2 Divisions headed by Assistant Director on grade Level 15. These are Operations and Common Services. Task under Operation Division includes Mobilisation, Corps Welfare, and Inspection, and Community Development Services. Tasks under Common Services include Administration, Finance, Accounts, Planning, Research & Statistics, and Public Relations.

The NYSC Scheme also operates zonal offices at the local government level. Under the zonal structure, Local Government Areas in each state are grouped into Zones, which is a minimum of four (4) zones in each state and the zonal secretariat is located in the Local Government Secretariat of the Zonal Headquarters, headed by the Zonal Inspector. The Zonal Inspector closely inspects and monitors the activities of the Corps Members serving within the zone. Below is the Administrative Structure chart of the NYSC at the State level.

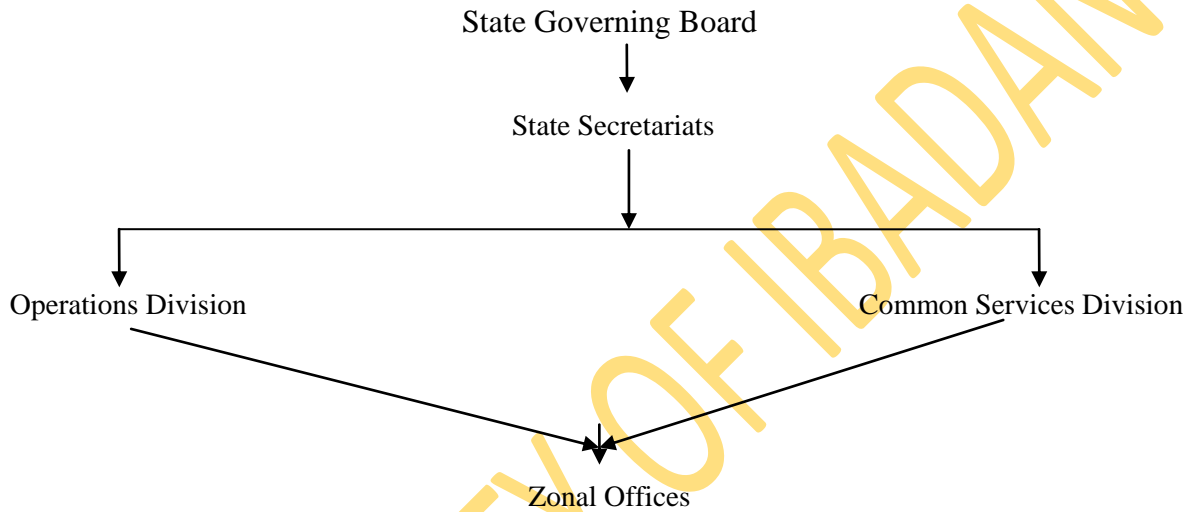


Fig 2.2: States' Organisational Structure of NYSC
 (Source: www.registration.nysc.gov.ng as at August 2012)

Lastly, there is the NYSC Local Government Committee with offices in each Local Government of the State. The membership of the Local Government Committees is drawn from similar organs as the State NYSC Board. The NYSC Local Government Committees have specific functions especially as regard the welfare, accommodation, security and feeding of corps members serving within the locality as well as developing and funding Community Development Projects of corps members.

NATIONAL YOUTH SERVICE CORPS ORGANISATIONAL CHART OF CAMP ADMINISTRATION

STATE COORDINATOR

(State Coordinator has an overall responsibility of making arrangements and organisation of the orientation camp)



CAMP DIRECTOR

(Camp Director is in charge of general well-being of Corps members and provision of camping facilities)

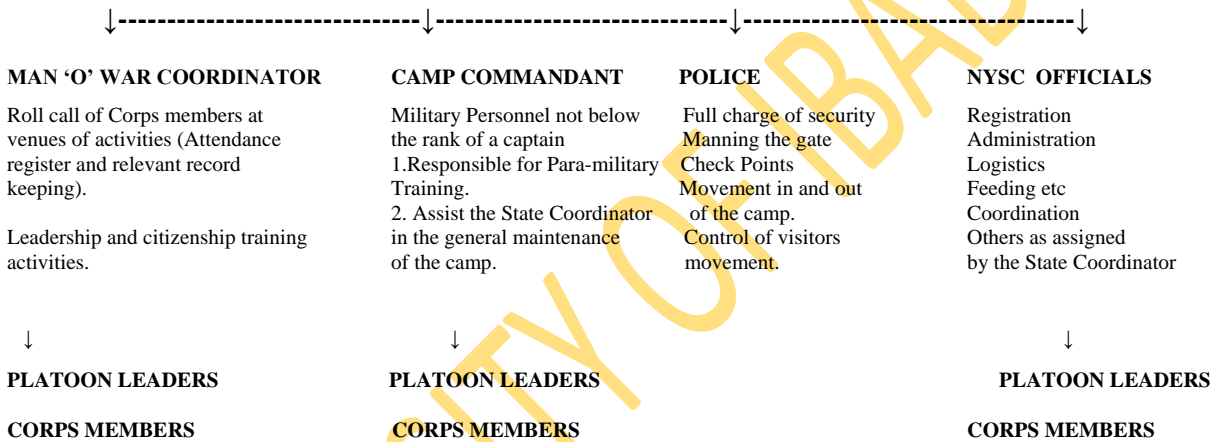


Fig. 2.3: Organisational Chart of NYSC Camp Administration

Camp officials have a collective responsibility of maintaining a high tone of discipline in the camp under the specific direction of the State Coordinator (NYSC, 2012).

2.4 Acquisition of self-reliance through the NYSC self-employment agenda by Nigerian youths

Olusanya, (2001) noted that members of the Nigerian public have some grievances with the operation of the programme in recent times as comments such as ‘the NYSC is no longer serving useful purposes, it should be scrapped’ are commonplaces, while others are asking for social state. Their suggestions were: to reduce graduate unemployment and boost self-reliance. The National Youth Service Corps Scheme has to expose corps members to skill development ventures which should aim at making the corps members self-reliant, job creators and even employers of labour rather than depending on elusive paid employment. The various arms of

government must be saddled with the responsibility of making available soft loans for corps members, while their NYSC certificate may serve as a collateral.

NYSC could wage war against poverty by initiating empowerment programmes for the corps members. However, beneficiaries of loans could be monitored and mentored to ultimate success in their ventures. New skill acquisition is a boost to job creation. It tailors the beneficiary towards self-employment and ultimately employer of labour instead of being a job seeker. Before a corps member finishes the service, he will be sure to have acquired at least one skill (Ezekwe, 2012). The corps members should be exposed to various skills such as poultry, piggery, fish farming, bee keeping, tie and dye; hair dressing, barbing, tailoring etc. Lanre-Ogun (2012) expressed concern that most of the graduates from tertiary institutions did not have marketable skills. Both government and individuals therefore have roles to play to improve on the business environment in Nigeria.

2.5 Inculcation of Industry in Nigerian Youths through the NYSC Scheme

Ahmed (2012) observed that the twin purpose of serving on NYSC platform is to drive national integration as well as harness and mobilise the creative and productive energy of the youth of Nigeria for national development. Corps members are therefore challenged to strive to be creative and surpass the worthy achievements of their predecessors in the Scheme.

Abdullahi (2012) noted that corps members as fresh graduates do not seem to know what to do during and after the service year. He added that the management of the Scheme ought to take an advantage of the additional portfolios granted the NYSC management to train and retrain these corps members, so that they can be useful to themselves and the nation at the end of the service year. Cooperation of members of staff in the implementation of the new policy on posting of corps members seems to be witnessing defeat. Hence, the objectives of the Scheme might need to be revisited.

Ekundare (2001) observed that Nigerian graduates are too elitist in their outlook, thereby making identification of the plight of the common man and appreciating the predicament of the vast majority of the Nigerian people who live in the rural areas a major challenge. This may account for why the majority of the mobilised youth are unwilling to remain in their places of primary assignment once it negates their principles of self-fulfillment. The above assertion seems presumptuous, but experience has shown that corps members usually do not want to serve in the rural areas in the name of hope for self-employment; they

seek greener pastures outside. It is only those who could not manipulate their posting successfully that result to fate and accept their posting to the rural areas.

2.6 Unification and Integration of Nigerian Youths through the NYSC Scheme

National service may actually obscure fundamental problems of Nigeria, while surface level and isolated cases of 'national spirit' and 'selfless service' may occlude confrontation with fundamental crisis and overlook them, under the guise of 'joint service to fatherland'. For instance, in the specific case of Nigeria, after 30 years of the NYSC, the country remains deeply divided, with regular inter-ethnic clashes and inter-religious clashes growing in intensity (Obadare, 2005). He stated that the key point therefore would be that:

Unless youth service is linked to other political and social processes of national transformation, sporadic outbreaks of patriotism and/or general tourism and sightseeing - as some participants might cynically see service in other parts of the country - would remain its major achievement, and the transformative potential for the youth and for society would remain a mirage.

Clearly, this also has important implications for the presumed connection between the idea of service and national unity.

There are increasing challenges and threats to life placed on the lives of corps members, which seem to be causing some credibility problems for the programme. In the national elections conducted by the Independent National Electoral Commission (INEC) in 2011, corps members were used for the exercise in order to restore some sanity to our electoral system and confer some credibility on the exercise. The aftermath of that exercise led to the killing of eleven corps members and this seemed to generate some widespread criticisms about the continued relevance of the programme. Though, the Federal Government of Nigeria later compensated the families of the ten corps members killed with a paltry sum of five million naira each, the question is; can that sum can assuage the feelings of the bereaved families? In another related happening, a traditional monarch in Obokun Local Government area of Osun State raped a twenty three year old corps member on March, 23rd, 2011 which strengthened the call for re-evaluation of the essence of the programme.

Uwazuruike (2012) disclosed that the cries of Igbo graduates on their posting to the North as a matter of urgency should be stopped in response to the cold murder of Obina Okpokiri, Ikechukwu and ten other corps members in Bauchi 2011 general elections. Further

killings of corps members, should NYSC refuse to heed this call, could result into reprisal attacks on northerners posted to the east. The MASSOB leader therefore, advised NYSC to save the country from ugly situations that might arise from its inconsiderable attitude of posting Igbo graduates to the now volatile north.

Lawal (2012) opined that Muslim Hausa-Fulani communities have been religiously and socio-culturally misguided by their so-called scholars. The teaching that they are religiously superior compared to the other northern and southern Muslims has been the genesis of ill-mental perception to the outside world, which in essence damages our social co-existence as well as unity and cohesion. In 2004, a perceived attack on Muslims in Jos (Plateau State) got a reprisal attack on non-Muslims and non-indigenes in Kano state. Nigerians of the northern extraction who were not Muslims were not spared in the attack. Calls by the unprotected southerners for the Federal Government's intervention saved the situation as the then Governor was not ready to do so for the fear of declaration of emergency rule in the state. The wave of killing went on for three days as corps members, university students and lecturers of the southern origin were killed right inside their campuses until the military intervened.

2.7 Factors Hindering Implementation of the NYSC Scheme

The NYSC Scheme has come under hammer in the recent times, due to the ballooned number of participants. The effect of this skyrocketed number is the lack of sufficient and adequate instructional materials and training equipment to achieve the modest objectives set for the Scheme. The crisis leaves in its trail an army of ill-prepared youths for the various challenges to be faced outside the orientation camp and the labour market afterwards. The immediate cause of this crisis is traceable to the irregular academic calendars in our institutions of learning. Uniformity in academic calendars can no longer hold due to unnecessary breaks in academic works as students are now graduated at irregular times, leaving an array of potential corps members to join those on regular calendar to meet the NYSC camp deadlines. Also, the failure of some institutions to timely process the final examination results of their students to meet NYSC deadlines, accounts for this sharp rise in number of participants.

As with most public institutions in Nigeria, there is an abuse of the NYSC Scheme. Some graduates simply report at the camp in obedience to the call-up letter, make fraudulent arrangements with officials and then disappear. At the end of every month, the allowance of the corps member is shared between him and his host at the primary assignment post. At the end of

the service year, a discharge certificate is issued. This unhealthy and fraudulent practice is common in schools and local government secretariats (Mutti, 2006).

The major constraints envisaged in the Scheme's implementation ranges from the following prevalent situations in the country: Political interference, murder, ethnic distrust, abuse, rape, kidnap, underfunding, insecurity, motor accident, religious intolerance, violence, poor allowance for corps members, absentee corpsers' syndrome, abscondment, improper posting and redeployment, indiscipline, low morale, accommodation challenges, population explosion of corps members, lack of uniformity in the academic calendar of Universities, mental, emotional and psychological trauma on the part of corps members and a high rate of unemployment in Post-NYSC programme. This seems to undermine the effectiveness of the NYSC.

Agbonizuanghwe (2006) is of the opinion that the National Youth Service Corps Scheme (NYSC) is in crisis. In the last five years or so, fresh graduates have been routinely kept at home for upwards of six months to one year owing to a backlog of prospective corps members who are yet to get invited to camp. In other words, after graduation, a potential corps member is left idle for a year owing to the inefficiency of the nation's social and educational systems.

Parents and guardians sometimes quaver in fear when their wards are posted to certain states. A significant percentage of corps members are not retained in the states or organisations where they served. Powerful people lobby for their wards to be posted to certain organisations, institutions and states. These problems raise fundamental questions about the corps Scheme that was introduced in 1973, he lamented. Ideally the NYSC Scheme was designed to cement the bonds of national unity. Corps members were usually posted to states other than their home states. Such interchange provided a platform for travelling outside one's immediate geographic environment. The NYSC also provided cheap manpower for schools, companies, (particularly fledgling ones) and government parastatals. In particular, schools in the north, distant areas of some states and in the riverine areas benefitted immensely from the Scheme. However, it would seem that the benefits which were derived from the Scheme have somewhat been reduced. Certain states in the country are considered trouble spots and parents are wary about sending their wards to such places (Mutti, 2006). These states considered as "high risk zones" have the reputation for terrorist activities and unbridled passion for religious riots. Some organisations

are in the habit of recruiting corps members every year without any attempt at retaining them as permanent staff.

Mutti (2006) averred that the NYSC still has many uses in Nigeria and will provide plenty of opportunities to introduce young people to the world of industry and make them well groomed in the spirit of Nigeria. When we eventually articulate what the country stands for and what Nigeria means to each one of us and our future generations, it is easy to see that a sense of nationalism is lacking and that, that very fact is a key contributor to crippling the country and hastening it in its journey to disintegration. People are so determined to blind themselves to the good of the collective enterprise that we fail to see that we are hurting our individual selves in our failure to act or in our persistence in actions that provide immediate gratification to the self.

Abdullahi (2012) quoted Adedeji who linked the rapid development of the Scheme to the biblical grain - mustard seed, planted in 1973, that has become a huge tree in 1998. He said: "In spite of all the odds, the NYSC Scheme has not only maintained intact, but has also prospered and expanded considerably."

An analytical history of the NYSC shows that there is no aspect of Nigeria life that has not been affected by the contributions of its participants ranging from the economic, education, social, cultural and even psychological lives. The Scheme has touched and contributed meaningfully in its primary purpose, which is to instil discipline and foster patriotism in Nigerian youths and also inculcate the spirit of selfless service to the community. It has, so far, emphasised the spirit of oneness and brotherhood for all Nigerians, irrespective of cultural or social background.

But lately, the impact of the Scheme seems to be dwindling and its objectives, though still relevant, has witnessed some challenges that have tested its continued relevance. Abdullahi (2012) said that high government investment and non-commensurate return through measurable metrics were factors necessitating the review of the Scheme. Analysing the consequences of the challenges currently facing the Scheme, Abdullahi said: "The possible outcomes of the status quo are far reaching with severe negative implications for all stakeholders, such as unproductive educated youth population, termination of the NYSC Scheme, loss of potential economic gains to the nation."

Outlining the possible contribution of the Scheme to Nigeria, Okore-Affia said the NYSC could be used for national transformation in the area of labour supply by posting corps

members to various parts of the country, which would lead to equitable labour supply and equal development across the nation. Strengthening value systems that would expose corps members to new cultures and experiences which would expand perspectives, create opportunities to instil discipline and societal values in youths, build a people of integrity, discipline and reducing strain of corruption. It could also forge unity and national integration by erasing cultural, regional, religious lines and inculcating in Nigerian youths, the spirit of service, emphasising the spirit of oneness, irrespective of cultural or social background.

The Scheme could also engender economic development by harnessing the power of youths towards national competitiveness and increase in rural growth and development. “The impact of education especially at post-primary level is tremendous, through community development initiatives. In the process, concrete contributions can be made to infrastructural facilities in localities.”

2.8 Effectiveness and Performance of Corps Members in the Scheme

Effectiveness is the degree to which something is successful in producing the desired result. Piltet (2000) conceived effectiveness to be the degree to which objectives are being achieved and the extent to which targeted problems are solved.

Effectiveness ensures that the programme objectives are accurately measured thoroughly, through thorough tasks. It gives the key test to know, if the programme succeeds or fails. It also helps in taking time to thoroughly examine each programme and the desired end result will save time and money.

Olatunji (2012) documented Okorie-Affia’s keynote address delivered by Emmanuel Obi; the Director, corps welfare and inspection at the opening ceremony in the south NYSC permanent orientation camp, Sagamu, Ogun State. He blamed some inspectors of the Scheme for extorting money from corps members. Effectiveness is hampered if this development of an act of indiscipline among corps members is not curbed. He added that many of the inspectors performed poorly.

He said “as field officers who constitute the engine room of the operations of the Scheme in the state, they are expected to be above board and act as role models and dependable mentors to corps members. However, regrettably, the attitude of some of the NYSC officials leave so much to be desired”. He commented that the reports from the recent nationwide inspection and corps members’ forum indicated that some of the NYSC officials engaged in the acts capable

of bringing the Scheme into disrepute. That, “unwholesome” practices such as delegating their responsibilities to corps members, non-residence in the communities where their work places were located, thereby leading to the irregular attendance and poor supervision of corps members, not only detract from the noble objectives of the Scheme but negatively affect her corporate image.

The army chief added; “the NYSC inspectors are totally confronted with a plethora of nation, state, community and corps members-related challenges. Hence, they need to be adequately trained to completely handle issues and solve problems in the expected time frame. That ‘the Scheme is being confronted with a lot of challenges ranging from astronomical increase in corps population, insecurity, corps rejection, inadequate camp facilities and dwindling welfare provision of corps members due to inadequate funding. The Scheme needs to review its operations and evolve strategies that will; reposition it for efficient and effective execution of its mandate.

Therefore, managing the Scheme at this particular time requires staff with dynamism, competence, requisition skills and ability to cope with the identified challenges and other demands of youth management for national development. It is in view of this that the management has resolved to give adequate attention to staff training and development. Performance is the action or progress of performing a task or function (Wikipedia Dictionary). NYSC Act (2004) stated that, A National Youth Service Corps year starts with a three week orientation course and it is compulsory for every Nigerian graduates mobilised for national service. The courses last for three weeks and are designed to achieve the following objectives:

- To give corps members a better understanding of the objectives of the Scheme and enable them internalise its ideals;
- Acquaint members with their environment in their political, cultural, social and economic settings;
- Prepare corps members for their particular roles in the Scheme;
- Equip them with practical social and leadership skills that will enable them meet the challenges of the service year ahead;
- Inculcate in the corps members, the spirit of national consciousness as a basic ingredient in nation building;
- Instil discipline in the youth;

- Give corps members, adequate physical and mental trainings.
- Imbibe in them the spirit of collective responsibility.

The orientation course content involves physical training, drills, lectures on the people and tradition of the host state, professional lectures for corps' health personnel, teachers and skill acquisition training. Corps members participate in social activities designed to create opportunities for them to interact. They participate in dance and drama competitions, Miss NYSC and Mr. Macho. Also, in inter-platoon competitions on football, volleyball, cooking and sanitation.

At the end of orientation, corps members are posted to their places of primary assignment. While the NYSC management takes into consideration the areas of specialisation of corps members in carrying out the posting exercise, emphasis is placed in the area of agriculture, health, education and infrastructure.

2.9 Stakeholders' Attitude Towards the NYSC Scheme

It is an indisputable fact that corps members do look beyond the service year while reporting for this national assignment. Corps members who do not get posted to places where there could be prospects of employment after the service year may not usually take their postings as a call to national duty, but as a denial of the opportunities such posting could have offered them. Potential corps members seem to seek service with an employer that will pay them additional allowance. This is perceived from parents and corps members' intention sometimes to go to the extent of lobbying or influencing posting to a more suitable state or more beneficial employer, in spite of the awareness of the posting policy of the NYSC.

Olusanya, (2001) noted that members of the Nigerian public have some grievances with the operation of the programme in recent times as comments such as 'the NYSC is no longer serving the purpose', 'it should be scrapped' are commonplaces, while others are asking for a review and redesign to reflect the present requirement of Nigeria's political, economic, and social states. It is quite possible for some of the views of people about the NYSC programme to be influenced by personal factors such as age, gender, qualification obtained etc.

Age and gender could determine how individuals perceive something or their attitude towards a programme like this, which could be gender-sensitive. In the same vein, age could be a factor with regard to putting up a positive attitude or one's perception towards a programme.

Some studies have shown that personal variables could affect an individual's commitment, while others have reported that some personal variables are constant with regard to the workers' job commitment. Ibitoye (2011) observed that age, years of teaching experience; job status and female teachers do not have effect on their level of commitment than their male colleagues. Job commitment on the part of the officials of NYSC could be a powerful factor in stakeholders' attitude towards the NYSC programme.

Ekundare (2001) noted that Nigerian graduates are too elitist in their outlook'. Identification with the plight of the common man and appreciating the predicament of the vast majority of the Nigerian people who live in the rural areas become a major challenge. This may account for why the majority of mobilised youths are unwilling to remain in their places of primary assignment once it negates their principle of self-fulfillment. This assertion seems presumptuous, but experience has shown that corps members usually do not want to serve in the rural areas as earlier noted; they seek greener pastures outside. It is only those who could not manipulate their posting successfully that confine to fate and accept their postings to the rural areas.

2.10 National Youth Service in other Countries

National Youth Service Scheme in Ghana

The Ghana National Youth Service Scheme was established in 1973 by Military Decree (N.R.C.D 208), with the mandate to mobilise and deploy Ghanaian citizens of 18 years and above especially newly qualified universities graduates on national priority development programmes that contribute to improving the quality of life of the ordinary Ghanaian for a year mandatory national service (GNSS, 2011).

The Scheme was later given statutory legitimacy under the 1979 constitution of Ghana with the trust of N.R.C.D 208 being upheld. The National service Act of 1980, Act 426 was then promulgated and passed by the parliament of Ghana to give legal and constitutional backing to the Scheme. The mandate of the Scheme remained the same and the duration of service was extended from one to two years under this Act. The Act, which was brought into force in 1982, further stipulated as six month Military orientation for the service personnel to instil in them a sense of discipline, patriotism and a culture of hard work.

In 1997, a cabinet decision reduced the duration of the service to one year following a recommendation from the Ministry of Education, which has oversight responsibilities over the

Scheme. The Scheme has since been operating on the provision of Act 426 of 1980, which provides the legal framework and direction for programme design and implementation. The Scheme, since its inception has become the institutional option of the Ghanaian youth especially tertiary education graduate to exercise their civic responsibility towards the state through service (Ghana NSS, 2011).

National Youth Service (Zimbabwe)

The National Youth Service is a programme of the Zimbabwean Government for Zimbabweans of ages 10-30. It was authorised in 1999 and established in 2001 under the presidency of Robert Mugabe. The National Youth Service has been condemned in the West and in Africa for gross human rights violations on behalf of the ZANU PR party. Within Zimbabwe, the graduates of the service are known pejoratively as green bombers after the fatigue uniforms they wear and more recently as Youth Brigade.

The service claims to instil in young Zimbabweans a sense of national identity and patriotism. It proposes to unite people above party lines, it also promotes wariness of “foreign influence and intervention” in national politics. The opposing views both inside Zimbabwe and abroad holds that the service indoctrinates its members with absolute loyalty to ZANU-PF and trains them for military operations to enforce its dominance. The government plans to make the programme mandatory for all youths.

According to an opposition group, members of the youth service are taught exclusively from ZANU-PF campaign materials and speeches. These include an anthology of Mugabe’s speeches titled “Inside the Third Chimurenga”. The speeches glorify the Mugabe’s land reform programme and ZANU-PF heroes Border Gezi and Chenjerai Hiunzui. They accuse the Movement for democratic change of seeking a return to white rule.

Conditions in the service training facilities are reported to include poor construction, frequent hunger and sexual abuse of girls and women. There are also frequent reports of boys and men being raped (Modondo, 2003).

National Youth Service in Israel (Sherut Leumi)

Sherut Leumi is an alternative voluntary national service in Israel for those that cannot or do not wish to serve in the Israel Defense Forces. The majority of those who receive an exemption from the obligatory army services are Jewish women from the Religious Zionist sector, and they receive it by declaring religious observances, as they maintain that men are to

perform that duty and women are responsible for the family. However, there are also a small number of men who serve in Sherut Leumi. Volunteers are between the ages of 18 and 21. Sherut Leumi gives young women (and occasionally young men) exposure to a number of environments in Israeli society. Service typically requires working 30-40 hours/week in over 12 to 24 months. Volunteers have the option of doing either one or two of the National Services. Not all volunteers will later receive a special volunteer visa that lasts as long as the person will be doing their service (Gate, 2002).

Young people in other sectors of Israeli society receive exemptions from the military. These include many Haredi men who maintain that Torah study is the main practice for defending Israel. They are exempted under the Torato Smanuto arrangements. Arab citizens of Israel are also exempted in order to avoid a conflict between allegiance to their country and to their Arab brothers, a decision originally taken by Israel's first Prime Minister David Ben-Gurion.

Historically, very few did, but in recent years, the number of Arab youths volunteering for national service has increased. Some Israelis conscientious objectors who object to serving in the army but are not eligible for an exemption have voiced a wish to do an alternative form of national service instead. Youths work in various programmes. The majority work in schools but can also work in places such as special education, administration, hospitals, law, nursing homes, health clinics, teens at risk, internal security, disadvantaged communities, immigrants assistance and many other organisations. Acceptance is based on an interview via a placement organisation that tries to find the youth appropriate skills, interests and needs.

There are four main organisations for Sherut Leumi. They are the Agudah Letitnadvut (Lit volunteering union), Shlomit Aminadav, and Bat Ami. Each volunteer is then assigned to a coordinator (Rakezet), who serves as a supervisor and adviser for the youth throughout their time in Sherut Leumi. Bnot sherut (lit, female youth in the service) and Bnei sherut (lit, male youth in the service) are entitled to a number of benefits during their service. Many of these benefits are the same as what a soldier serving in the army receives. They include:

- Monthly stipend for necessities. Amount varies with location and type of service, though usually, it is approximately two shekels a month;
- Apartment in the city where they are serving;

- Intra-city bus pass (and inter-city pass if necessary), discounts offered by various business establishments;
- Social programmes such as weekend get-aways, tours, learning programmes and parties;
- Weekly classes are often available and sometimes required in various Judaism-related subjects.

At the end of the service, the Israeli volunteers receive a grant that can be used for things such as education, buying a house, or paying for a wedding. Foreign volunteers receive private medical insurance.

Rather than volunteering for army services, young people, who are Arab citizens of Israel have the option to volunteer for this alternative national service and receive benefits similar to those received by discharged soldiers. The volunteers are generally allocated to the Arab population, where they assist with social and community matters. As at 2010, there were 1,473 Arabs volunteering for national service. According to sources in the national service administration, Arab leaders are counseling youths to restrain from performing services to the Israeli state. According to a National Service Official, ‘for years the Arab leadership has demanded, justifiably, benefits for Arab youths similar to those received by discharged soldiers. Now, when this opportunity is available, it is precisely these leaders who reject the state’s call to come and do the service, and receive the benefits.

Torato Dmanuto: The special arrangement whereby Torah scholars who do not belong to the religious Zionism sector are exempted from military service. This particularly applies to Heredia Jews.

Hesder: Combining the Torah studies and full military service, for the religious Zionism (National Religion) sector (Gate, 2002).

National Youth Service in United States of America

The United States of America, in seeking to improve communities by increasing the number and diversity of young people serving in important roles, founded the Youth Service America in 1986. The mission was to expand the impact of the youth service movement with families, communities, schools, corporations and governments. With the programme focused on youths of age 15-25, Youth Service America envisions a global culture of engaging young

people who are committed to a lifetime learning, leadership and achievement (ABT Associate, 2007).

According to a research by independent sector and Youth Service America, youth service is a fundamental programme correlative to lifelong volunteerism and philanthropy as adults. Some Americans gave \$295 billion of charity in 2006, and most of these donors were also volunteers for various health, education, human service, and environment causes. Surveys showed that the majority of these generous adults who volunteered, actually started the practice as children. With the support of the State Farm Companies Foundation and Parade Magazine, Youth Service America organises Global Youth Service Day, a public education campaign to highlight the amazing contributions that young people make to their communities in 365 days of the year. As the largest youth service event in the world and YSA's premier programme, it draws together a remarkable consortium of local, regional, national, and international partners. YSA developed the Global Youth Service Day programme in 2000, which now takes place in more than 100 countries.

Other programmes include:

- Technology, such as SERVENet.org, the nation's largest database of volunteering opportunities; YouthMove.org to deliver state-specific resources to students; YSA.org to support the organisation's outreach to partners; and GYSD.org to support Global Youth Service Day;
- Microfinance grants that use a teaching application process to encourage hundreds of high quality, measurable, service-learning projects by young people around the world;
- Government relations to encourage an ongoing Federal and State investment in national service programmes such as AmeriCorps and in service-learning programmes including Learn and Serve America;
- Youth Voice initiative to help young people influence adults and contribute to policies and problems that affect them;
- Communications to spread the word to the media about young people as assets and resources.

YSA has also been a long-time partner supporting the National Service Learning Conference, co-sponsored by the National Youth Leadership Council (ABT Associates, 2007).

Uganda National Youth Councils (UNYC)

The National Youth Council was established by the Council Statute 1993 with the following objectives:

- To organise the Youth of Uganda in a unified body;
- To engage Youths in activities that is of benefit to them and the nation.
- To protect Youths against any kind of manipulation.

The Council was established to carry out the following functions;

- ❖ To inspire and promote among the youth a spirit of unity and national consciousness.
- ❖ To provide a unified and integrated system through which youths can communicate and consolidate their ideas and activities.
- ❖ To establish channels through which economic and social services and amenities may reach the youth in all areas of Uganda.
- ❖ To encourage youths to consolidate their role in national development in economic, social, cultural and educational fields.
- ❖ To initiate and encourage the formation of youth organisations and to facilitate communication among them
- ❖ To promote relations between youth organisations in Uganda and international youth organisations and other bodies with similar objects or interests.
- ❖ To do all such other things as are incidental or conducive to the attainment of the objects of the Council under this Statute.

What the organisation does

- Collaboration with other youth organisations,
- Formation of youth NGOs and CBOs,
- National youth council and female youth participation in development,
- National youth council and youth with disability programmes,
- Launch of the youth focus magazine, July 2004,
- National youth council and HIV/AIDS campaigns,
- National youth council and international relations e.g. the South African Council Commission, the ANC youth league, the national youth council of Makiwi,

Zambia, Gambia and Rwanda. Others include The Commonwealth Youth Secretarial, VSO of UK, Germany Youth Organisation, etc. (UNYC, 2004).

2.11 Bronfenbrenner's Theory of Psychological Field from Ecological Model

Ecological system states that human behaviour is influenced by different types of environmental systems formulated by famous Psychologist Urie Bronfenbrenner. This theory helps us to understand why we may behave in different ways, when we compare our behaviours in the presence of our family members and our behaviours when we are in school or at work.

The ecological systems theory holds that we encounter different environments throughout our lifespan that may influence our behaviours in varying degrees. These systems include the micro system, the mesosystem, the exosystem and the macro system. Figure 2.4 shows Bronfenbrenner's theory of Psychological field from ecological model.

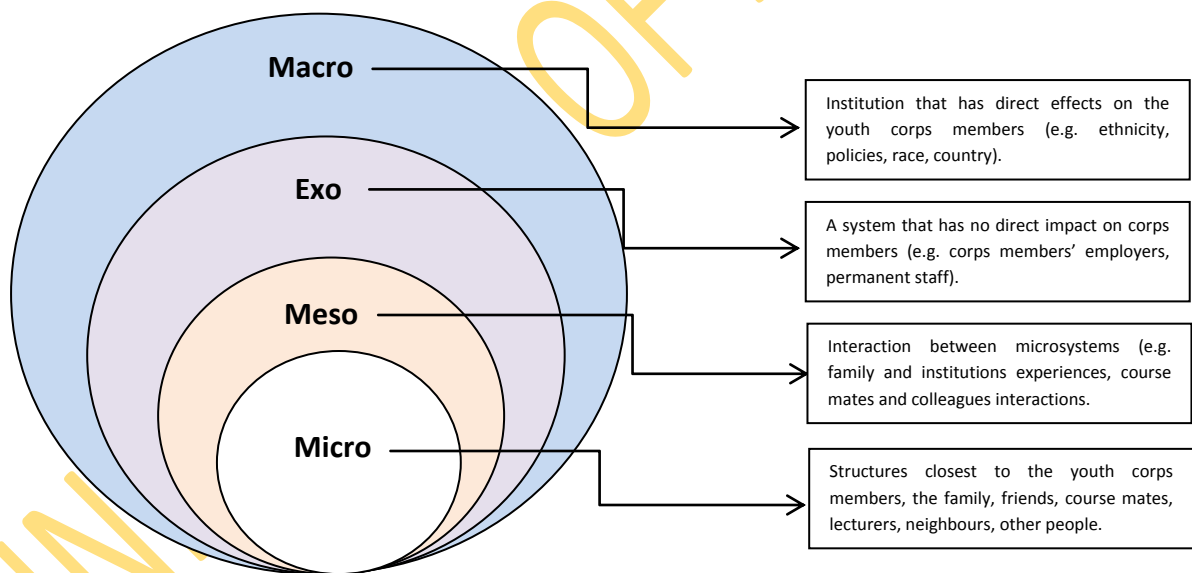


Fig. 2.4: Bronfenbrenner's theory of Psychological field from ecological model

The Micro System

The micro system's setting is the direct environment we have in our lives. Our families, friends, course mates, lecturers, neighbours and other people who have a direct contact with us are included in our micro system. The micro system is the setting in which we have direct social interactions with these social agents. The theory states that we are not mere recipients of

the experiences we have when socialising with these people in the micro system environment, but we are contributing to the construction of such environment. The youth corps member fits into this system.

The Mesosystem

The mesosystem involves the relationships between the microsystems in one's life. This means that your family experience may be related to your institution experience. For example, if a corps member is neglected by his/her parents, he/she may have a low chance of developing positive attitude towards his/her lecturers. Also, this corps member may feel awkward in the presence of course mates and may resort to withdrawal from a group of colleagues at workplace in the future.

The Exosystem

The exosystem is the setting in which there is a link between the context wherein the person does not have any active role, and the context wherein he is actively participating. This is the exact situation of the orientation camp when a corps members is not the initiator of the activities or experiences, all these lie in the hands of the NYSC officials, but he/she must abide and take active participation in all. In the same vein, at the place of primary assignment the corps member is always under authority. For instance, if he/she is more attached to his/her employer than his/her co-workers who are permanent staff members and the employer travels for some weeks or months, there may be a conflict between the corps member and the staff members' social relationship, or on the other hand, this event may result to a tighter bond between the permanent staff and the corps member.

The Macrosystem

The macrosystem setting is the actual culture of an individual. The cultural contexts involve the socio-economic status of the person and/or his/her family, his/her ethnicity or race and living in a developing or a third world country. For example, being born into a poor family makes a person work harder every day. The corps member can identify him/herself and imbibe the way of life in the society.

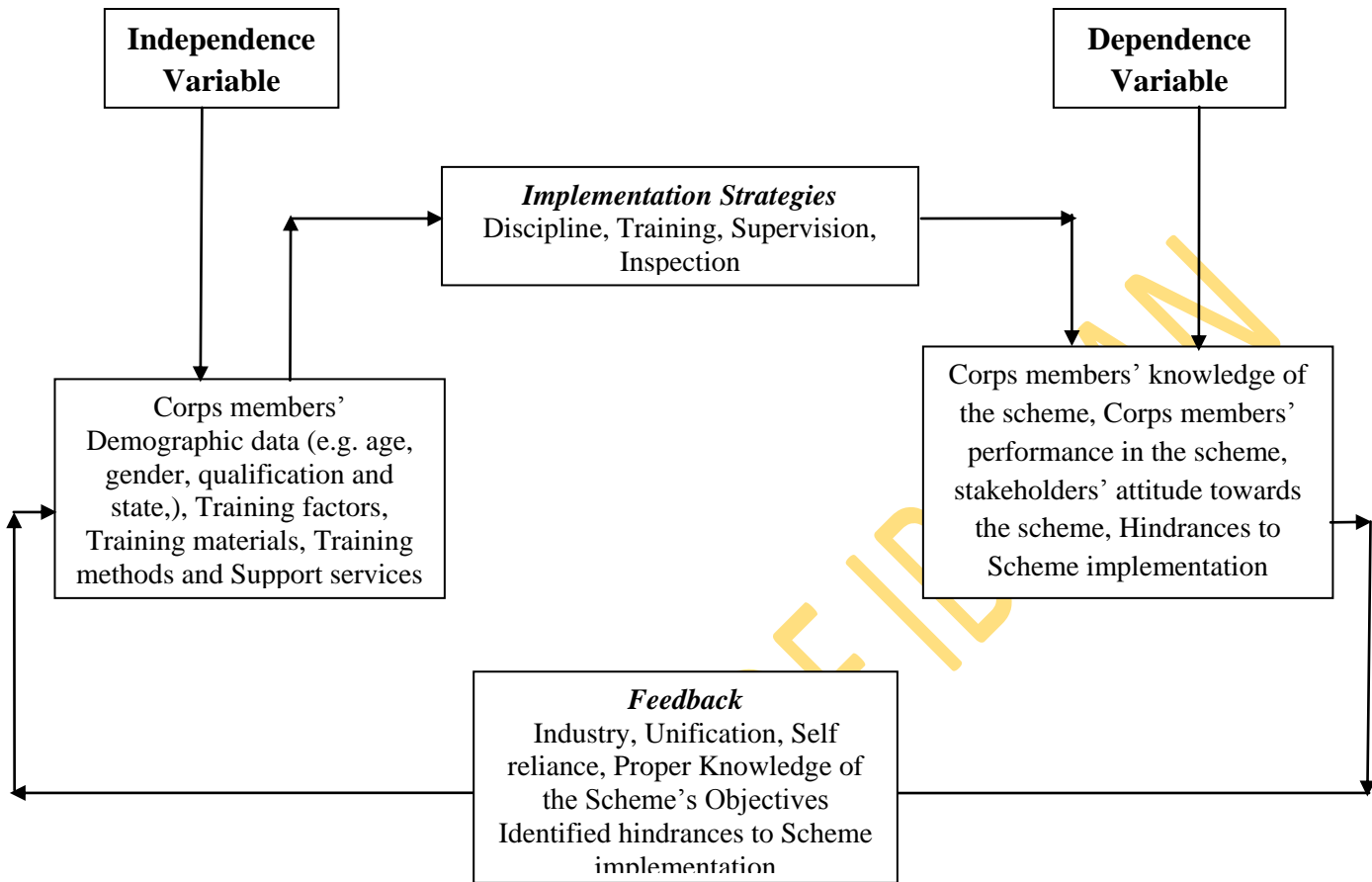


Fig 2.5: Conceptual framework of the study

2.12 Appraisal of literature reviewed

The National Youth Service Scheme is one of the relief programmes institutionalised by the Federal Government under General Yakubu Gowon (rtd) in 1973. The rationale behind the concept of the Scheme centered on the need to foster national unity and integration given the prevailing situation in the country at the time of its establishment and to restore the hope in the possibility of the three regions remaining together as one country after the end of the civil war in 1970.

Babalola (2011) recalled that the immediate few years before the establishment of NYSC Scheme were not the best of times for Nigeria. Thus, it began the period of reparation, restoration and integration. The economic downtown of Nigeria, which began in the 80's escalated in the 90's and has now virtually nosedived to an abysmal level, appears to have

brought a new dimension to the Scheme in the same way other sectors of the economy were negatively affected.

The NYSC Scheme is structured strategically within the framework of its enabling decree and mandate to achieve its set objectives. The National Governing Board at the apex and highest policy making body of the Scheme. Membership of the board is drawn from various organisations and institutions which include committees of Vice Chancellors and Rectors of Polytechnics, Army, the Police, the Nigerian Employers Consultative Association, and representatives from the Geo-political zones.

The Director General is the Chief Executive of the Scheme, the Accounting Officer responsible for the day to day running of the Scheme and the implementation of the policy decisions, action plans, and programmes of the Scheme. The National Directorate Headquarters had six departments, each headed by a director of Grade Level 17 (NYSC, 2012).

Literature revealed that National Youth Service programme can be found in other countries. In Israel, the programme code-named SHERUT LEUMI was established in 1979 resulted from the search for adequate national security and development of skilled manpower (Gate, 2002). In the United States of America, the need to expand the impact of the youth service movement with families, communities, schools, corporations, governments etc. foster the establishment of AmeriCorps (ABT, Associate, 2007). In Ghana, the National Youth Service Scheme, which was established in 1973 involves military orientation for the service personnel to instil sense of discipline, patriotism and garner the culture of hard work (Ghana NSS, 2011).

The NYSC has become a household name in Nigeria and many corps members have in fact, been involved in very successful projects ranging from personal pet to executed group projects. While we hold rather firmly to the ideals that gave birth to the NYSC in 1973, there seems to be a gradual deviation from the sensitive exigencies that necessitated its birth about 40 years ago, hence the need to re-examine the Scheme with a view to rejuvenating it to be of more socio-political relevance.

Emmanuel (2010) affirmed that one of the problems facing the Scheme is inadequate manpower and materials to supervise and monitor members of the service corps. The responsibility of monitoring and evaluating corps members' performances is vested in the corps inspectorate Department at the National Directorate Headquarters and the state Secretariats.

The Scheme has to expose corps members to skill development ventures which should aim at making the corps members self-reliant, job creators and even employers of labour rather than depending on elusive paid employment (Ezekwe, 2012). Ahmed (2012) concluded that the twin purpose of serving on the NYSC platform is to drive national integration as well harness and mobilise the creative and productive energy of the youth of Nigeria for National development. Multi (2006) averred that the NYSC still has many uses in Nigeria and will provide plenty of opportunities to introduce young people to the world of industry and ground them in the spirit of Nigeria.

Abdullahi (2011) outlined the possible contributions of the Scheme to Nigeria, which could be for national transformation in the area of labour supply by posting corps members to various parts of the country, which would lead to equitable labour supply and create equal development across the nation. Strengthening value system that would expose corps members to new cultures and experiences, which would expand perspectives, create opportunities to instil discipline and societal values in youths, build a people of integrity, discipline and reducing the strain of corruption. It could also forge unity and national integration by erasing cultural, regional, religious lines and inculcating in Nigerian youths the spirit of selfless service, emphasising the spirit of oneness, irrespective of cultural or social background.

2.13 Gap to Fill

Lately, the impact of the Scheme seems to be dwindling and its objectives, though still relevant has witnessed some challenges that have tested its threatened relevance. The major constraints envisaged in the Scheme's implementation ranges from prevalent situations in the country: Political interference, Ethnic distrust, insecurity, poor allowance, insufficient instructional materials and training equipment to achieve the modest objectives set for the Scheme and high rate of unemployment in Post-NYSC programmes that seem to undermine the effectiveness of the Scheme (Ahmed, 2012).

How far the Scheme has achieved her objectives remains unestablished, which is the essence of this research work. The primary aims of the Scheme is to inculcate in Nigerian Youths the spirit of industry, skill acquisition for self-employment, a tradition of industry, corps members' knowledge of the Scheme and hindrances to Schemes' implementation.

The study employed a theory of psychological field which emerged in Bronfenbrenner's ecological models to explain the social environment of corps members. Key informant

interview was used in eliciting necessary information from the stakeholders. Other data were collected through test, questionnaire and rating scale.

UNIVERSITY OF IBADAN

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter describes the research methodology which includes: research design, variables in the study, population, sampling techniques and sample, instrumentation, procedure for data collection, scoring of the instruments, data analysis and methodological challenges.

3.1 Research Design

This study adopted a survey design which focused on a large sample of corps members. No variable was manipulated as they had already occurred. Non-experimental research is a systematic empirical enquiry in which the researcher does not have a direct control over independent variables because their manipulations have already occurred and they are inherently not manipulated (Kerlinger and Lee, 2000).

3.2 Variables for the study

The independent variables are as follows:

- Corps Members' Demographic characteristics – age, gender, qualification, state of service, and organisation in which they are serving.
- Training factors
- Training methods
- Training materials

The dependent variables in the study are:

- Corps members' knowledge of the Scheme and its objectives.
- Corps members' performance in the Scheme.
- Stakeholders' attitude towards the Scheme.

3.3 Population

The target population for the study comprises all the serving corps members, the NYSC officials and employers (public and private) of corps members in Lagos and Oyo states, Nigeria.

3.4 Sampling techniques and sample

Multistage sampling technique was employed in this study. The six states in the South-West, Nigeria were clustered along the shorelines (Lagos, Ogun and Ondo States) and Inland

(Oyo, Osun and Ekiti States). Lagos was purposively selected to represent the shoreline States (being state of the old Federal capital) and Oyo State to represent the inland States (state capital of old Western region). From each of the selected states, three Local Government Areas were randomly selected.

Proportional to size sampling technique was used to select 499 and 353 corps members; 85 and 65 employers of corps members from public and private organizations respectively; available 22 and 11 NYSC officials in the Local Governments selected in Lagos and Oyo States participated in the study. The total number of participants were one thousand and thirty five (1035) subjects.

Table 3.1: Total number of serving corps members with experience in the Scheme in 2012-2013 (Batch A), NYSC officials, and employers of corps members in each state of the South-West, Nigeria

CATEGORY	STATES	TOTAL CORPS MEMBERS	TOTAL NYSC OFFICIALS	TOTAL EMPLOYERS OF CORPS MEMBERS
Shoreline States	Lagos	4487	242	500
	Ogun	3906	186	458
	Ondo	1941	150	115
Interior States	Oyo	3908	214	488
	Osun	2657	164	285
	Ekiti	2610	122	291
	TOTAL	19,509	1,078	2145

Source: NYSC Deployment and Relocation, 2012-2013

Table 3.2: Sample for the study

STATE	LOCAL GOVT	CORPS MEMBERS	NYSC OFFICIALS	EMPLOYERS OF CORPS MEMBERS
LAGOS	Ikeja	271	10	46
	Surulere	154	7	26
	Epe	74	5	13
OYO	Ibadan North	247	5	46
	Ibadan North West	56	3	10
	Ibadan South East	50	3	9

LAGOS STATE

(a) Total corps members posted to Lagos State (who have experienced the Scheme in 2012) = 4,487

Corps members deployed to Ikeja LGA = 812

Corps members deployed to Surulere LGA = 461

Corps members deployed to Epe LGA = 223

Total deployment to the 3 LGAs = 1,496

(b) State Representative sample using proportional sampling technique = a/b ($4487/1496$) = 3.

Representatives at the three Local Governments was $1496/3 = 499$

Selection for Ikeja Local Government Area was $(812/1496) \times 499 = 271$

Selection for Surulere Local Government Area was $(461/1496) \times 499 = 154$

Selection for Epe Local Government Area was $(223/1496) \times 499 = 74$

OYO STATE

(a) Total corps members posted to Oyo State (who experienced the Scheme in 2012) = 3,908

Corps members deployed to Ibadan North LGA = 823

Corps members deployed to Ibadan North West LGA = 186

Corps members deployed to Ibadan South East LGA = 165

Total deployment to the 3 LGAs = 1,174

(b) State Representatives' sample using proportional to size sampling technique = a/b
 $(3,908/1,174) = 3.33$

Representatives at the three Local Governments was $1174/3.33 = 353$

Selection for Ibadan North Local Government Area was $(823/1174) \times 353 = 247$

Selection for Ibadan North West Local Government Area was $(186/1174) \times 353 = 56$

Selection for Ibadan South East Local Government Area was $(165/1174) \times 353 = 50$

Table 3.3: Senatorial Districts and Local Government Areas

States	No. of Senatorial Districts	No. of LGA in each State	No. LGA in selected Senatorial Districts	No. LGA selected
Lagos	3	20	10	3
Oyo	3	33	11	3
Total	6	53	21	6

Table 3.4: Representation of Subjects in the two states of Southwest Zone

States	No. of Selected Corps Members (Public)	No. of Selected Corps Members (Private)	No. of Selected NYSC Officials	No. of NYSC Employers (Public)	No. of NYSC Employers (Private)	Total
Lagos	315	184	22	50	35	606
Oyo	222	131	11	38	27	429
Total	537	315	33	88	62	1035

3.5 Instrumentation

The following instruments were used for the purpose of data collection and they were to provide answers to the seven research questions raised in this study,

1. Support Service Information Inventory (SSII)
2. Stakeholders' Attitude Towards the Scheme Questionnaire (SATSQ)
3. NYSC Employers' Programme Evaluation Rating Scale (NEPERS)
4. Corps Members' Knowledge of Scheme and Objective Test (CMKSOT)
5. Key Informant Interview (K.I.I.) Schedule.

3.5.1 Support Services Information Inventory (SSII) – Appendix I

This questionnaire was designed to collect information based on availability and effective use of training facilities. The questionnaire consists of two parts. The first part consists of demographic data which include: state and respondents. The second part consists of lists of materials, methods and services needed by the corps members for training. The items in the questionnaire were vetted by the researcher's supervisor and other experts in the International Centre for Educational Evaluation and corrections were made where necessary.

3.5.2 Stakeholders' Attitude Towards the Scheme Questionnaire (SATSQ)– Appendix II

This questionnaire was designed to collect information based on corps members, NYSC officials and corps members' employers' perception towards the national youth service corps

Scheme. The questionnaire consists of four parts. The first part consists of bio-data and this includes: state, local government area, organisation, degree, age and gender. The second part consists of items on national unity and integration, the third part consists of items on skill acquisition for self-employment and the fourth part consists of items on factors hindering the implementation of the NYSC Scheme. The items in the questionnaire were vetted by the researcher's supervisor and other experts in the International Centre for Educational Evaluation and corrections were made where necessary. Validation of the items were done by administering them to sixty (60) corps members, thirty (30) corps members' employers and ten (10) NYSC officials, who were not participants in the study in three (3) randomly selected local government areas in Ogun State. The reliability coefficient was determined by using Cronbach alpha statistical tool and it gave a value of 0.70.

3.5.3 NYSC Employers' Programme Evaluation Rating Scale (NEPERS) – Appendix III

The rating scale consists of items used to find out the performance of corps members during the service year. It consists of three parts. The first part consists of information on the state in which the corps member's employer is working, organisation (private or public), and gender of corps member being rated. The second part consists of items on performance which they responded to using the format of: Very Effective, Effective, Less Effective and Ineffective. The third part consists of items on personal attributes of corps members which they responded to using the format of: Outstanding, Very Good, Good and Poor. This instrument was given to experts in the International Centre for Educational Evaluation and the Department of Educational Management for Face and Content validity. This instrument was trial-tested with thirty employers of corps members in Ogun state. Cronbach alpha was used to determine the internal consistency of the items in the NYSC Employers' Programme Evaluation Rating Scale (NEPERS). The reliability coefficient was 0.85.

3.5.4 Corps Members' Knowledge of Scheme and Objective Test (CMKSOT) - Appendix IV

This instrument was designed to test the knowledge of the corps members about the NYSC Scheme and its objectives. The instrument is in two parts. The first part consists of the bio-data of corps members, while the second part consists of items testing the knowledge of the Scheme and its objectives. This instrument was trial-tested with sixty corps members in Ogun

state. The reliability of the instrument was determined using Kuder-Richardson formula 20 and it gave a value of 0.82.

3.5.5 Key Informant Interview (KII) Schedule – Appendix V

This is a guide to assist the researcher assess the potential usefulness of key stakeholders' of the NYSC Scheme through interviews to find out information about the objectives of the Scheme. This is divided into sections that describe the purposes of key informant interviews, and then tackles issues to consider before, during and after the completion of interviews. The stakeholders identified are, corps members, NYSC officials, and Employers of corps members, who are knowledgeable about the study (Key Informants) by asking them questions about their experiences in the programme objectives and processes. Time was allotted to each question. Experts were employed in order to ask specific questions that gave an overview of the objectives of the Scheme, the items were tailored according to the research questions.

3.6 Procedure for Data Collection

The instruments listed above were used for data collection. The researcher trained twelve research assistants who were involved in the administration and collation of the questionnaires. The researcher and the research assistants interacted with the stakeholders and they were made to know the essence and purpose of obtaining information from them and the stakeholders were favourably disposed to giving valid response. The instruments were administered to the sample population by the researcher and the research assistants. The data collection exercise lasted for twelve weeks.

3.7 Scoring of the Instruments

Table 3.5: Scoring of the Instruments

Demographic data	Scores	SSII, SATNSQ, NEPERS, CMKNSOT AND KII	Scores
State of Service			
Lagos	1	Strongly Agree	4
Oyo	2	Agree	3
		Disagree	2
Organisational Status		Strongly Disagree	1
Public	1	Very Effective	4
Private	2	Effective	3
		Less effective	2
Age:		Ineffective	1
Less than 21	1	Outstanding	4
21 – 25 years	2	Very good	3
26 – 29 years	3	Good	2
		Poor	1
Gender:			
Male	1		
Female	2		
Qualification:			
HND	1	Available	2
Bachelor degree	2	Not available	1
Master degree	3		
Ph.D	4		
Respondents			
Corps members	1	Adequate	2
NYSC officials	2	Not Adequate	1
Employers	3		
Professional qualifications			
Arts	1	Often used	2
Education	2	Rarely used	1
Science	3		
Social Sciences	4		
Vocational	5		
CMKNSO Test			
Right answer	1		
Wrong answer	0		

3.8 Data Analysis

Research questions 1a, b, c, d, 2a, 3a, b, c, d, 4, 5 and 6 were analysed using descriptive statistics of frequency counts, percentages, mean and standard deviation. Hypotheses 1a, b, c, 2 and 3 were analysed using t-test to ascertain the level of significance. Research questions 2b, c, 7a and b were analysed using multiple regression. The qualitative aspects of all the research questions were done using content analysis.

3.9 Methodological Challenges

One major challenge encountered in this study was that the NYSC officials were reluctant in giving objective information about the NYSC Scheme. However, this problem was solved by assuring them that it was purely for research purposes and the findings would be of help in improving the Scheme. During the attestation of each corps member's performance in their places of primary assignment, the corps members refused writing their names against each performance. This problem was solved by denoting each corps members with cm1, cm2, cm3 and cm4 which means corps member 1, corps member 2, corps member 3 and corps member 4 in the various organisations.

CHAPTER FOUR
RESULTS AND DISCUSSIONS

4.0 Introduction

This chapter presents the results of the analysed data and the discussions on the findings based on the research questions and hypotheses already stated in chapter one of this study. Responses from Key Informant Interview are also embedded.

4.1 Research Question One

What are the characteristics of Corps members in terms of

(a) Qualifications,

(b) Gender,

(c) Age,

(d) And the organisation where they are having their primary assignment?

Table 4.1: Characteristics of corps members based on qualifications

Academic qualifications	Frequency	Percentage
HND	379	44.5
Bachelors	412	48.3
Master	50	6.0
Ph.D.	11	1.2
Total	852	100.0

Table 4.1 on academic qualification showed corps members sampled statistically, 412 (48.3%) held bachelor degree, 379 (44.5%) held Higher National Diploma degree while few 61 (7.2%) held Master and Ph.D. degrees.

Table 4.2: Characteristics of corps members based on gender

Gender	Frequency	Percentage
Male	482	56.6
Female	370	43.4
Total	852	100.0

Table 4.2 on gender shows that more males 482 (56.6%) are taking part in the National Youth Service Corps than females 370 (43.4%).

Table 4.3: Characteristics of corps members based on age

Age	Frequency	Percentage
Less than 21	142	16.6
21-25	395	46.4
26-29	315	37.0
Total	852	100.0

Table 4.3 showed that most of the corps members are in the age range of 21-25 years with 395 (46.4%).

Table 4.4: Characteristics of corps members based on organisation of primary assignment

Organisations of primary assignment	Frequency	Percentage
Public		
(i) Schools	406	47.7
(ii) Hospitals	101	11.9
(iii) Other Organisations	30	3.5
Private		
(i) Schools	209	24.5
(ii) Hospitals	70	8.2
(iii) Other Organisations	36	4.2
Total	832	100.0

Table 4.4 showed that more corps members 537 (63.0%) were deployed to public organisations, while 315 (37.0%) were deployed to private organisations. In addition, more corps members were in the Education sector 615 (72.2).

Discussion

The findings in respect of corps members' qualifications showed that only 7.2% corps members had Masters and Ph.D. degrees, which clearly indicate that there might have been some Nigerians that had their schooling abroad, with additional qualifications before presenting themselves for National Service in their home country, in order to fulfil their requirements for gainful employment or further studies in the country. This is in line with (NYSC Act, 2004) documentation that youths holding Bachelor's degree or Higher National Diploma are required to participate in this Scheme before seeking employment or advancing for higher studies in the country. Furthermore, it was found that more male 56.6% are participating in the Scheme than their female counterparts with 43.4% of the sampled corps members. Okoh (2007) asserted that gender relates to the difference in sex (that is, either male or female) and how this quality affects their dispositions and perceptions towards life and academic activities. It was also

discovered that more youths within the age bracket of 21 and 25 years (46.4%) participates in the Scheme than others.

More corps members are engaged by the public sector than the private sector with percentages of 63% and 37% respectively. This is in line with the government policy, in the recent effort to reposition the public sector for improved education for all, through deployment of corps members to schools; mostly primary and secondary schools than other organizations.

Agbonizuawhe (2006) enunciated that the recent policy of the educational sector in engaging more corps members showed the weakness of the sector. It clearly indicates that the sector is heavily leveraging on cheap labour being provided by the Scheme for her survival. Okore-Affia (2013) said the NYSC are also used for national transformation in the area of labour supply by posting corps members to various parts of the country, which would lead to equitable labour supply and equal development across the nation.

4.2 Research Question Two

(a) *To what extent do corps members have the knowledge of the NYSC Scheme and its objectives?*

Table 4.5: Corps members' Knowledge about the Scheme and its objectives

S/N	Issues	Frequency of correct responses in (%)	Frequency of wrong responses in (%)
1	There are eight objectives in the NYSC Scheme	551(64.67)	301 (35.33)
2	The primary aim of the NYSC Scheme is selfless service	732 (85.92)	120 (14.08)
3	NYSC Scheme was established in 1973	570 (66.90)	282 (33.10)
4	The Scheme was established by Decree 24 of 1973	440 (51.64)	412 (48.36)
5	The decree in (4) above was replaced in 1993	360 (42.25)	492 (57.75)
6	General Yakubu Gowon established the Scheme	370 (43.43)	482 (56.57)
7	Brigadier General P.N. Okorie-Affia is the current Director General of the NYSC	502 (58.92)	350 (41.08)
8	The Scheme promotes national unity and integration	350 (41.08)	502 (58.92)
9	The maximum age for eligibility is 30 years	830 (97.42)	22 (2.58)
10	National headquarters of NYSC is at Abuja	830 (97.42)	22 (2.58)
11	The present state coordinators for Lagos and Oyo states are Mrs. Adenike Adeyemi and Mr. S.A. Alao respectively	800 (93.90)	52 (6.10)
12	The apex policy making body of the Scheme is the National Governing Board	820 (96.24)	32 (3.76)
13	The National Directorate Headquarters has six depts.	830 (97.42)	22 (2.58)
14	The LGAs where NYSC secretariat is sited in Lagos and Oyo States are Mainland and Ibadan North respectively	829 (97.30)	23 (2.70)
15	There are eight principles for achieving the NYSC objectives	262 (30.75)	590 (69.25)
16	The orientation camp sites for Lagos and Oyo are in Iyana Ipaja and Iseyin respectively	830 (97.42)	22 (2.58)
17	Zonal Inspectors are the Administrative heads of Zonal Offices in the States	830 (97.42)	22 (2.58)
18	Decree 51 of 1993 replaced the first decree	678 (79.58)	174 (20.42)
19	Discipline inculcation in the corps members are in four phases	765 (89.79)	87 (10.21)
20	The first phase in corps members' training is Mobilisation/Orientation	820 (96.24)	32 (3.76)

Table 4.5 showed the corps members' responses to the multiple choice questions on the Scheme and its objectives. The Table indicated that corps members had very high knowledge of the NYSC Scheme and its objectives with 74.7% (average score of all the corps members' scores) Item 1, with correct responses 551 (64.67%) indicates that the corps members have high knowledge about the number of objectives of the Scheme.

(b) *Do corps members' ages, academic qualifications, professional qualifications and gender, jointly contribute to their knowledge of the NYSC Scheme and objectives?*

Table 4.6: Joint contribution of the four independent variables (age, academic qualification, professional qualification and gender) on corps members' knowledge of the Scheme and its objectives using Regression Analysis

R	R ²	R ² _{Adjusted}	Std Error of Estimate	F _(4, 15)	Sig.
.547	.299	.287	2.744	35.92	0.000

Predictor: (constant) age, academic qualification, professional qualification and gender

Table 4.6 presents the multiple correlation (R) of the four independent variables with knowledge of the Scheme's objectives in corps members (0.547). The adjusted R² which estimate the variance accounted for by the independent variables to the dependent variable measures is 0.287 which translates to 28.7% contribution of the independent variables to the Scheme's objective and R² = 0.299. These results indicate that 28.7% of the variance observed in the scores of corps members on the knowledge of the NYSC Scheme and its objectives is due to the joint contribution of the corps members' age, academic qualification, professional qualification, and gender.

(c) *Which of the four predictor variables are most influential in the explanation of the scores of corps members in the knowledge of the NYSC Scheme and objectives?*

Table 4.7: Age and gender as the most influential in the explanation of corps members' knowledge of the Scheme and its objectives using Regression Analysis

Dependent Variable	Unstandardised Coefficient		Standardised Coefficient	T	Sig.
	B	Std. Error	Beta		
Constant	13.506	2.744		.921	.000
Age	0.554	.059	.490	.461	.000
Academic Qualification	-4.58E-02	.040	-.063	-1.127	.260
Professional	6.570E-02	0.023	-0.014	.285	.775
Gender	-1.152	.329	.159	.497	.000

Review of the beta weights in Table 4.7 shows that Age ($\beta = 0.490$, $t(852) = .461$, $p < 0.05$) and Gender ($\beta = 0.159$, $t(852) = .497$, $P < 0.05$) are the most influential in the explanation of the corps members' scores in the knowledge test. The table shows that both academic and professional qualifications do not contribute meaningfully to the explanation of the corps members' scores.

Discussion

Statistics showed that corps members' knowledge of the Scheme's objective is very high with 74.7% when their average scores were computed. The impact of knowledge gained by corps members through special trainings organized for them resonated during the 2011 general elections. The success of the election has been attributed to the selfless sacrifice, honesty, loyalty, dependability, reliability, judgment, and the dogged commitment of the corps members used during the period. This was corroborated by the Independent National Electoral Commission (INEC, 2011) when it stated that the corps members were used for the exercise to restore sanity in the electoral system and conferment of credibility on same.

Age, gender, and qualifications of the corps members jointly influence their knowledge of the NYSC Scheme and objectives. Ukueze (2007) stated that age affects every area of human performance. Therefore, it has become necessary to examine the extent to which age affects the attitude of corps members towards the NYSC Scheme. The review of the beta weights show that age ($\beta = 0.490$), $t(852) = 0.461$, $p < 0.05$) and Gender ($\beta = 0.159$, $t(852) = .497$,

$P < 0.05$) are the most influential in the explanation of the corps members' scores in the knowledge test.

From the responses of corps members during the key informant interview, it was evident that they were familiar with the objectives of the Scheme as they were aware that the Scheme has eight (8) main objectives with the enabling principles to ensure their achievement. The majority were able to enumerate between five to six of the objectives of setting up the Scheme amongst which were (1) to contribute to the growth of national economy (2) to foster the spirit of national unity across geo-political divides (3) to bring about discipline, industry and loyal service to the nation (4) to improve socio-cultural blend (5) to encourage youths to acquire skills for self-reliance (6) to develop the sense of corporate existence and destiny for Nigerian people.

The events following the civil war in Nigeria, both in political, economic and social spheres necessitated the creation of this Scheme to address the obvious gaps and distrusts that engulfed the nation. Principal to the objectives are: (i) rebuilding mutual trust among the ethnic nationalities by as far as possible, assigning youths, jobs in states other than their States of origin; (ii) National integration through the equitable distribution of members of the Service Corps and the effective utilisation of their skills in areas of national needs; (iii) inculcation of the spirit and tradition of industry among the youths; (iv) to contribute to the growth of the national economy, (v) To develop a sense of corporate existence and common destiny of the people of Nigeria, and so on. From the various responses, during the key informant interview, it was observed that male corps members were more conversant with the Scheme and its objectives than their female counterparts. While more male corps members were able to enumerate between 5 and 6 objectives, the female corps members oscillated between 4 and 5. This buttresses Ahmed (2012) observations that male corps members seek information than their female counterparts. Also, age, academic and professional qualifications, and gender played significant roles in the knowledge of the NYSC Scheme and objectives. The younger corps members spoke more enthusiastically and emotionally about the Scheme during the Key Informant Interview, while the older ones were driven by what they stood to achieve on personal grounds. The older corps members said they were more interested in settling down for their future career and home front than wasting time on service, while the younger ones were enthused with service before furthering their education. Those with additional qualifications –

either Master's Degree or Professionals – enumerated more points of the objectives of the Scheme better than first degree holders. Ekundare (2001) affirmed this, that personal factors such as age and gender could determine the attitude towards a programme like this.

4.3 Research Question Three

(a) *How has the NYSC Scheme inculcated in Nigerian Youths a tradition of industry as rated by (a) Corps members' employers; (b) NYSC Officials?*

Table 4.8: Officials' and employers' ratings on inculcation of industry in corps members

	Attributes	NYSC OFFICIALS' RATINGS		CORPS MEMBERS' EMPLOYERS RATINGS	
		Inculcated	Not Inculcated	Inculcated	Not Inculcated
1	Punctuality	650(76.29)	202(23.71)	524(62.00)	328(38.00)
2	Team work	750(88.03)	102(11.97)	703(82.51)	149(17.49)
3	Leadership	252(29.58)	600(70.42)	370(43.43)	482(56.57)
4	Responsiveness	500(58.69)	352(41.31)	780(91.55)	72(8.45)
5	Loyalty	452(53.05)	400(46.95)	555(65.14)	297(34.86)
6	Reliability	471(55.28)	381(44.72)	580(68.06)	272(31.92)
7	Innovativeness	552(64.79)	300(35.21)	793(93.07)	
8	Appearance	443(52.00)	409(48.00)	810(95.07)	42(4.93)
9	Attendance	832(97.65)	20(2.35)	800(93.90)	52(6.1)
10	Interpersonal Relationship	833(97.77)	19(2.23)	804(94.37)	48(5.63)
11	Honesty	803(94.25)	49(5.75)	773(90.72)	79(9.28)
12	Dependability	822(96.48)	30(3.52)	760(89.20)	92(10.78)
13	Constructiveness	831(97.54)	21(2.46)	758(88.97)	94(11.03)
14	Resourcefulness	830(97.42)	22(2.58)	790(92.72)	62(7.28)
15	Originality	623(73.12)	229(26.88)	772(90.61)	83(9.74)
16	Communication skill	836(98.12)	16(1.88)	753(88.38)	99(11.62)
17	Initiative/judgment	837(98.24)	15(1.76)	772(90.61)	80(9.39)
18	Accuracy	325(38.16)	527(61.85)	405(47.18)	447(52.47)
19	Drive/determination	772(90.61)	80(9.39)	767(90.02)	85(9.98)
20	Exceptional quality	412(48.36)	440(51.64)	416(48.82)	436(51.17)

Benchmark: 50% and above = Inculcated, below 50 %=not Inculcated
Numbers in parentheses represent Percentages.

Table 4.8 showed the effectiveness of the National Youth Service Corps Scheme in the inculcation of a tradition of industry in corps members. A keen look at Table 4.8 showed that leadership quality is far from expectation as the ratings from the two major stakeholders revealed 29.58% and 43.43% respectively. This is the real life situation in the country. Nigeria has been plagued with leadership challenges from independence till date.

There is an appreciable progress in loyalty as an attribute in corps members from the Table. Both ratings showed 53.05% and 61.14% respectively. The Table also indicated the ratings on reliability as an attribute in corps members, which was 55.28% and 68.06% by the NYSC officials and the corps members' employers. There are two attributes - loyalty and

reliability were of utmost display during the last National election in April 2011 in Nigeria, when corps members hazarded their lives, in order to make the elections free and fair. The Table further showed 76.29% as rated by the NYSC officials and 62% as rated by corps members' employers in terms of punctuality inculcation, which the English adage says is the soul of business; as an attribute in corps members as the ratings by the NYSC inspectors during the supervisions and the ratings of the corps members' employers corroborate these attributes.

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(b) What is the level of performance of corps members as rated by their employers?

Table 4.9: Corps members' performance as rated by employers

S/N	Factors	Response					
		VE	EF	LE	IE	X	SD
1	Works assigned are always turned in error-free	26 (3.05)	302 (35.45)	506 (59.39)	18 (2.11)	1.75	0.59
2	No complaints registered in spite of workload	70 (8.22)	251 (29.46)	452 (53.05)	79 (9.27)	2.43	0.72
3	Has a good grasp of multiple assignments	26 (3.05)	50 (58.92)	300 (35.21)	24 (2.82)	2.79	0.85
4	Sets own constructive work practice	34 (3.99)	480 (56.34)	300 (70.42)	38 (4.46)	2.99	0.92
5	Preempts and takes proactive steps in order to avert problems	27 (3.17)	492 (57.75)	304 (35.68)	29 (3.40)	2.93	1.05
6	Completes assignments on schedule	30 (3.52)	454 (53.29)	336 (39.44)	32 (3.76)	2.81	1.05
7	Carries out instructions without deviating	24 (2.82)	395 (46.36)	398 (46.71)	25 (2.93)	2.94	1.00
8	Considerate in dealing with co-workers	23 (2.70)	510 (59.86)	300 (35.21)	19 (2.23)	2.98	0.93
9	Enjoy working relations with superiors and subordinates	25 (2.93)	416 (48.83)	384 (45.07)	27 (3.17)	2.78	0.93
10	Adhere to workplace rules and regulations	32 (3.76)	426 (50.00)	378 (44.37)	16 (1.88)	2.78	0.93
11	Thorough and well principled	47 (5.52)	371 (43.54)	402 (47.18)	32 (3.76)	2.79	0.93
12	Systematically implement instructions without distortions	52 (6.10)	399 (46.83)	361 (42.37)	40 (4.69)	2.79	0.99
13	Effective coordination of activities	56 (6.57)	358 (42.02)	400 (46.95)	38 (4.46)	2.83	1.08
14	Writes clearly and legibly	42 (4.93)	464 (54.46)	326 (38.26)	20 (2.35)	2.81	0.95
15	Harnessing human resources for optimum performances	51 (5.99)	422 (49.53)	350 (41.08)	27 (3.17)	2.75	1.03
16	Expresses ideas with clarity	41 (4.81)	400 (46.95)	369 (43.31)	42 (4.93)	2.72	0.94
17	Constructively handle unpleasant issues at his or her level	33 (3.87)	436 (51.17)	317 (37.21)	33 (3.87)	2.74	1.02
18	Doggedly pursues results despite challenges at work	51 (5.99)	354 (41.55)	402 (47.18)	45 (5.28)	2.76	1.04
19	Efficiently use resources to achieve desired objectives	42 (4.93)	386 (45.31)	381 (44.72)	43 (5.05)	2.76	1.04
20	Maximises the use of a valuable equipment/materials	36 (4.23)	445 (52.23)	325 (38.15)	46 (5.40)	2.79	0.99

Key: VE=Very effective, EF=Effective, LE=Less effective, IE=Ineffective
2.5-4.0 = Good performance, 1.00-2.49 = Poor performance

From Table 4.9, the middle point of the scale is 2.5. When the middle point is exceeded, this implies that majority of the corps members' performances were good. Factors one and two in the Table indicated below the middle point, this implies poor performance. One could expect that the place of primary assignment is a training ground for all corps members. It gives room for correction where necessary. They could not have possessed the ability to turn in all works assigned to them error-free always. Normal situations on training grounds give room for complaints for the purpose of corrections and mentoring. In other words, factor two indicated some elements of complaints registered as a result of workload.

The key informant interview affirmed the ratings of the corps members' employers and the NYSC officials on inculcation of industry. The Scheme has positively impacted on corps members, the culture of hard work/industry. All respondents spoke on a high level of dedication to duty and willingness to sacrifice more to achieve targets. The employers also spoke reaffirming the zeal with which corps members work. It was said that they were willing to work for longer hours with minimum motivation. Besides, some corps members affirmed their eagerness to do extra work to support their monthly allowances. These were in consonance with the statements of the NYSC officials which also corroborates the position of the corps members on their performances on duty.

(c) What are the methods of training those employed by the NYSC officials for the training of corps members during the orientation and how often is each method used?

To answer these questions, the responses of the corps members were analysed as shown in the table below:

Table 4.10: Methods used for training and their frequency during orientation

S/N	Methods	Often Used	Rarely Used
1	Drilling	694(81.46)	158(18.54)
2	Running	830(97.42)	22(2.58)
3	Jumping	516(60.56)	336(39.44)
4	Climbing	526(61.74)	326(38.26)
5	Skipping	431(50.59)	421(49.41)
6	Press Up	413(48.47)	439(51.53)
7	Over-Head Climbing with Rope	827(97.07)	25(2.93)
8	Sports	506(59.39)	346(40.61)
9	Defence Training Games	400(46.95)	452(53.05)
10	Repetition of Activities	780(91.55)	72(8.45)
Instruction Methods			
11	Lecture Method	822(96.48)	30(3.52)
12	Practical	401(47.07)	451(52.93)
13	Experimentation	409(48.00)	443(52.00)
14	Face to face interaction	540(63.38)	312(36.62)
15	Group discussion	450(52.82)	402(47.18)
16	Presentations	498(58.45)	354(41.55)
17	Assignment and Test	588(69.01)	264(30.99)
18	Seminars and workshops	499(58.57)	353(41.43)
19	Modeling	413(48.47)	439(51.53)
20	Audio-visual process	579(67.96)	273(32.04)

Key: Benchmark: 50 above = Often used, below 50 = Rarely used
Numbers in parentheses represent percentages

Table 4.10 showed the methods used at the orientation camp to train the corps members. Although all the indicated methods are used as shown in the Table, the most often used method of training at the orientation camp is running (97.42%), while that of the method of instruction is lecture method (96.48%). Repetition of activities also was 91.55%. Repetitive activities could give room for boredom as a result of monotony. There will be disinterest on the part of the corps members in the training exercise which could result into not acquiring the necessary skills and experiences.

(d) Are the materials required for the training of corps members during orientation available?

Table 4.11 presents the list of materials required for the training of corps members during orientation. The Table shows the level of availability Vis a viz: Available and Not Available.

Table 4.11: Availability of training materials in NYSC orientation camp

S/N	Materials	Available	Not available
1	Training Canvas	828(97.18)	24(2.82)
2	Training Knickers	816(95.77)	36(4.23)
3	Training Vests	830(97.42)	22(2.58)
4	Training Socks	821(96.36)	31(3.64)
5	NYSC Caps	830(97.42)	22(2.58)
6	NYSC Uniforms	827(97.07)	25(2.93)
7	Models for Training	443(52.00)	409(48.00)
8	Training manuals	822(96.48)	30(3.52)
9	Video Tapes	401(47.07)	451(52.93)
10	Projectors	413(48.47)	439(51.53)
11	Fish Driers	158(18.54)	694(81.46)
12	Cooking Utensils	780(91.55)	72(8.45)
13	Aluminum Fabrication Machines	334(39.20)	518(60.80)
14	Cloth Wearing Machines	213(25)	639(75)
15	Tie and Dye Materials	221(25.93)	631(75.07)
16	Gas Converters (to convert gas)	142(16.67)	710(83.33)
17	Computer and Accessories	810(95.7)	42(4.93)
18	Soap Making Apparatus	421(49.41)	431(50.59)
19	Sewing Machines	326(38.26)	526(61.74)
20	Plumbing Materials	204(23.94)	648(76.9)

Key: Benchmark: 50 and above = Available, below 50 =Not available
Numbers in parentheses represent percentages

Table 4.11 showed the frequency count and percentages of the corps members' responses as regards the availability of training materials in orientation camps. The Table indicates non-vocational materials' availability to an appreciable extent. But the vocational equipment or materials were few for the teeming population of corps members at the orientation camps. Except for cooking utensils with 91.55% availability and computer accessories has 95.7% availability.

Table 4.12: Adequacy of support services for training corps members during orientation camps

S/N	Services	Adequate	Not adequate
1	Accommodation	459 (53.87)	393 (46.12)
2	Catering services	462 (54.22)	390 (45.77)
3	Logistics	398 (46.71)	454 (53.28)
4	Security	451 (52.93)	401 (47.06)
5	Medical	530 (62.20)	322 (37.79)
6	Transportation	410 (48.12)	442 (57.87)
7	Finance	354 (41.54)	498 (58.45)
8	Rest rooms	481 (56.45)	371 (43.54)
9	Recreational garden	522 (61.26)	330 (38.73)
10	Games	721 (84.62)	131 (15.37)
11	Hospitability	492 (57.74)	360 (42.25)
12	Athletics	501 (58.80)	351 (41.19)
13	Insurance	469 (55.04)	383 (44.95)
14	Laundry	741 (86.97)	111 (13.02)
15	Sanitation	456 (53.52)	396 (46.47)
16	Entertainment	564 (66.19)	288 (33.80)
17	Counseling	397 (46.59)	455 (53.40)
18	Mentoring	355 (41.66)	497 (58.33)
19	Communication	499 (58.56)	353 (41.43)
20	Reception	523 (61.38)	329 (38.61)

*Key: Benchmark: 60 and above=Adequate; 50-59 = Averagely rendered; Below 50 = Poorly rendered
Numbers in parentheses represent percentages*

From Table 4.12, it is evident that all the support services required for training were rendered. However, services that appeared to be more adequately rendered were medical, recreational gardening, laundering, entertainment and reception as the respondents indicated. Accommodation, catering services, security, rest rooms, hospitality, athletics, insurance, and communication were averagely rendered. While those considered as poorly rendered were logistics, transportation, counselling and mentoring.

Discussion

Table 4.10 indicates the various physical exercises and instruction methods used in training corps members at the orientation camps. The exercises were embarked upon to keep the corps members fit at all times and to prepare them for a rugged rural life, as many of the members will be posted to rural areas. Running, barrier crossings (overhead climbing and crossing with ropes, crawling under barb wire) and drilling prepares the body for rural emergencies and obstacle crossings. Defence training games are meant to help the corps

members against assaults. However, lectures, presentations, seminars/workshops are to equip the corps members with mental knowledge of the environment and societal needs relevant to their stay, For instance, HIV awareness, Polio vaccine, Safety precautions, etc. Practicals, experimentations, and modeling are meant to prepare them for vocational skills like shoe making, bead making, catering, fashion designing.

Table 4.11 presents the list of materials required for the training of the corps members during the orientation programme. The materials are naturally group under three categories: Wears comprising of training canvass, knickers, vests, cap, uniforms which are generally distributed to all members irrespective of gender. They serve as official wears and uniformity for easy identification. Instructional materials which include Manuals, Video tapes, Projectors, and models are used to facilitate lectures, seminars, symposia, workshops, and information dissemination. Vocational materials include Fish driers, cooking utensils, fabrication machines, weaving machines, computers, tie & dye materials, sewing machines, plumbing machines, and so on are meant to prepare the corps members for definite vocation

Table 4.12 shows the adequacy of support services for training corps members during orientation camps. The services rendered in the training of corps members were classified into 3 categories: Adequately rendered, averagely rendered, and poorly rendered.

Funds are still being allocated for the running of the programmes, even though it seems the fund is not adequately considering recent happenings in the execution of its activities. For instance, before now corps members were mobilized at once every year, but in recent times there have been batches and graduate do not get mobilized at once anymore. In a service year, there exist Batch A, B, and C, which was not the case before. This could be due to increasing number of graduates which the operator may not have prepared for, even when they know that the numbers of participants are increasing and they ought to prepare in all respect to mobilize everybody adequately.

Olusanya (2001) said ‘the inadequate funding of the NYSC programmes are also evident in the low quality of kits, food, and treatment giving to corps members at the orientation camps all round the country. The quality was far better at inception than now’. Also, Ajayi (2003) concluded that ‘money has not been properly provided to mobilize all graduates and the same time, and that is why graduate who graduate the same year may not

even serve in the same year.’ He also adduced the reason to increased number of graduates from the universities but accepted that if funding is adequately provided and supported with other facilities in the state and local governments all graduates can be mobilized at once in a service year.

4.4 Research Question Four

To what extent has the NYSC Scheme imparted skills for self-employment in Nigerian Youths as perceived by the stakeholders?

Table 4.13: Impartation of skills for self-employment as conceived by corps members

S/N	Skills	Positive Responses	Negative Responses
1	Artistry (Bead, Jewelry, hat, bag and wireworks making)	551(64.67)	301(35.33)
2	Shoe making and mending	765(89.97)	87(10.21)
3	Event planning.	729(85.56)	123(14.44)
4	Interior and Exterior decoration.	585(68.66)	267(31.34)
5	Catering skills.	705(82.75)	147(17-25)
6	Fashion designing.	694(81.46)	158(18.54)
7	Photography.	660(77.46)	192(22.54)
8	Hairdressing and Barbing.	663(77.82)	189(22.18)
9	Art work (sculpture making, painting, papier-mâché, weaving, knitting).	100(11.74)	752(88.26)
10	Automobile repairs and gadget works (phones, laptop, wrist-watch, radio repairs).	112(13.15)	740(86.85)
11	Ability to play Musical Instruments.	771(49.30)	81(9.51)
12	Carpentry.	420(49.30)	332(38.97)
13	Plumbing work experience.	742(87.09)	110(12.91)
14	Nylon cutting.	785(92.14)	67(7.86)
15	Trading and Marketing experience.	842(98.83)	10(1.17)
16	Information and Communication Technology (ICT) training.	661(77.58)	191(44.42)
17	Fish farming experience.	557(65.35)	295(34.42)
18	Fumigation and Horticulture.	520(61.03)	330(38.78)
19	Construction work, (bricklaying, plaster of Paris work, tiling, welding).	440(51.14)	410(48.12)
20	Electrical work (e.g. television and blender repairs).	539(63.26)	311(36.50)

*Key: Benchmark: 50 and above = Acquired skills; below 50 = unacquired Skills
Numbers in parentheses represent percentages*

Table 4.13 showed that out of the 852 corps members sampled, 64.67% acquired skills in the areas of artistry (bead, jewelry, hats, bag and wire works making), 89.97% in shoe making and mending, 85.56% in event planning, 82.95% in catering skills, 81.64% in fashion designing, 77.46% in photography, 77.82% in hairdressing and barbing; 90.49% in musical instrumentation; 49.30% in carpentry; 92.14% in nylon cutting; 98.83% in trading and marketing; 77.58% in information and communication technology (ICT) training and 61.03% in fumigation and horticulture.

Acquisition of skills in the following areas; interior decoration (31.34%), plumbing (12.91%), fish farming (34.42%), construction works (48.12%) and electrical works (36.50%) attracted lower patronages, which in turn means that most of the corps members do not have a good grasp of these skills, which may result from inadequate training materials or methods or better still, lack of experts to put them through properly. The skills are expected to be acquired within the period of orientation in their various camps before posting to places of primary assignment.

Table 4.14: Impartation of skills for self-employment as conceived by NYSC officials

S/N	Skills	Positive Responses	Negative Responses
1	Artistry (Bead, Jewelry, hat, bag and wireworks making)	551(64.67)	301(35.33)
2	Shoe making and mending	24(72.73)	9(27.27)
3	Event planning.	24(72.73)	9(27.27)
4	Interior and Exterior decoration.	30(90.91)	3(9.09)
5	Catering skills.	32(96.97)	01(3.03)
6	Fashion designing.	25(75.76)	8(24.24)
7	Photography.	31(93.94)	2(6.06)
8	Hairdressing and Barbing.	30(90.91)	3(9.09)
9	Art work (sculpture making, painting, papier-mâché, weaving, knitting).	15(45.45)	18(54.55)
10	Autoobile repairs and gadget works (phones, laptop, wrist-watch, radio repairs).	3(9.09)	30(90.91)
11	Operation of Musical Instruments.	24(72.73)	9(27.27)
12	Carpentry.	16(48.48)	17(51.52)
13	Plumbing.	8(24.24)	25(75.76)
14	Nylon cutting.	18(54.55)	15(45.45)
15	Trading and Marketing.	31(93.94)	2(6.06)
16	Information and Communication Technology (ICT) training.	31(93.94)	2(6.06)
17	Fish farming.	16(48.48)	17(51.52)
18	Fumigation and Horticulture.	25(75.76)	8(24.24)
19	Construction work, (bricklaying, plaster of Paris work, tiling, welding).	14(42.42)	19(57.57)
20	Electrical work (e.g. television and blender repairs).	15(45.45)	18(54.55)

*Key: Benchmark: 50 and above = Acquired Skills; below 50 = Unacquired Skills
Numbers in parentheses represent percentages*

Table 4.14 showed the NYSC officials' indication of the skills acquired by corps members during the orientation camp. Their responses revealed artistry (72.73%), shoe making and mending (72.73%), event planning (72.73%). These percentages corroborate the corps member's responses which indicated these skills acquisition on a high level at the orientation camps. Most skills that attract national exchange are less acquired such as automobile repairs and gadget works (9.09%), plumbing (24.24%), fish farming (48.48%), construction works

(42.42%) and electrical works (45.45%). It also ascertains that fumigation-horticulture (75.76%), fashion designing (75.76%) and interior decoration (90.91%) as the most acquired skills by the corps members.

Table 4.15: Impartation of skills for self-employment as conceived by Corps members' employers

S/N	Skills	Positive Responses	Negative Responses
1	Artistry (Bead, Jewelry, hat, bag and wireworks making).	101(67.33)	49(32.67)
2	Shoe making and mending	106(70.67)	30(29.33)
3	Event planning.	85(56.67)	65(43.33)
4	Interior and Exterior decoration.	97(64.67)	53(35.33)
5	Catering skills.	110(73.33)	40(26.67)
6	Fashion designing.	100(66.67)	50(33.33)
7	Photography.	130(86.67)	20(13.33)
8	Hairdressing and Barbing.	122(81.33)	28(18.67)
9	Art work (sculpture making, painting, papier-mâché, weaving, knitting).	35(23.33)	115(76.67)
10	Automobile repairs and gadget works (phones, laptop, wrist-watch, radio repairs).	47(31.33)	103(68.67)
11	Musical Instruments.	120(80)	30(20)
12	Carpentry.	49(32.67)	101(67.33)
13	Plumbing.	57(38)	93(62)
14	Nylon cutting.	110(73.33)	40(26.67)
15	Trading and Marketing.	127(84.67)	23(15.33)
16	Information and Communication Technology (ICT) training.	145(95.00)	5(5.00)
17	Fish farming.	50(33.33)	100(66.67)
18	Fumigation and Horticulture.	107(71.33)	43(28.67)
19	Construction work, (bricklaying, plaster of Paris work, tiling, welding).	70(46.67)	80(53.33)
20	Electrical work (e.g. television and blender repairs).	55(36.67)	95(63.33)

*Key: Benchmark: 50 above = Acquired Skills, below 50 = Unacquired Skills
Numbers in parentheses represent percentages*

Table 4.15 presents the corps members' employers' indications as regards skill acquisition in corps members. Their responses revealed that artistry (67.33%), Shoe making and mending (70.67%), event planning (56.67%), interior and exterior decorations (64.67%); catering skills (73.33%), fashion designing (66.67%), photography (86.67%), hairdressing and barbing (81.33%), nylon cutting (73.33%), musical instrument (80%) and ICT (95.00%) attracted higher percentages as indicated for skill acquisitions in corps members. While skills acquisition in the areas of electrical works (36.67%), construction works (46.67%), plumbing

(38%), automobile repairs and gadget works (31.33%), carpentry (32.67%) were of lower percentages, fish farming (33.33%) and Art work (23.33%) were very low in acquisition.

Discussions

These skills are geared towards ensuring that the serving corps member learns a skill that will gainfully engage him/her after the service year, instead of waiting endlessly for a white collar job which may never come. The NYSC officials during the interactive section claimed that they now have various small scale business outfits springing up throughout the country, and that these are areas where young graduates would ordinarily not venture into in some years past.

Another contribution during the key informant interview also revealed that both the corps members' employers and the NYSC officials indicated that the skill acquisition programmes of the NYSC Scheme is one of the several initiatives of the government aimed at stemming the tide of unemployment. Lanre-Ogun (2012) expressed concern that most of the graduates from tertiary institutions did not have marketable skills. Both government and individuals therefore have roles to play to improve on the business environment in Nigeria.

Olusanya (2001) affirmed that NYSC could wage war against poverty by initiating empowerment programmes for the corps members. He added that the various arms of government must be saddled with the responsibility of making available soft loans for corps members, while their NYSC certificate may serve as collateral. However, beneficiaries of loans could be monitored and mentored to ultimate success in their ventures.

Ezekwe (2012) opined that new skill acquisition is a boost to job creation. That it tailors the beneficiary towards self-employment and ultimately employer of labour instead of being a job seeker. Before a corps member finishes the service, he will be sure to have acquired at least one skill. The corps members should be exposed to various skills such as poultry, piggery, fish farming, bee keeping, tie and dye; hair dressing, barbing, tailoring etc.

4.5 Research Question Five

To what extent has the NYSC Scheme brought about national unity and integration as opined by corps members, NYSC officials, and corps members' employers?

Table 4.16: Achievement of national unity and integration by NYSC Scheme as viewed by corps members

S/N	Issues	In support	Not in support
1	NYSC has created unity among ethnic groups	324 (38.03)	528 (61.97)
2	It has promoted collaboration among youths of different ethnic groups	772 (90.61)	80 (09.39)
3	It has broadened the view of youth on National issues	738 (86.62)	114 (13.38)
4	It has been able to foster common ties among Youths	800 (93.90)	52 (06.10)
5	The Scheme breeds unity in diversity	148(17.37)	704 (82.63)
6	Corps members are usually the target during religious crisis	116(13.62)	736(86.38)
7	NYSC has reduced religious intolerance	246(28.87)	606(71.13)
8	The Scheme fosters team spirit in Nigerians	128(15.02)	724(84.98)
9	It is a must for National Unity in Nigeria	141(16.55)	711(83.45)
10	Team spirit in Corps members enhances national integration	799(93.78)	53(06.22)
11	Apart from the NYSC, no other programme aims at fostering national unity and integration	116(13.61)	736(86.38)
12	The NYSC Scheme contributed to the unity of ethnic groups in Nigeria	672(78.87)	180(21.13)
13	Corps members' strive for self-survival overrides national unity	192(22.54)	660(77.46)
14	The NYSC Scheme encourages intermarriage among youths	641(75.23)	211(24.77)
15	It encourages communal integration among youths	514(60.33)	338(39.67)

Key: Benchmark: 50 above = In support, below 50 =Not in support
Numbers in parentheses represent percentages

Table 4.16 presents the views of corps members on the effectiveness of the Scheme to achieve national unity and integration. It was supported that the Scheme has promoted collaboration among youths (90.61%), broadened the view of youths on national issues (86.62%), fostered common ties among youths (93.90%), enhanced team spirit in corps members (93.78%), contributed to the unity of ethnic groups in Nigeria (78.87%), encouraged intermarriage among youths (75.23%) and communal integration among youths (60.33%).

The creation of unity among ethnic groups is indicated by 38.03%, target of corps members during religious crisis by 13.62%, reduction in religious intolerance, 28.87%; fostering of team spirit in Nigerians, 15.02%; and national unity in Nigeria 16.55%. Those who

indicated that no other programme aims at fostering national unity and integration apart from the NYSC Scheme were 13.61%; while the response to corps members' strive for self-survival overrides national unity was 22.54%.

Table 4.17: Responses on national unity and integration (NYSC officials)

S/N	Issues	In support	Not in support
1	NYSC has created unity among ethnic groups	23 (69.70)	10(30.30)
2	It has promoted collaboration among youths of different ethnic groups	21 (63.04)	12 (36.36)
3	It has broadened the view of youth on National issues	20 (60.60)	13 (39.39)
4	It has been able to foster common ties among Youths	26 (78.79)	07 (21.21)
5	The Scheme breeds unity in diversity	08(24.24)	25 (75.76)
6	Corps members are usually the target during religious crisis	09(27.27)	24(72.72)
7	NYSC has reduced religious intolerance	10(30.30)	23(69.70)
8	The Scheme fosters team spirit in Nigerians	04(12.12)	29(87.88)
9	It is a must for National Unity in Nigeria	27(81.82)	06(18.18)
10	Team spirit in Corps members enhances national integration	24(72.72)	09(27.27)
11	Apart from the NYSC, no other programme aims at fostering national unity and integration	07(21.21)	26(78.78)
12	NYSC Scheme contributed to the unity of ethnic groups in Nigeria	32(96.97)	01(3.03)
13	Corps members' strive for self-survival overrides national unity	04(12.12)	87(87.88)
14	NYSC Scheme encourages intermarriage among youths	28(84.85)	05(15.15)
15	It encourages communal integration among youths	27(81.82)	06(18.18)

Key: Benchmark: 50 above = In support, below 50 =Not in support
Numbers in parentheses represent percentages

Table 4.17 presents the responses on national unity and integration by the NYSC officials. It was revealed that the NYSC officials were in support that the Scheme has promoted collaboration among youths of different ethnic groups (63.04%), broadened the view of youths on national issues (63.04%), fostered common ties among youths (78.79%), a must for national unity in Nigeria (81.82%), enhanced team spirit in corps members (72.72%).

These officials also were of the view that the Scheme has contributed to the unity of ethnic groups in Nigeria (96.97%), encouraged intermarriage among youths (84.85%) as well as encouraged communal integration among youths (81.82%), these were being realised by the Scheme in Nigeria.

Breeding unity in diversity (24.24%), reduction in religious intolerance (30.30%), fostering team spirit in Nigerians (12.12%), no other programme aims at fostering national

unity and integration (21.21%) and corps members' strive for self-survival overrides national unity (12.12%), were not in support. These national aspirations are yet to be realised presently as a result of the prevalent situations and surrounding circumstances in Nigeria. Such as interference, insecurity, violence, kidnapping and lack of uniformity in the academic calendars of universities and polytechnics.

Table 4.18: Responses on national unity and integration (NYSC Employers)

S/N	Issues	In support	Not in support
1	NYSC has created unity among ethnic groups	50 (33.33)	100(66.67)
2	It has promoted collaboration among youths of different ethnic groups	101 (67.33)	51 (32.67)
3	It has broadened the view of youth on national issues	137 (67.37)	15 (8.66)
4	It has been able to foster common ties among youths	129 (86.00)	21 (14.00)
5	The Scheme breeds unity in diversity	46(30.67)	104 (69.33)
6	Corps members are usually the target during religious crisis	16(10.67)	134(89.33)
7	NYSC has reduced religious intolerance	19(12.67)	131(87.33)
8	The Scheme fosters team spirit in Nigerians	13(11.33)	133(88.67)
9	It is a must for National Unity in Nigeria	13(8.67)	137(91.33)
10	Team spirit in Corps members enhances national integration	28(11.67)	122(81.33)
11	Apart from the NYSC, no other programmes aim at fostering national unity and integration	8(05.33)	142(94.67)
12	NYSC Scheme contributed to the unity of ethnic groups in Nigeria	106(70.67)	44(29.33)
13	Corps members strive for self-survival overrides national unity	35(23.33)	115(76.67)
14	NYSC Scheme encourages intermarriage among youths	111(74.00)	39(26.00)
15	It encourages communal integration among youths	117 (78.00)	33(22.00)

Key: Benchmark: 50 above = In support, below 50 =Not in support
Numbers in parentheses represent percentages

Table 4.18 revealed the position of corps members' employers as regard the Scheme's ability to bring about national unity and integration. They were in support that the Scheme has promoted collaboration among youths of different ethnic groups (67.33%), broadened the view of youths on National issues (67.37%), fosters common ties among youths (86.00%), contribution to the unity of ethnic groups in Nigeria (70.67%), encourages intermarriage among youths (74.00%), encourages communal integration among youths (78.00%) have been achieved in the Nigerian youth but that Nigeria as a nation is far from breeding unity in diversity (30.67%), corps members were not targeted during religious crisis (10.67%), no

reduction in religious intolerance (12.67%), does not foster team spirit in Nigerians (11.33), team spirit in corps members was not supported by corps members to enhance national integration (11.67%), there are no other programmes which foster national unity and integration (05.33%). Therefore, the Scheme may not be declared as having fully realize national unity and integration objectives but has enhanced the cohesion of youths coming together.

Discussions

The position of these corps members confirmed the earlier assertion of Daniel (2009) that Nigeria only exists in togetherness and not in unity. Odumegwu Ojukwu alluded to the dichotomy that pervades the national entity and affirmed that whichever angle one takes a look at the country, only dichotomy stares one in the face when he said, “the imperialist administrative structure inherited by Nigerian founding fathers from the colonialist only exist as dichotomy”. Obadare (2005) corroborated this, when he posited that despite the NYSC Scheme, the country remains deeply divided with regular inter-ethnic and inter-religious clashes growing in intensity.

The statistical findings in this study has reflected the true state of these assertions, the Scheme has enhanced the cohesion of youths in purpose and goals but the unity and integration of the nation at large are still at their lower ebb.

On the contrary, the NYSC officials and corps members’ employers were of the opinion that the Scheme has successfully integrated the various nationalities within the Nigerian nation. Reports from the Key Informant Interview stated that the Scheme is largely exhibited upon the string of national unity and integration and that much has been achieved in this regard. According to them, there has been social diffusion of nationals in all parts of the country. Those corps members that were unmolested and treated with dignity find it more appropriate to settle in states where they have served.

In the same vein, many State Governments have freely offered job opportunities and awards to exceptional corps members, irrespective of their states of origin. Inter-state, tribe, and ethnic marriages have been conducted among corps members and others, which have passed through the Scheme and has therefore further reinforced unity. They claimed that traditional titles being awarded to deserving corps members were also means of national

integration. They held that the Scheme has unified the various ethnic nationalities thereby, sharing expertise across the divide.

Also, many corps members with technical and academic skills have made significant impact on their serving environment in times past; the cost of labour during the one year service of these youths is the cheapest in the country till today. They alleged that till moment, the monthly allowances paid to these corps members fall below the minimum wage bill of an average worker. Besides the contributions in the area of administration of medicine, agriculture, engineering, teaching, and commerce, this Scheme also made indelible marks in the last national elections in 2011. Some of the employers contended that significant financial savings were made from this Scheme through the maturity and forthrightness of corps members deployed for the exercise.

In addition, corps members also rendered their services in the areas of National Emergency Management Agency (NEMA), Federal Road Safety Corps (FRSC) to increase road safety awareness, thereby reducing carnage on our highways, HIV awareness campaigns, rural literacy projects, rehabilitation projects like empowering prison inmates, reconstruction of public facilities immediately after the establishment of the Scheme

4.6 Research Question Six

What are the factors hindering the implementation of the NYSC Scheme as noted by: (a) corps members (b) NYSC officials (c) corps members' employers?

To answer this research question, the opinion of corps members, NYSC officials, and corps members' employers were sought descriptively and content wise. The reports from the key informant interview were embedded in the discussion presented.

Table 4.19: Factors hindering the implementation of the NYSC Scheme as noted by corps members

S/N	Factors	In support		Not in support		Mean	SD
		SA	A	D	SD		
1	NYSC Scheme is underfunded	711 (83.45)	58 (9.15)	59 (6.93)	04 (0.47)	2.82	0.97
2	Staffing is a challenge to the Scheme	285 (33.45)	333 (39.08)	116 (13.62)	118 (13.85)	2.68	0.82
3	Logistics for compliance to objective of the Scheme is a major challenge	201 (23.59)	509 (59.74)	127 (14.91)	15 (1.76)	2.94	1.68
4	Enabling legislation to back up the enforcement of laws are weak	212 (24.88)	152 (17.84)	253 (27.70)	235 (27.58)	2.03	1.05
5	Administrative rules and regulation of the Scheme are not well adhered to	431 (50.59)	239 (28.05)	107 (12.56)	75 (8.80)	2.79	1.92
6	Security consideration are not properly in place	231 (27.11)	263 (30.87)	194 (22.77)	164 (19.25)	2.55	1.59
7	Political influence is a great challenge	259 (30.39)	306 (35.92)	156 (18.31)	131 (15.38)	2.99	1.98
8	Inadequacy of insurance cover for Corps members	218 (25.59)	343 (40.25)	230 (27.00)	61 (7.16)	2.66	1.90
9	Dearth of accommodation for Corps members in host communities	236 (27.70)	549 (64.44)	49 (5.75)	18 (2.11)	2.82	1.93
10	Poor allowance for Corps members	186 (21.83)	563 (66.08)	54 (6.34)	49 (5.75)	2.96	1.79
11	Population explosion among Corps members each year	537 (63.03)	292 (34.27)	18 (2.11)	05 (0.59)	2.91	1.56
12	Irregularities in academic calendar of various institutions of higher learning	381 (44.72)	404 (47.42)	42 (4.93)	25 (2.93)	2.65	1.71

Key: Benchmark: 50 and above = In support (2.5-4.00), below 50 =Not in support (1.00-2.49)
Numbers in parentheses represent percentages

From Table 4.19, all the factors enumerated above except item 4 (weak enabling legislation to back up the enforcement of laws) were considered to hinder the implementation of the NYSC Scheme. All these factors reached the middle point and above (2.5 or above). When expressed in percentage, the factors reached average and exceeded it with the exception of the aforementioned item 4 as the responses on Strongly Agreed (SA) and Agreed (A) were collapsed.

Table 4.20: Factors hindering the implementation of the NYSC Scheme as noted by NYSC officials

S/N	Factors	In support		Not in support		Mean	SD
		SA	A	D	SD		
1	NYSC Scheme is underfunded	3 (9.09)	17 (51.52)	8 (24.24)	4 (12.12)	2.52	0.81
2	Staffing is a challenge to the Scheme	6 (18.18)	3 (9.09)	5 (15.15)	21 (63.64)	2.03	1.05
3	Logistics for compliance to objective of the Scheme is a major challenge	2 (6.06)	23 (69.70)	5 (15.15)	3 (9.09)	2.73	0.95
4	Enabling legislation to back up the enforcement of laws are weak	7 (21.21)	2 (6.06)	3 (9.09)	21 (63.64)	2.00	1.03
5	Administrative rules and regulation of the Scheme are not well adhered to	5 (15.15)	1 (3.03)	1 (3.03)	27 (81.82)	2.35	0.97
6	Security consideration are not properly in place	8 (24.24)	19 (57.58)	4 (12.12)	2 (6.06)	3.00	1.08
7	Political influence is a great challenge	2 (6.06)	23 (69.70)	8 (24.24)	0 (0.00)	2.82	0.95
8	Inadequacy of insurance cover for Corps members	3 (9.09)	4 (12.12)	7 (21.21)	19 (57.58)	2.24	0.87
9	Dearth of accommodation for Corps members in host communities	1 (3.03)	26 (81.82)	5 (15.15)	1 (3.03)	2.91	0.97
10	Poor allowance for Corps members	1 (3.03)	29 (87.88)	3 (9.09)	0 (0.00)	2.94	0.99
11	Population explosion among Corps members each year	2 (6.06)	3 (9.09)	25 (75.76)	3 (9.09)	2.29	0.94
12	Irregularities in academic calendar of various institutions of higher learning	1 (3.03)	7 (21.21)	22 (66.67)	3 (9.09)	2.28	0.83

Key: Benchmark: 50 and above = In support (2.5-4.00), below 50 =Not in support (1.00-2.49)
Numbers in parentheses represent percentages

Table 4.20 showed that half of the above factors has contributed to the hindrances in the implementation of the Scheme as enunciated by the NYSC officials. The other factors (staffing, weak enabling legislation to back up the enforcement of laws, lack of adherence to administrative rules and regulation of the Scheme, inadequacy of insurance cover for corps members, population explosion, and irregularities in the academic calendar of various institutions of higher learning) were considered not as hindrances to the implementation of the Scheme by these officials.

Table 4.21: Factors hindering the implementation of the NYSC Scheme as noted by corps members' employers

S/N	Factors	Responses					
		SA	A	D	SD	Mean	SD
1	NYSC Scheme is underfunded	2 (1.33)	135 (90.00)	8 (5.33)	5 (3.33)	2.89	0.94
2	Staffing is a challenge to the Scheme	6 (4.00)	12 (8.00)	129 (86.00)	3 (2.00)	2.30	0.67
3	Logistics for compliance to objective of the Scheme is a major challenge	2 (1.33)	136 (90.67)	6 (4.00)	5 (3.33)	2.91	0.98
4	Enabling legislation to back up the enforcement of laws are weak	4 (2.67)	95 (63.33)	40 (26.66)	13 (8.00)	2.57	0.69
5	Administrative rules and regulation of the Scheme are not well adhered to	7 (4.67)	107 (71.33)	29 (19.33)	10 (6.67)	2.70	0.76
6	Security consideration are not properly in place	5 (3.33)	104 (69.33)	19 (12.67)	9 (6.00)	2.58	0.98
7	Political influence is a great challenge	7 (4.67)	99 (66.00)	36 (24.00)	10 (6.67)	2.66	0.71
8	Inadequacy of insurance cover for corps members	3 (2.00)	108 (72.00)	30 (20.00)	5 (3.33)	2.78	0.74
9	Dearth of accommodation for corps members in host communities	34 22.67)	10 (6.67)	2 (1.33)	103 (68.67)	2.36	0.69
10	Poor allowance for Corps members	3 (2.00)	79 (52.67)	61 (40.67)	8 (5.33)	2.50	0.65
11	Population explosion among corps members each year	6 (4.00)	40 (26.67)	84 (56.00)	23 (15.33)	2.43	0.49
12	Irregularities in the academic calendar of various institutions of higher learning	46 (30.67)	20 (13.33)	7 (4.67)	78 (52.00)	2.43	0.56

Numbers in parentheses represent Percentages

Table 4.21 showed that irregularities in academic calendars, population explosion, accommodation for corps members, and staffing are not hindrances to the implementation of the Scheme, while major factors that hinders implementation are underfunding, logistic challenges, lack of adherence to administrative rules, weak enforcement of enabling laws, security challenges, political influence, poor allowances and inadequacy of insurance cover for corps members as noted by the corps members' employers.

Discussion

From the analysis of the data collected, a number of obstacles have been identified to serve as hindrances to the effective implementation of the Scheme. These include underfunding, enabling legislation to enforce rules and regulations, political challenges, inadequate insurance cover for corps members, poor allowance for corps members and explosion of the population of corps members.

Funds are still being allocated for the running of the Scheme, even though it seems the fund is not adequate considering recent happenings in the execution of its activities. For instance, before now corps members were mobilized at once every year, but in recent times there have been three different batches and graduate do not get mobilized at once anymore. This could be due to increasing number of graduates for mobilization without corresponding funding to take care of all facilities required. Olusanya (2001) said ‘the inadequate funding of the NYSC programmes are also evident in the low quality of kits, food, and treatment giving to corps members at the orientation camps. The quality was far better at inception than now’.

Ajayi (2003) averred that ‘money has not been properly provided to mobilize all graduates at the same time, and that is why graduates who graduate the same year may not even serve in the same year.’ He also adduced the reason to increased number of graduates from the universities but accepted that if funding is adequately provided and supported with other facilities in the state and local governments all graduates can be mobilized at once in a service year. This is in line with Agbonizuanghwe’s assertion (2006) that the National Youth Service Corps Scheme (NYSC) is in crisis. In the last five years or so, fresh graduates have been routinely kept at home for upwards of six months to one year owing to a backlog of prospective corps members who are yet to get invited to camp.

Agbonizuanghwe (2006) asserted that fresh graduates have been routinely kept at home for upwards of six months to one year owing to backlog of prospective corps members who are yet to be called to camp due to delay in school calendar or population explosion. The Key Informant Interview respondents stated the following as major obstacles to the implementation: Inadequate funding – the amount voted for the Scheme yearly is too meager to take an adequate care of the corps members. The allowances voted monthly for each corps member is too inadequate compared with the present level of inflation. Also, the various departments that are expected to supervise the corps members while at their places of primary assignment lack the

necessary logistics to do so. Consequently, the corps members are left to themselves to determine what quality of performance they put up.

Recent events have shown that these defenseless army of youths need special security attention from the government. The killing and maiming of innocent corps members due to religious extremism and terrorist activities during national assignments and other periods is a great setback for the continuity of the Scheme as envisaged by the founding fathers. It is consequent to this that prospective corps members are now allowed to choose their preferred state of service, which is against the spirit of the Scheme.

With the irregular academic calendar in various schools assisted by strikes and closures, many of the universities and polytechnics are battling to control the backlog of candidates for the service. This has caused overcrowding in many orientation camps and in turn, has affected the supervisory roles of the few NYSC staff engaged. Also, the attitude of the some corps members' employers is negatively affecting the quality of service. Where employers reject prospective corps members, the latter may eventually find himself outside the state without a definite place of primary assignment and end the entire year without a significant contribution to community development.

4.7 Research Question Seven

(a) *Does the obtained Regression equation resulting from a set of five independent variables (training factors, training methods, Qualifications, Training materials and mode of supervision) account for the explanation of output variables; industry, acquisition of skills for self-employment, unification among youths and corps members' knowledge of the Scheme's objectives.*

(b) *Which of the independent variables (training factors, material availability, training methods and qualifications) are mostly influential in the explanation of each of the dependent variables?*

Table 4.22: Mean and standard deviation of variables

S/N	Variables	Mean	Standard Deviation
1	Training factors	27.00	4.73
2	Training Methods and Usage	17.67	7.69
3	Qualifications of Stakeholders	17.87	9.94
4	Materials Availability and Adequacy	2.83	0.91
5	Mode of Inspection and Supervisions	37.67	10.92
6	Inculcation of a tradition of industry in the corps member	37.97	10.97
7	Skill acquisition for self-employment	25.67	3.92
8	Enhancement of unification among Nigerian youths	21.17	4.27

Table 4.22 presents the mean and standard deviation of each independent and dependent variables used in the study. Training materials' availability has the least mean of (2.83) while inculcation and a tradition of industry have the highest mean of (67.67).

Table 4.23: Correlations Matrix of Variables

	TF	MA	TM	QS	MS
TF	1.000	.077	0.49	.767	.309
MA	.077	1.000	.947	.245	.327
TM	.049	.947	1.000	.237	.302
QS	.767	.767	.237	1.000	.034
MS	.309	.327	.302	.034	1.000
CMKS	.267	.397	.371	.067	.604
IICM	.247	.140	.182	.172	.045
SASE	-.236	.154	.183	-.570	.089
EUNY	-.048	.009	.005	-.307	.192

EUNY = Enhancement of Unification among Nigerian Youths

SASE = Skill Acquisition for Self-Employment

IICM = Inculcation of spirit of Industry in Corps Members

CMKS = Corps Members Knowledge of the Scheme and its Objectives

MS = Mode of Supervision

QS = Qualification of Stakeholders

TM = Training Methods

MA = Materials Availability

TF = Training Factor

Table 4.23 presents the inter-correlations among the independent and dependent variables. The purpose of this, is to detect multicollinearity among the independent variables. Material availability and training methods are highly correlated ($r = .947$).

Table 4.24: Summary and analysis of variance of inculcation of industry in Nigerian youths using multiple regression analysis

R	R ²	R ² _{Adjusted}	Std Error of Estimate	F _(4, 15)	Sig.
.879	.699	.667	6.678	6.435	0.003

Predictor: (constant), training factors, material availability, training methods, qualifications, supervision

Table 4.24 presents the multiple correlation coefficient (R) of all the combined independent variables with the inculcation of industry in the Nigerian youth (0.879). The adjusted R² which estimates the variance accounted for by the combined input variables to the output variable measure is 0.667; this translates to 66.7% contribution of all the input variables to the inculcation of industry in the Nigerian youth, which represents the output variable.

The Table in question also presents analysis of variance summary thus, the regression equation is significantly different from zero that the combination of inputs variable is effective in the explanation of inculcation of industry in Nigerian Youths [$F_{(4,15)} = 6.435$, $P=0.003$]. This also implies that one or more of the input variables is/are different from other input variables in explaining the inculcation of industry in Nigerian Youths. The obtained regression equation model is effective in the explanation of the inculcation of industry in Nigerian Youths using five independent variables.

Table 4.25: Coefficient table on inculcation of a tradition of industry in Nigeria youths

Model	B	SE	Beta	t	Sig	Order	Zero-Partial Part		
Constant	16.421	12.722		1.278	.222				
Training Factor	.197	.384	.096	.542	.609	-.074	.164	.086	.907
Training Method & Usage	.676	.175	.696	3.890	.002	.504	.709	.628	.874
Qualification	1.926	3.195	.98	.586	.577	.249	.149	.092	.832
Material Availability	-.877	.207	-.645	-3.876	.002	-.435	-.709	-.605	.843

Table 4.25 presents training method as the most influential in the explanation of the inculcation of industry in Nigerian Youths with ($\beta = .696$, $t = 3.890$, $P = .002$). The value indicates that, for every one unit change in training method, there is a corresponding increase of .696 in the inculcation of a tradition of industry in the Nigerian Youth. Training materials' availability is also influential in the explanation of the inculcation of industry in corps members with ($\beta = .645$, $t = -3.876$, $P = .002$). Two out of the five independent variables do not significantly contribute to the model. These are training factor and Qualification. Training materials' availability and training method were merged and recomputed.

The Table also revealed that training method has the highest correlation with the dependent variable ($r = .504$), while training factor has the least correlation with the dependent variable ($r = -.074$). This stands for zero-order correlation. The partial correlation here represents the correlation of independent variables with dependent variables, when all other independent variables are partially out, which the part correlation represents the correlation between independent variables and the dependent variable when one of the independent variable is partially out.

Table 4.26: Model summary and analysis of variance of enhancement of unification among Nigerian youths using multiple regression analysis

R	R ²	R ² Adjusted	Std Error of Estimate	F _(4,15)	Sig
.740	.544	.417	2.393	4.375	0.012

Predictors: (Constant) training factor, training method, material availability, qualification

Multiple correlation coefficient (R) of all the combined input variables with the enhancement of unification among Nigerian Youths on table 4.26 is 0.740. The adjusted R²,

which estimates the variance accounted for by combined input variables to the output variable measure is 0.417, which translates to 41.7% contribution of all the input variables to the enhancement of unification among Nigerian youths representing the output variable.

The Table also showed that the regression equation is significantly different from zero and that the combination of the independent variables is effective in predicting the enhancement of unification among Nigerian youths $F_{(4,15)} = 4.2375$, $P=0.012$), which also implies that one or more of the input variables is/are different from other independent variables in predicting unification among Nigerian youths. The obtained regression equation model is effective in the explanation of unification among Nigerian youths.

Table 4.27: Coefficient table on enhancement of unification among Nigeria youth

Tolerance	Zero-Partial Part									
Model	B	SE	Beta	t	Sign	Order				
Constant	32.614	4.526		7.000	.000					
Training Factor	-.388	.139	-.777	-2.986	.019	-.567	-.013	-.539	.908	
Training Method	.045	.059	.148	.765	.472	-.089	.181	.135	.876	
Qualification	-2.067	1.131	-.347	1.842	.085	.085	-.234	-.430	-.335	.80
Material Availability	-.115	.067	-.343	-1.763	.100	-.445	-.413	-.308	.844	

Table 4.27 showed that training factor is the most influential in the explanation of the enhancement of unification among Nigerian youths ($\beta = -.777$, $t = -2.986$, $P = 0.019$). The beta value revealed that for every one unit change in training factor, there is a corresponding decrease of .777 in unification among Nigerian youths. Three out of the four independent variables do not significantly contribute to the model. These are: training methods, qualification, and materials' availability. It was also revealed that materials' availability is multicollinear with training methods ($r = .967$) as shown in Table 4.27. The two independent variables have non-zero beta weights when computed initially (materials' availability $\beta=1.753$, training methods = -1.992), and the absolute value of the simple correlation with the dependent variable is considerably smaller than the value of the beta weights. These are indicators of a suppressor variable. Material adequacy was dropped from the regression model because the sign of the beta value is opposite to that of the simple bivariate correlation between it and the dependent variable. This shows that it is more potent in eliminating, suppressing or trimming

irrelevant variances in other independent variables when compared to materials' availability (Kerlinger and Lee, 2000).

Training factor has the highest correlation with the dependent variable ($r = -.567$), while training method has the least correlation with the dependent variable ($r = .089$). This represents the zero-order correlation. The partial correlation here represents the correlation of the independent variable with the dependent variable when all other independent variables are partially out, while the part correlation represents the correlation between the independent variable and the dependent variable when one of the independent variable is partial led out. The tolerance statistic shows that none of the re-constituted independent variables is multicollinear with one another.

Table 4.28: Model summary and analysis of variance of skill acquisition for self – employment using multiple regression analysis

R	R ²	R ² Adjusted	Standard Error of Estimate	F _(4,15)	Sig.
.745	.589	.501	4.048	4.418	.010

Predictors: (Constant), training factor, training method, supervision, qualifications.

Table 4.28 showed that the multiple correlation coefficient (R) of all the combined independent variables with dependent variables is 0.745. The Adjusted R², which estimates the variance, accounted for by the combined input variables to the dependent variable measure which gives an unbiased estimate is 0.501; this translates to 50% contribution of all the independent variables to skill acquisition for self-employment which represents the output variable.

The Table also showed that the regression equation is significantly different from zero and that the combination of the input variables is effective in predicting skill acquisition for self-employment ($F_{(4,15)}=4.418$, $P=0.10$). This implies that one or more of the independent variables are different from each other in the explanation of skill acquisition for self-employment. The obtained regression equation model is effective in reliability predicting skill acquisition for self-employment using the four predictors.

Table 4.29: Coefficient of analysis of variance of skill acquisition for self-employment

Tolerance	Zero-Partial Part									
Model	B	SE	Beta	t	Sig.	Order				
Constant	27.092	7.752		3.658	.003					
Training Factor	.242	.116	.245	-2.045	.049	.376	.347	.342	.907	
Training Method	-.042	.102	-.106	-419	.684	-.041	.107	-.095	.874	
Qualification	-1.866	1.958	-.230	-.957	.355	-.244	-.241	-.216	.814	
Material Availability	.222	.106	.275	2.145	.042	-.666	-.414	-.307	.845	

Table 4.29 revealed that materials' availability is the most influential predictor for skill acquisition for self-employment ($\beta=.275$ $t=2.145$ $P=.042$). The beta value indicates that, for every one unit change in materials' availability, there is a corresponding increase of .275 in skill acquisition for self-employment. Training factor is another influential predictor of skill acquisition for self-employment ($\beta=.245$, $t=2.045$, $P=.049$). The beta value indicates that, for every one unit change in training method, there is a corresponding increase of .245 in skill acquisition for self-employment. Two out of the four predictors do not significantly contribute to the model. These are training method and qualification. Materials' availability is multilinear with training methods ($r=.967$) and acts as the more potent suppressor variable which was the reason why the regression equation was recomputed. The two input variables have non-zero beta weights (materials' availability $\beta= .222$, training method $\beta= -.042$), and the absolute value of the simple correlation with the dependent variable is considerably smaller than the value of the beta weights which are indicators of suppressor variable, the regression model was computed. With regard to training method, the partial correlation was the greatest. In the case of training factor, qualification, materials' availability, the zero-order correlations were the greatest.

Discussion

Training factor and method are the influential variables in the prediction of the inculcation of a tradition of industry in the corps members. The finding is in line with the view of Agbonizuanghwe (2006), who noted that the Scheme was conceived and designed in its objectives to involve youths in the future of Nigeria and in the process, build leadership skills as well as develop citizenry. Marenin (2010) also concluded that the objectives, with the design

of the Scheme were done with a view to give youths the proper guidance and orientation relevant to the need of the country. It could be inferred that the training method employed will work together with other training factors to the realisation of the desired objectives of the Scheme.

In the model, qualification provided little variation and as such made qualification to be an insignificant issue in the study. Brenner (2002) stressed the fact that first degree or higher national diploma is the qualification required for participation in the Scheme. Materials' availability did not also contribute meaningfully to the regression model. Training methods and materials' availability are the significant and influential variables in the prediction of skill acquisition for self-employment of corps members. The training method employed as well as training materials' availability could enhance the skill acquisition for self-employment in corps members. Qualification is not a factor which could be due to very little variation in the prediction of skill acquisition for self-employment in corps members acquired from the NYSC officials and corps members' employers.

Training factors and training methods are effective in reliably predicting the enhancement in the unification among Nigerian youths. Qualification and materials' availability are not effective, probably because the inadequacies and monotony in usage on the part of the NYSC officials in practice and instructions to the corps members. Training factors is an influential variable that is effective in reliably predicting corps members' performances in the Scheme. This is viewed from the point that all the factors associated with the inculcation of spirit of industry and discipline for the various skills acquisition are carried overtly and covertly to the training grounds, either the orientation camps or places of primary assignments. This may reflect in the instructions, practical or ratings by the NYSC officials and the corps members' employers. Qualifications, materials' availability and training method did not contribute significantly to the regression model. This could result from the fact that the impact of materials' availability, training methods and qualification has become too indirect for the impact to be felt on corps members' performances.

4.8 Hypothesis One

Ho_{1(a)}: There is no significant difference in the knowledge of the NYSC Scheme and its objectives between male and female corps members.

Table 4.30: Difference in the knowledge of NYSC Scheme and its objectives between male and female corps members

Gender	N	\bar{x}	S.D	Df	T	Sig
Male	482	14.975	0.272	850	-0.341	0.733
Female	370	14.981	0.226			

P =0.05

Table 4.30 presents a t-value (-0.341) which is not significant at 0.05 ($p > 0.05$). It follows that there is no significant difference in the knowledge of the Scheme and its objectives by male and female corps members. The null hypothesis is therefore accepted. This implies that there is no significant difference in the extent of knowledge of the NYSC Scheme and its objectives between male and female corps members. In addition, the table showed the mean-scores of male corps members (14.975) and their female counterparts (14.981). Therefore, the male corps members had no higher knowledge than their female counterparts.

Ho_{1(b)}: There is no significant difference in the knowledge of the NYSC Scheme and its objectives between holders of first degree and Higher National Diploma.

Table 4.31: Difference in the knowledge of the NYSC Scheme and its Objectives between holders of first degree and Higher National Diploma

Education	N	\bar{x}	S.D	DF	T	Sig
HND	379	14.981	0.223	850	0.395	0.693
Degree	473	14.974	0.275			

P =0.05

Table 4.31 presents the t-value (0.395) which is not significant at 0.05 ($p > 0.05$). Therefore, there is no significant difference in the knowledge of the Scheme and its objectives by degree and Higher National Diploma holders. The first degree holders have equal knowledge of the Scheme and its objectives as well as the holders of Higher National Diploma. This is in line with (Ajayi, 2003) who noted in his findings that though the University graduates

engage in extensive research findings than the Higher National Diploma graduates. He however added that the Higher National Diploma is more practical-oriented, which means self-discovering kind of knowledge acquisition. These important attributes found in the University graduates and holders of Higher National Diploma results in equalisation.

Ho_{1(c)}: There is no significant difference in the knowledge of the NYSC Scheme and its objectives between age range of corps members.

Table 4.32: Comparison in Knowledge of the NYSC Scheme and its Objectives between corps members age range

Age Range	Sum of square	DF	Mean square	F	Sig
Between Groups	0.013	2	0.007		
Within Groups	54.563	849	0.064	0.103	0.903
Total	54.576	851			

Table 4.32 showed an F-value (0.103) which is not significant at 0.05, ($p > 0.05$). Therefore, there is no significant difference in the knowledge of the Scheme and its objectives based on age range of corps members. This implies that all the age range represented in the Scheme are well informed about the Schemes' objectives. This is the more reason why highest ethical standard is expected of corps members irrespective of their ages which was actually displayed during the 2011 national elections. The corps members hazarded their lives to make their 'callings and election sure'.

4.9 Hypothesis Two

Ho₂: There is no significant difference in the performance of corps members as rated by their employers in Lagos and Oyo states respectively.

Table 4.33: Comparison in the performances of corps members in Lagos and Oyo states as rated by their employers

State	N	\bar{x}	S.D	DF	t	Sig
Lagos	499	63.399	4.567	850	0.359	0.917
Oyo	353	63.309	4.486			

Table 4.33 indicates t-value of 0.359 is not significant at 0.05 ($p>0.05$). Hence, the null hypothesis was accepted. This implies that there is no significant difference in the corps members' performances in Lagos and Oyo states as rated by their employers respectively. In other words, corps members' performances in the Scheme are not affected by location. The difference in the mean rating of the employers in the two states is not statistically significant. This finding buttresses the popular ancient adage "*Once a soldier, always a soldier*". Since the training of corps members is the same throughout the nation, one will expect the performances to be the same *Ceteris Paribus*.

4.10 Hypothesis Three

Ho₃: There is no significant difference in inculcation of a tradition of industry in corps members as rated by corps members' employers in Lagos and Oyo states respectively.

Table 4.34: Comparisons in the inculcation of a tradition of industry between corps members in Lagos and Oyo States

State	N	\bar{x}	S.D	DF	t	Sig
Lagos	499	71.09	3.626	850	0.375	0.708
Oyo	353	70.99	3.556			

Table 4.34 indicates t-value of 0.375 is not significant at 0.05 ($p>0.05$). Hence, the null hypothesis was accepted. This implies that there is no significant difference in the corps members' inculcation of a tradition of industry in Lagos and Oyo states as rated by their employers respectively. This finding buttresses Abdullahi (2002), who quoted Adedeji (1998) that the Scheme is likened to the biblical grain, mustard seed, planted in 1973. That "in spite of all odds, the NYSC Scheme has not only remained intact, but has also prospered and expanded considerably". He concluded that an analytical history of the NYSC shows that there is no aspect of the Nigerian life that has not been affected by the contributions of its participants ranging from the economic, education, social, cultural and even psychological lives. That the Scheme has touched and contributed meaningfully in its primary purpose, which is to instil discipline and foster patriotism in Nigerian youths and also inculcate a tradition of industry.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary of the research study, conclusion of the study and offer recommendations based on findings during the study.

5.1 Summary of Findings

The major finding in this study are summarised as follows:

- In Lagos and Oyo States, there are large numbers of corps members with first degrees and Higher National Diploma holders, but very few held Master's and Ph.D. degrees,
- More males are taking part in the National Youth Service Corps than their female counterparts,
- Most of the corps members are in the age range of 21 to 25 years,
- More corps members are deployed to public organisations than the private organisations and most of these corps members are found in the education sector,
- Corps members are highly knowledgeable about the Scheme and its objectives,
- Age, qualification and gender of corps members jointly contribute to their knowledge of the NYSC Scheme and its objectives,
- There was no significant difference in the knowledge of the Scheme and its objectives between male and female corps members,
- There was no significant difference in the knowledge of the Scheme and its objectives between holders of first degree and Higher National Diploma,
- There was no significant difference in the knowledge of the Scheme and its objectives between age range of corps members,
- Corps members displayed positive attributes of industry during their primary assignments,

- There was no significant difference between corps members' performances as rated by their employers and between corps members exhibiting attributes of industry in Lagos and Oyo States,
- There was no significant difference in the inculcation of a tradition of industry in Lagos and Oyo States respectively,
- There were insufficient materials for vocational training,
- Skills most acquired by corps members were photography, ICT training, fumigation/horticulture and artistry,
- The Schemes' objectives of national unity and integration are grossly unachieved,
- Weak enforcement of enabling legislation was considered an hindrance to full implementation of the Scheme,
- In Lagos and Oyo States, majority of the stakeholders believed that the Scheme has contributed meaningfully to the inculcation of a tradition of industry and fostering of patriotism among corps members,
- The National Youth Service core objectives have been fairly realised among the 2012-2013 corps members in Lagos and Oyo States, with little hindrances to its implementation,
- Enforcement of existing laws governing the Scheme need to be strengthened and adequate materials needed to be provided to ensure full realisation of the Schemes' objectives,
- Training factors, availability of materials, stakeholders' qualifications and supervision jointly contributed to the inculcation of a tradition of industry, acquisition of skills for self-employment and unification among Nigerian youths.

5.2 Conclusion

This study has shown how relevant the Scheme (National Youth Service Corps) is, to our present day national life as when it was first launched. At inception, it was a noble idea, which commands the respect of all Nigerians. Study however, has shown that much can be gained through the Scheme if properly executed. Age was discovered as a considering factor to

programme initiation at orientation camps in the present day. Sex is also paramount to programme initiation and proper training at the orientation camps. Likewise, in as much as the educational sector is given the priority as to the deployment of corps members, the government should bear in mind the experience required for full scale employment in their various areas of specialization. The Scheme has to some extent positively impacted on economic growth of every sector of our national life. The fact that the Scheme has inculcated a tradition of industry in our teeming youths, and the fact that the knowledge index of corps members concerning the Scheme is high, indicates selfless service. However, national unity and integration are still not achieved; self-reliance and self-employment are still at their low ebb. Improved training and enabled legislation may help overcome these challenges.

5.3 Recommendations

The following are recommended for the maximum benefits of the Scheme that:

- ✓ Age should be considered as a factor to programme initiation in the orientation camps as the statistics in the study showed the various population of corps member in their various ages;
- ✓ More programmes should be geared towards the training of male corps members due to their larger numbers in the Scheme's participation;
- ✓ Relevant laws governing the Scheme should be reviewed to take particular cognisance of the present realities in the country. This will rekindle interest among prospective corps members, the officials, and corps members' employers;
- ✓ Current vocational studies at the orientation camps should be followed up with action programmes during the period of primary assignments. This will not only expose the corps members to realities, but also prepare them adequately even after their passing out;
- ✓ Periodic evaluation should be carried out by the Scheme to give direction to its relevance and future course;
- ✓ Improved supply and adequacy of training materials will help in the training of corps members in skill acquisition;

- ✓ Private sectors, mostly others organizations different from the educational sector should be encourage to accept corps members to enhance more experience in their fields of specialization before full scale employment.

5.4 Limitations and Suggestions for Further Studies

The study was limited to Lagos and Oyo States, Nigeria; there is the need to cover wider geo-political zones of Nigeria to give greater opportunity for generalisations. There is also the need to include more variables in further studies.

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APPENDIX I

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SUPPORT SERVICES INFORMATION INVENTORY (SSII)

Introduction

This instrument has been developed to assess the availability of materials and adequacy of support services for the training of corps members during orientation. It was also designed to assess the type of training youth corps members undergo during orientation. Your response will be treated confidentially.

SECTION A: Please tick (√) appropriately

State: Lagos () Oyo ()

Qualification: HND () Bachelor's Degree () Master's Degree () Ph.D ()

Respondent: Corps Members () NYSC officials ()

SECTION B

I. Availability of Training Materials during Orientation

Below in Table 1, are the lists of materials needed by corps members during orientation for their training. Please tick the materials that are available or not available during the immediate past orientation.

Table 1: Availability of Training Materials

S/N	Materials	Available	Not Available
1	Training Canvas		
2	Training Knickers		
3	Training Vest		
4	Training Socks		
5	NYSC Cap		
6	NYSC Uniform		
7	Model for Training		
8	Training manuals		
9	Video Tape		
10	Projector		
11	Fish Drier		
12	Cooking Utensil		
13	Aluminum Fabrication Machine		
14	Cloth Weaving Machine		
15	Tie and Dye Materials		
16	Gas Converter (To Convert Gas)		
17	Computer and Accessories		
18	Soap Making Apparatus		
19	Sewing Machine		
20	Plumbing Materials		

II. Adequacy of Support Services during Orientation

Below in Table 2, are the lists of services needed by the corps members during orientation to enhance their training. Place a tick to show that the services were adequately provided during the immediate past orientation.

Table 2: Adequacy of Support Services

S/N	Services	Adequate	Not Adequate
1	Accommodation		
2	Catering services		
3	Logistics		
4	Security		
5	Medical		
6	Transportation		
7	Finance		
8	Rest rooms		
9	Recreational garden		
10	Games(indoor)		
11	Hospitability		
12	Athletics		
13	Insurance		
14	Laundry		
15	Sanitation		
16	Entertainment		
17	Counseling		
18	Mentoring		
19	Communication		
20	Reception		

III. Training Methods

What are training methods used during the orientation? Please respond to the following items in Table 3 using the following keys.

Key: Often = 2

Rarely = 1

Table 3: Training Methods

S/N	Methods	2	1
1	Drilling		
2	Running		
3	Jumping		
4	Climbing		
5	Skipping		
6	Press Up		
7	Over-Head Climbing with Rope		
8	Sports		
9	Defence Training Games		
10	Repetition of Activities		
11	Lecture Method		
12	Practical		
13	Experimentation		
14	Face to face interaction		
15	Group discussion		
16	Presentations		
17	Assignment and Test		
18	Seminars and workshops		
19	Modeling		
20	Audio-visual process		

APPENDIX II

**INSTITUTE OF EDUCATION
UNIVERSITY OF IBADAN**

STAKEHOLDERS' ATTITUDE TOWARDS QUESTIONNAIRE (SATSQ)

Introduction

This instrument seeks to assess your attitude towards the NYSC Scheme. Kindly fill this questionnaire with as much sincerity as possible and your responses will be treated confidentially.

Section A: Please tick (√) appropriately

State: Lagos () Oyo ()
 Organisation: Public () Private ()
 Gender: Male () Female ()
 Qualification: HND () Bachelor Degree () Master's Degree () Ph.D. ()
 Respondent: Corp member () NYSC Officials () NYSC Employers ()

Section B: National Unity and Integration

In your own view has the NYSC Scheme been able to achieve the underlisted objectives? Please tick (√) appropriately using the keys and values attached to them.

Key: Strongly Agree = 4
 Agree = 3
 Disagree = 2
 Strongly Disagree = 1

S/N	Issues	4	3	2	1
1	NYSC has created unity among ethnic groups				
2	It has promoted collaboration among youths of different ethnic groups				
3	It has broadened the view of youth on National issues				
4	It has been able to foster common ties among Youths				
5	The Scheme breeds unity in diversity				
6	Corps members are usually the target during religious crisis				
7	NYSC has reduced religious intolerance				
8	The Scheme fosters team spirit in Nigerians				
9	It is a must for National Unity in Nigeria				
10	Team spirit in Corps members enhances national integration				
11	Apart from the NYSC, no other programme aims at fostering national unity and integration				
12	The NYSC Scheme contributed to the unity of ethnic groups in Nigeria				

13	Corps members' strive for self-survival overrides national unity				
14	The NYSC Scheme encourages intermarriage among youths				
15	It encourages communal integration among youths				

Section C: Impartation of Skills for self-employment in corps members. Please tick (✓) appropriately

	Skills	4	3	2	1
1	Artistry (Bead, Jewelry, hat, bag and wireworks making).				
2	Shoe making and mending				
3	Event planning.				
4	Interior and Exterior decoration.				
5	Catering skills.				
6	Fashion designing.				
7	Photography.				
8	Hairdressing and Barbing.				
9	Art work (sculpture making, painting, papier-mâché, weaving, knitting).				
10	Automobile repairs and gadget works (phones, laptop, wrist-watch, radio repairs).				
11	Musical Instruments.				
12	Carpentry.				
13	Plumbing.				
14	Nylon cutting.				
15	Trading and Marketing.				
16	Information and Communication Technology (ICT) training.				
17	Fish farming.				
18	Fumigation and Horticulture.				
19	Construction work, (bricklaying, plaster of Paris work, tiling, welding).				
20	Electrical work (e.g. television and blender repairs).				

Section D: Factors hindering the implementation of the NYSC Scheme Please tick (✓) appropriately

SN	Factors	4	3	2	1
1	NYSC Scheme is underfunded				
2	Staffing is a challenge to the Scheme				
3	Logistics for compliance to objective of the Scheme is a major challenge				
4	Enabling legislation to back up the enforcement of laws are weak				
5	Administrative rules and regulation of the Scheme are not well adhered to				
6	Security consideration are not properly in place				
7	Political influence is a great challenge				
8	Inadequacy of insurance cover for corps members				
9	Dearth of accommodation for corps members in host communities				
10	Poor allowance for Corps members				
11	Population explosion among corps members each year				
12	Irregularities in the academic calendar of various institutions of higher learning				

APPENDIX III

INSTITUTE OF EDUCATION UNIVERSITY OF IBADAN

NYSC EMPLOYERS' PROGRAMME EVALUATION RATING SCALE (NEPERS) (To rate corps members)

Introduction

This instrument is to assess the performance and personal attributes of Corps members at their places of Primary Assignment. Please kindly rate each Corps member in your organisation as truthfully as possible.

SECTION A: Please tick (✓) appropriately

State: Lagos () Oyo ()

Organisation: Public () Private ()

Gender of corps members being rated: Male () Female ()

Qualification: HND () Bachelor Degree () Master's Degree () Ph.D. ()

Section B: Rating on Performance. Please tick (✓) appropriately

Key:

Very Effective = 4 Cm1 = Corps member 1

Effective = 3 Cm2 = Corps member 2

Less Effective = 2 Cm3 = Corps member 3

Ineffective = 1 Cm4 = Corps member 4

	Performance Factors	4				3				2				1			
		CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4
1	Works assigned are always turned in error-free																
2	No complaints registered by corps members in spite of heavy work load																
3	Has a good grasp of multiple assignments																
4	Sets own constructive work practice																
5	Preempts and takes proactive steps in order to avert problems																
6	Completes assignments on schedule																
7	Carries out instructions without deviating																
8	Considerate in dealing with co-workers																
9	Enjoys working relations with superiors and subordinates																
10	Champions compliance with workplace safety rules																
11	Organises safety campaigns at work place																
12	Systematically implements projects without distortions																
13	Effectively co-ordinates projects																
14	Writes clear and unambiguous memos																
15	Expresses ideas with clarity																
16	Constructively handles unpleasant issues at his/her level																
17	Doggedly pursues results despite challenges at work																
18	Efficiently uses financial resources to achieve corporate goal.																
19	Harnesses human resources for optimum performances at the least cost																
20	Maximises the use of available equipment in achieving the corporate goals																

Note: Maximum of four (4) corps members were allowed to be rated in each organization

Section C: Rating on Personal Attributes indicating inculcation of a tradition of industry in corps members

Please rate as: OS = Outstanding (4), VG = Very Good (3), G = Good (2), P = Poor (1)

	Attributes	4				3				2				1			
		CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4	CM1	CM2	CM3	CM4
21	Punctuality																
22	Team work																
23	Leadership																
24	Responsiveness																
25	Loyalty																
26	Reliability																
27	Innovativeness																
28	Appearance																
29	Attendance at work																
30	Interpersonal relationship																
31	Honesty																
32	Dependability																
33	Constructiveness																
34	Resourcefulness																
35	Originality																
36	Communication skill																
37	Initiative/Judgment																
38	Accuracy of work																
39	Drive/Determination																
40	Exceptional quality																

Note: Maximum of four (4) corps members were allowed to be rated in each organization

APPENDIX IV

INSTITUTE OF EDUCATION UNIVERSITY OF IBADAN

CORPS MEMBERS' KNOWLEDGE OF THE SCHEME AND ITS OBJECTIVES TEST (CMKSOT)

This instrument was designed to assess the level of corps members' knowledge of the NYSC Scheme and its objectives. Kindly respond to the items truthfully. They will be treated confidentially.

SECTION A: Tick (✓) the appropriate option.

State: Lagos () Oyo ()
Age: Less than 21 () 21 – 25 () 26 – 29 ()
Gender: Male () Female ()
Qualification: HND () Bachelor Degree () Master's Degree () Ph.D. ()
Professional Qualification: Medicine () Engineering () Teaching ()
Social Sciences () Sciences () Vocational ()

SECTION B: Knowledge of the NYSC Scheme and its objectives. Choose the correct option from letters a to d.

- How many objectives are there in the NYSC Scheme?
(a) five (b) six (c) seven (d) eight
- The primary aim of the NYSC Scheme is
(a) religion and social agenda (b) political and employment agenda
(c) inculcation of spirit of selfless service (d) inculcation of national service
- When was the NYSC Scheme established?
(a) 1960 (b) 1970 (c) 1963 (d) 1973
- By which decree was the NYSC Scheme established?
(a) 21 of 1979 (b) 24 of 1973 (c) 21 of 1977 (d) 24 of 1979
- When was the Decree in 4 above replaced?
(a) 1999 (b) 1993 (c) 1997 (d) 1990
- Who was the head of state who established the NYSC Scheme?
(a) General Olusegun Obasanjo (b) Tafawa Balewa (c) General Yakubu Gowon
(d) General Aguiyi Ironsi

7. Who is the current National Director-General of NYSC?
 (a) Col. Dare Bakare (b) Col. Igbodo Okoro-Akpa (c) Brigadier-General P.N Okorie-Afa (d) Captain G.P. Okorodudu
8. One of the reasons for establishing NYSC is
 (a) To promote religious tolerance
 (b) To promote international Trade
 (c) To promote national unity and integration
 (d) To promote culture and religion
9. What is the maximum age of those eligible to serve?
 (a) 35yrs (b) 20yrs (c) 29yrs (d) 25yrs
10. Which state is the National Headquarters of NYSC situated?
 (a) Abuja (b) Sokoto (c) Lagos (d) Oyo
11. The name of the present NYSC State Director for your state of service is.....
12. Which is the Apex policy making body of the Scheme?
 (a) National Governing Board (b) The Director Generals (c) National Directorate Headquarters (d) The Zonal Directors
13. How many departments have the National Directorate Headquarters?
 (a) 4 (b) 5 (c) 8 (d) 6
14. The State NYSC secretariat is located in which LGA in your state of service.....
15. The principles to ensure achievement of NYSC objectives are
 (a) Five (b) Six (c) Eight (d) Seven
16. The state orientation camp is located where in your state of service?
17. Who is the administrative head of the Zonal Offices in the State?
 (a) State Director (b) Zonal Director (c) Zonal Inspector (d) C.L.O.
18. The 2nd decree which replaced the 1st NYSC decree is?
 (a) 81 of 1999 (b) 51 of 1993 (c) 71 of 1997 (d) 61 of 1999
19. The means of inculcating the desired objectives in the corps members by the NYSC are in _____ phases.
 (a) 6 (b) 4 (c) 5 (d) 3
20. The first phase of the corps members training is _____
 (a) Mobilisation /primary assignment (b) Community development service
 (c) Mobilisation /orientation (d) Mobilisation / winding up.

INSTRUCTION: Use HB Pencil to shade the CORRECT answer

1	A	B	C	D
2	A	B	C	D
3	A	B	C	D
4	A	B	C	D
5	A	B	C	D
6	A	B	C	D
7	A	B	C	D
8	A	B	C	D
9	A	B	C	D
10	A	B	C	D

11	A	B	C	D
12	A	B	C	D
13	A	B	C	D
14	A	B	C	D
15	A	B	C	D
16	A	B	C	D
17	A	B	C	D
18	A	B	C	D
19	A	B	C	D
20	A	B	C	D

UNIVERSITY OF BRADY

APPENDIX V

INSTITUTE OF EDUCATION UNIVERSITY OF IBADAN

KEY INFORMANT INTERVIEW (K.I.I) SCHEDULE

INTERVIEWER FOR CORPS MEMBERS, NYSC OFFICIALS AND CORPS MEMBERS' EMPLOYERS

Introduction

I am interested in the effectiveness of the National Youth Service Corps (NYSC) Schemes' objectives. I would like to ask you some questions about the National Youth Service Scheme and how far it has fulfilled these objectives. I hope that the answers to these questions will help the Scheme to improve on the achievement of the set objectives for the benefit of the nation.

1. National Youth Service Corps (NYSC) has been a household name in Nigeria. What do you think are the main objectives of setting up the Scheme?
2. In view of the 40 years of existence of the NYSC Scheme, do you think the Scheme has really achieved its main objectives?
3. National Integration has been a major concern of the Nigerian Government shortly after the civil war. NYSC Scheme was consequently set up to achieve this noble objective. How far do you think this Scheme has gone in achieving this?
4. The civil war ended after many public infrastructures have been destroyed and the economy in comatose. What in your own opinion has been the contribution of the NYSC Scheme in post war reconstruction and accelerating the growth of the national economy?
5. It has been said that the NYSC has lofty ideas to unite the various parts of the country and set the economy on the path of quick recovery. In your own opinion, what have been the major hindrances to the implementation of these ideas?
6. The alarming unemployment rate of young graduates in the country was to be redressed by the various skill acquisition programmes of the NYSC. How has this helped the youths to achieve their dream of self-reliance?
7. How far, in your own opinion, have the political and security challenges of Nigeria contributed to the successful implementation of the NYSC ideals?

8. In what ways do you think the management of the NYSC Scheme can improve the interest of youths in this Scheme?
9. Many people are of the opinion that the NYSC is a parasite to the Nigerian economy. In your own opinion, what has been the contribution of the Scheme to the Nigerian economy?
10. Some corps members have been known in the recent times to be violating the ethics of the Scheme with impunity. Can you please expatiate on this and suggest ways of curbing the excesses.

Closing Question

Before we finish, I would like to hear what you think should be done to help realise the objectives of setting up the NYSC Scheme.

Closing the Interview

Thank you all for your time and ideas. This has been extremely helpful. As I said in the beginning, the purpose of this discussion was to keep me informed of how far the objectives of the NYSC have been achieved.

CORPS MEMBERS EMPLOYER'S RESPONSES

1. Interviewer: *In view of the 40 years of existence of the NYSC Scheme, do you think the Scheme has really achieved its main objectives?*

Respondent: In my own view, this Scheme has made laudable achievements with respect to unifying the country to a reasonable degree. The young graduates have been freely posted to other parts of the country where they were not born and have served with dignity and décor without molestation or deprivation. The recent attacks on corps members can only be argued from the point of global terrorism rather than a narrow point of inter tribal sentiment.

The Scheme has produced thousands of scholars that have rendered invaluable services ranging from technical, medical, educational and community based services to all parts of the federation yearly. These services were rendered freely compared to if they were to be paid for.

2. Interviewer: *National Integration has been a major concern of the Nigerian government shortly after the civil war. The NYSC Scheme was consequently set up to achieve this noble objective. How far do you think this Scheme has gone in achieving this?*

Respondent: Once again, we find the Scheme largely established upon the string of national integration. Much has been achieved in this regard. There has been social diffusion of nationals in all parts of the country. The corps members that were unmolested and treated with dignity find it more appropriate to settle in states where they have served. Many state governments have freely offered job opportunities and awards to exceptional corps members irrespective of their states of origin. Inter faith, tribe, and ethnic marriages have been conducted among corps members and others, which have passed through the Scheme and has therefore further reinforced unity. We have read of traditional titles being awarded to deserving corps members.

Citizens are now free to travel to all parts of the country which hitherto were dreaded as a result of the civil war because of the message of peace from these ambassadors (corps members).

3. Interviewer: *The civil war ended after many public infrastructures have been destroyed and the economy in comatose. What in your opinion has been the contribution of the NYSC Scheme in post war reconstruction and accelerating the growth of the national economy?*

Respondent: True to what war is meant to achieve, public infrastructures were destroyed during the three year old war. Consequently, corps members variously posted to such places for

their primary assignments were involved in rebuilding some of these infrastructures. Engineering disciplines were accorded priority at various times while medicine and agriculture were equally prioritised at other times to give a lift to the efforts of the government in rebuilding the infrastructures. We have many of the corps members involved in reconstruction of bridges, schools, hospitals, and other national monuments, while others were involved in teaching, medical and allied services.

4. Interviewer: *It has been said that the NYSC has lofty ideas to unite the various parts of the country and set the economy on the path of quick recovery. In your own opinion, what have been the major hindrances to the implementation of these ideas?*

Respondent: The Scheme consists of young-talented men and women who are full of energy and vision. Unfortunately, these skills are not fully explored by the government. Various causes are:

- (i) **Finances:** the amount voted for the Scheme yearly is too meagre to take an adequate care of corps members. The allowances voted monthly for each corps member is too inadequate compared with the present level of inflation. This is causing a lot of travelling among corps members and the attendant shift in the ability to settle down to tackle issues.
- (ii) **Lack of adequate supervision:** the various departments that are expected to supervise corps members while at their places of Primary assignment lack the necessary logistics to do so. Consequently, they are left to themselves to determine what quality of performance they put up.
- (iii) **Security:** recent events have shown that this defenceless army of youths needs special security attention from the government. The killing and maiming of innocent corps members due to religious extremism and terrorist activities during national assignments and other periods is a great setback for the continuity of the programme as envisaged by the founding fathers. It is consequent to this that prospective corps members are now allowed to choose their preferred state of service which is against the spirit of the Scheme.
- (iv) **Poor mobilisation resulting into population explosion:** with the irregular academic calendar in various schools assisted by strikes and closures, many of the Universities and Polytechnics are battling to control the backlog of candidates for service. This has

caused overcrowding in many orientation camps and in turn, affected the supervisory roles of the few NYSC staff engaged.

- (v) The attitude of the employers also is negatively affecting the quality of service: where employers reject a prospective corps member, the latter may eventually find himself outside the state without a definite place of primary assignment and end the entire year without contributing to community development.

5. Interviewer: *The alarming unemployment rate of young graduates in the country was to be redressed by the various skill acquisition programmes of the NYSC. How has this helped the youth to achieve their dream of self-reliance?*

Respondent: The skill acquisition programme of the NYSC is one of the several initiatives of the government aimed at stemming the tide of unemployment. These programmes are geared towards ensuring that the serving corps member learns a skill that will gainfully engage him after the service year instead of waiting endlessly for a white collar job which may never come.

The programme has been helpful to these graduates as no time is lost between the time of passing out and when self-employment takes off. In many instances, corps members have registered their individual trades with appropriate authorities against the time of passing out, while some others have started practicing their new trade before final disengagement from the Scheme. The benefit of this initiative can be observed through many new small scale businesses springing up in the various communities.

6. Interviewer: *How far in your opinion, have the political and security challenges of Nigeria contributed to the successful implementation of the NYSC ideals?*

Respondent: The current political arrangement appears skewed against the interest of the NYSC. Despite the cries for more funding for the Scheme in consonance with the rise in the minimum wage, the political class has deliberately ignored these cries and consequently leaves the Scheme underfunded.

The security challenges in the country have left several of these innocent Nigerians dead in their places of primary assignment. The reaction to such several killings was the call for the scrap of the Scheme as it appears to be outliving its usefulness.

7. Interviewer: *In what ways do you think that the Management of the NYSC Scheme can improve the interest of youths in this Scheme?*

Respondent: The Management of the NYSC has to reinvent this Scheme for it to be acceptable to the youth. Each of the activities at the camp and at the posting policy has to be

looked into. Firstly, the training method has to be more accommodating, thereby enabling all prospective corps members to participate. Personal defensive training should be introduced to enable participants adequately prepare for the uncertain future.

The Management can introduce rewards system to nearly all activities which will serve as an impetus to a healthy competition among corps members. Increase in the monthly allowance of each corps member is a good morale booster.

8. Interviewer: *Many people are of the opinion that the NYSC is a parasite to the Nigerian economy. In your own opinion, what has been the contribution of the Scheme to the Nigerian economy?*

Respondent: In my view, the Scheme has contributed immensely to the growth of our national economy in many respects. This was a Scheme that has unified the various ethnic nationalities, thereby sharing expertise across the divide. Many corps members with technical and academic skills have made significant impact on their serving environment in times past. The cost of labour during the one year service of these youths is sincerely the cheapest in the country till today. It is significant to know that till the moment, the monthly allowances paid to these corps members fall below the minimum wage bill of an average worker.

Besides the contributions in the area of administration of medicine, agriculture, engineering, teaching, and commerce; this Scheme has made indelible marks in the just concluded national election in 2011. There were significant financial savings from this exercise through the maturity and forthrightness of corps members deployed for the exercise. Specifically, the Scheme has committed corps members to serve in the National Emergency Management Agency (NEMA), Federal Road Safety Corps (FRSC) to increase road safety awareness, thereby reducing carnage on our highways; HIV awareness campaigns; Rural Literacy projects; Rehabilitation projects like empowering prison inmates; Reconstruction of public facilities immediately after the establishment of the Scheme etc.

9. Interviewer: *Some Corps members have been known in recent times to be violating the ethics of the Scheme with impunity. Can you please expatiate on this and suggest ways of curbing the excesses?*

Respondent: What is going on currently in the service is a reflection of the larger society where laws are not respected. It is a reflection of broken ethics, infractions on decorum, a rape

on patriotism, and collapse of integrity. It is only nowadays we see collusion between officials and corps members to defraud. Today, corps members just register their presence at their places of primary assignment only to come back for monthly allowance at the end of the month without attendance not to talk of rendering any service. The employers are virtually incapacitated to talk straight to these youths because of their supporters. Many of them are rude and unruly in behaviour. It is these days a corps member dictates where to serve and where not to serve. These and many others are alien to the Scheme in the years gone by.

To curb these excesses, the Management of the Scheme has to come with necessary programmes to firm up their grip on corps members. For example, the routine inspection and visits at places of primary assignment has to be resuscitated. This will check indiscriminate travelling and truancy on the part of corps members.

The employers' opinions have to matter in taking decision about erring corps members. Where an employer's recommendations are rubbished and corps members' assertion upheld, they see themselves as victors and their employers as dark horses.

Conclusion

The objective of setting up the NYSC is a lofty one; to re-unite and develop confidence among disenchanted and disoriented ethnic nationalities. However, the Scheme is overdue for appraisal and reengineering. Since the main objective has been achieved to a large extent and the Scheme is much desirable, new objectives should be raised and modern means of achieving them set.

The administrative structure should be reorganised to reflect the current level of participants. This structure was placed at the inception to cater for a few hundreds of youths while today, the number has gone to almost unmanageable thousands. Following this, the budget has to be reviewed in line with the current inflation rate to cater effectively for the participants. The youth corps members are suffering and claiming the service year as a mandatory suffering year. This stigma must be removed.

A clear panacea for the progress of this Scheme is to reorganise and regionalise it. Corps members should be made to serve within the region where they schooled except where they are willingly apply to serve outside the region. This will reduce the cases of molestation and unnecessary killing of non-ethnic members.

Finally, the skill acquisition programmes should be strengthened to provide job opportunities to discharged members. The service year becomes practically a preparatory year for full employment take off for corps members.

UNIVERSITY OF IBADAN

CORPS MEMBERS' RESPONSES

1. Interviewer: *National Youth Service Corps (NYSC) has been a household name in Nigeria. What do you think are the main objectives of setting up the Scheme?*

Respondent: From all indications, it appears that the main objective of setting up the NYSC Scheme is to unite the various components of Nigerian tribes. The Scheme affords all ethnic nationalities to freely mix together and appreciate the culture and diversities. I also think the Scheme prepares the participants with necessary skills required for full employment after the usual university education. The Scheme also helps in the rebuilding of infrastructures and advancement of education.

2. Interviewer: *In view of the 40 years of existence of the NYSC Scheme, do you think the Scheme has really achieved its main objectives?*

Respondent: I quite agree that the Scheme has achieved these objectives. Firstly, we see that corps members freely mix without any problems and also develop friendship which lasts beyond the service year. Secondly, the Scheme has erased bias and fear among ethnic groups. People now conduct cross – cultural marriages. Significant impact has also been recorded in the area of rebuilding of public infrastructures, and in transferring of knowledge to students across the country.

3. Interviewer: *National Integration has been a major concern of the Nigerian government shortly after the civil war. The NYSC Scheme was consequently set up to achieve this noble objective. How far do you think the Scheme has gone in achieving this?*

Respondent: The Scheme has so far failed to achieve this significant objective despite the huge investment along this line. The hate and lack of understanding among the ethnic nationalities are still prevalent today as ever. A quick pointer to this is the massacre of our colleagues in the North and the incessant killing of the southerners by the northerners. Currently, many of us in the south are unwilling to serve in the north for fear of being killed. Nigeria may exist as one on paper; we are not one as a nation. The dichotomy between the ethnic nationalities is too wide. We hear of ethnic cleansing with the Egbesu boys in the East, the MEND in the Niger Delta, the OPC in the West and the Boko Harams in the North. These are signals of failure of national coherence and understanding created by political gaps between them.

4. **Interviewer:** *The civil war ended after many public infrastructures have been destroyed and the economy in comatose. What in your opinion has been the contribution of the NYSC Scheme in post war reconstruction and accelerating the growth of the national economy?*

Respondent: The earlier set of Youth corps members participated actively in the rebuilding of destroyed public utilities shortly after the civil war ended. Various corps members from all disciplines were put to best use by the government. Engineering, Medicine, Technologists and Educational disciplines were deployed to relevant sections of the economy. In fact, this singular act popularised the Scheme in its early days. Today, the devastated educational sector is receiving more corps members than any other sector in an attempt to rebuild and raise the standard of education. Many of the states where there are shortages of teachers now receive help from the Scheme. However, the misplaced priorities of the government again rear its head when mismatch postings are made by NYSC officials. Corps members are being posted to organisations where their disciplines are absolutely irrelevant. This will waste the potentials of corps members.

5 **Interviewer:** *It has been said that the NYSC has lofty ideas to unite the various parts of the country and set the economy on the path of quick recovery. In your own opinion, what have been the major hindrances to the implementation of these ideas?*

Respondent: Nigeria is a multi-complex society comprising well over 250 ethnic nationalities with their peculiar culture, language, myths, beliefs and ideologies. Bringing each of these ethnic nationalities into believing in one central government has been a major challenge. Each of these units is so tribal conscious that unhealthy suspicion and criticism become the order of the day. As much as the NYSC is trying to bridge the divide, political immaturity is on the other hand tearing this gain apart. Our politicians are immature by driving sectional interest rather than the global thereby creating disaffections among the divides.

It was in this country that the key drivers of our politics sent buses to evacuate students and corps members of their states of origin from other states facing security and political challenges. This is a setback for the Scheme.

Secondly, the Scheme has not been sufficiently funded to encourage corps members to bring out the best in them. It is a common knowledge that corps members always love to be posted to states that will contribute more to their monthly stipends. Those who cannot, are deprived of the privilege of their services.

6 Interviewer: *The alarming unemployment rate of young graduates in the country was to be redressed by the various skill acquisition programmes of the NYSC. How has this helped the youths to achieve their dream of self-reliance?*

Respondent: The Scheme is currently encouraging all corps members to engage in the acquisition of skills for self-employment purposes after the service year. The shortcoming however, is that a lot of equipment for practices are in short supply at the camp perhaps due to the number of corps members. My personal assessment shows that what we went through at the camp is just a foundational work. It is not however mean to say that the Scheme has begun to have effect in reducing graduate unemployment in the country. We now have various small scale business outfits springing up throughout the country. These are areas where young graduates would ordinarily not venture into in some not too distant past. Many of the beneficiaries of these programmes are joyfully employers of labour today.

7 Interviewer: *How far in your opinion, have the political and security challenges of Nigeria contributed to the successful implementation of the NYSC ideals?*

Respondent: It appears that the political and security challenges of Nigeria are twin woes for the Scheme. The political class has been fingered to cause the deaths of many corps members who officiated during the last 2011 elections because of their neutrality and sense of patriotism. These same people have viciously painted the Scheme black and called for its total scrap. The sinister terror group confronting the Nigerian state has also chosen to attack the innocent corps members at their places of primary assignment and directly causing the deaths of many. This has forced many citizens to call for a review of the modus operandi of the programme and many prospective corps members' agitation for selective posting. The ripple effect of the massacre in the North is the defeat of the initial objective of co-habitation and diffusion of nationalities in the various states. No southern trained corps member is willing to go to the North to serve again. This has defeated the objective of the Scheme.

8 Interviewer: *In what ways do you think that the Management of the NYSC Scheme can improve the interest of youths in this Scheme?*

Respondent: Judging from the present state of the Scheme, it appears the management is just interested in fulfilling duties and not seeing the Scheme as potential hotbed for economic progress of the nation. This is seen in their attitudes to the young corps members. To seriously improve the perception of youths towards the Scheme and stimulate their interest, the management should look seriously into these areas:

- (a) **Mobilisation:** The current mode of mobilising corps members leave them bewildered. Calling corps members to camp within 3 days of notice is uncalled for. Provide adequate time for them to prepare for the challenges of a whole year of service.
- (b) **Security:** Once the corps members leave the orientation camp, they are left to themselves without security. This has led to the untimely death of many of them and a discouraging factor to others. Lack of assurance that they shall be properly protected has been the reason for many calling for personal choice of state of deployment.
- (c) **Monthly Allowance:** The monthly allowance provided for the serving corps members are far too small compared with the state of inflation. The current allowance fell short of what the least worker in public service earns as monthly wage. The drive to make ends meet has caused many of the corps members to involve themselves in unwholesome conducts. Their bicycle and monthly allowances should be increased appropriately.
- (d) **Posting:** A situation whereby corps members are sent on the streets to look for whichever institution will accept them to serve is uncharitable. It is worrisome to find these corps members loitering the streets looking for employers to accept them to serve. Many are rejected at places where they are initially posted to without further help as to where to go. We recall that many of these corps members may be visiting the state for the first time. Pushing them to the streets endanger their lives and makes the Scheme uninteresting.
- (e) **Supervision:** Management should improve on their supervision and visits to these corps members. This creates a very cordial relationship and encourages them to believe that the government really cares for them.

9 **Interviewer:** *Many people are of the opinion that the NYSC is a parasite to the Nigerian economy. In your own opinion, what has been the contribution of the Scheme to the Nigerian economy?*

Respondent: I take exception to that line of argument. While on posting to places of primary assignment, the corps member begins to contribute to National development through the rendered services. We have heard of corps members building shelter at public places, preventing accidents through campaigns, educating ignorant people about health matters, constructing and beautifying round about in cities etc. These are no minuses but positive contributions to the economy. The truth is that the paltry sums paid to these corps members do not in any way match their global contributions.

I like to point out that the services rendered through various clubs and important parastatals of government are contributions in no small way to the national economy. The all – year – round campaign against HIV/AIDS, the Road safety campaign and others are serious contributions to the economy, albeit in non-direct financial way.

10 Interviewer: *Some corps members have been known in recent times to be violating the ethics of the Scheme with impunity. Can you please expatiate on this and suggest ways of curbing the excesses?*

Respondent: It is a well-known fact that there has been a couple of areas corps members have been violating the ethics of the Scheme. But a close examination of this revealed the lapses of other players in the Scheme. Firstly, there are violations in the area of absenteeism from places of primary assignments. This mostly happen where there are illegal agreements between the employer and the corps member in question. The cooperation of the employer gives a tacit backing to such breaches. Also, the poor allowances paid to corps members compel many to travel out of their stations regularly to source for other means of survival. This nevertheless has a negative implication for the realisation of the objective of this Scheme.

Secondly, there are cases of complete abscondment from places of primary assignment only for the corps member to be reporting for monthly allowance at the end of the month. Where the employer consents, it makes nonsense of the Scheme.

Thirdly, there are issues bothering on wearing of appropriate uniform. While there have been agitations of some female folks on wearing of trousers as being contradictory to their religious persuasion, the authorities have not been able to come up with a ready solution.

It is my humble suggestion that to curb these excesses, management should improve on the monthly allowances to guarantee good welfare. Also, regular visits of inspectors to places of primary assignment should be accorded priority. There are also, as I believe some aspects of the Scheme's law that should be repealed and others amended in view of significant changes that have occurred in the country since the inception of the Scheme, which were not envisaged at inception – the case of dressing and security came handy here.

Conclusion

The Scheme is a good one in which every graduate looks forward to participate in. However, in the present setting, security of lives and welfare are key criteria for encouragement in the Scheme. Government must do a lot in these areas before prospective corps members can be motivated to serve in any part of the country as no one wants to be made a sacrificial lamb. Both private and public sectors also must work hard to absorb many of these corps members whose services they have enjoyed almost freely for a year.

UNIVERSITY OF IBADAN

NYSC OFFICIALS' RESPONSES

1 Interviewer: *In view of the 40 years of existence of the NYSC Scheme, do you think the Scheme has really achieved its main objectives?*

Respondent: I strongly believe the Scheme has achieved a lot of the objectives set for it. The era of mutual suspicion among the various ethnic nationalities has come to an end. Today, we find many of various tribes settling in other areas other than theirs and also intermarry. These were made possible through years of interrelationships which the Scheme was established to achieve. We have the enterprising Igbo nationalities in the West and North, while the academic west settles at both the North and East and the Northerners freely settle in the Eastern and Western parts of the country.

Secondly, the various skill acquisition programmes are promoting small scale enterprises among youths, thereby reducing unemployment among our teeming graduating youths today.

Thirdly, the various contributions in technology drive, educational instructions, and Skill impartations from these corps members to members of the public are immense contributions to the Nigerian economy, which stems from the objectives of raising the Scheme. The educational sector has benefited immensely from the knowledge impartation of corps members in the various states especially the educationally disadvantaged ones.

2 Interviewer: *National Integration has been a major concern of the Nigerian government shortly after the civil war. The NYSC Scheme was consequently set up to achieve this noble objective. How far do you think this Scheme has gone in achieving this?*

Respondent: As one of the cardinal objectives of the Scheme, this has been rigorously pursued. Today, many state governments offer employment opportunities to deserving corps members from other states without discrimination. Discharged corps members are free to take employment in any government institution without bias. The concept of national pride takes these corps members to rural places for selfless service, which has translated into many of these corps members willingly remaining in these locations.

3 Interviewer: *The civil war ended after many public infrastructures have been destroyed and the economy in comatose. What in your opinion has been the contribution of the NYSC Scheme in post war reconstruction and accelerating the growth of the national economy?*

Respondent: The crop of the first sets of corps members deployed to serve in various parts of the nation did their best to participate in reconstruction programmes of the government of

the day. This was assured as they were posted to places where their skills were relevant. The educational sector till date still benefit immensely from the reconstruction/re-engineering programme of the government. Besides, these corps members have always been deployed to areas of national concern. Example was the recent deployment of corps members to INEC for the conduct of the national election, which has widely received commendation for the maturity and fairness in its conduct. The nationalistic spirit in corps members has also been saluted.

4 Interviewer: *It has been said that the NYSC has lofty ideas to unite the various parts of the country and set the economy on the path of quick recovery. In your own opinion, what have been the major hindrances to the implementation of these ideas?*

Respondent: There are many hindrances which I call challenges to the full implementation of the many lofty ideas that can move the nation forward amongst which are the following:

- (i) *Funding:* The major constraint is funding of the Scheme. Release of sufficient funds for the pursuit of programmes aside the mobilisation of corps members has never been easy. Budget has never been approved as required. The Scheme could therefore not acquire enough equipment and materials for the aspect of technical training for corps members.
- (ii) The ballooned number of prospective corps members call for additional facilities, which has been hampered by funding as earlier discussed. Due to the soaring rate of these youths, more competent hands are required, as camping which used to be held once a year is now held thrice.
- (iii) *Security:* The Scheme can only provide security during the orientation camps for the participants. While the corps members are deployed to their places of primary assignment, security issues become serious, most especially in crisis-prone regions. The challenge posed by this singular factor has altered the posting trend which is meant to drive the national integration objective. For example, the prospective corps member is now required to choose which part of the country or particularly state where they wish to serve. This runs foul of the posting policy for national development.
- (iv) *Staffing:* The staff strength of the Scheme cannot effectively supervise the number of participants in the Scheme at any point in time. This accounts for why some corps members violate the rule without being caught and disciplined.

5 Interviewer: *The alarming unemployment rate of young graduates in the country was to be redressed by the various skill acquisition programmes of the NYSC. How has this helped the youths to achieve their dream of self-reliance?*

Respondent: I think this objective is being realised albeit in a gradual way. The intensity of training and the encouragement to the corps members are beginning to be appreciated. Each of the corps members is required to learn a trade before being posted for primary assignment. This is to enable the corps member acquire a skill which will be useful and enhance self-employment immediately after being discharged from service.

Although the Scheme does not have sufficient equipment to facilitate adequate training, the foundation for good entrepreneurship is being laid. Available sources and testimonies across the country show a gradual reduction in the number of discharged corps members waiting on white collar job after service. Many are taking to small scale enterprises, thus showing the impact of this programme on the participants.

6 Interviewer: *How far in your opinion, have the political and security challenges of Nigeria contributed to the successful implementation of the NYSC ideals?*

Respondent: These are twin adversaries of the Scheme. While the political class is without the vision of the Scheme, all policy directions have not complemented the efforts of the drivers. The politicians are more interested in the accrued benefits to the immediate constituency rather than having a global picture. They desire relations posted to certain parts of the country and particularly, perceived beneficial places of primary assignment.

The security challenge on the other hand has weakened the morale of prospective and serving corps members. Many of the corps members have been killed and others wounded for no just cause. The climax was the resolve of the Scheme not to deploy corps members to certain parts of the country since the security of corps members can no longer be guaranteed. Many parents also have protested posting their wards to certain parts of the country for same reasons. Rather than contributing positively to the Scheme, these factors have diminished the Scheme's contribution.

7 Interviewer: *In what ways do you think that the Management of the NYSC Scheme can improve the interest of youths in this Scheme?*

Respondent: The best approach will be to look at the current challenges and how to overcome them. The Scheme may have to be reviewed in order to accommodate present

realities. Events obviously have overtaken some aspects of the current practices in the Scheme. I think for example, the mode of mobilisation, and methods of training may have to be reviewed. More time should be allocated to vocational training than what we have presently. The time allotted to primary assignment may be shortened and be devoted to vocational training. This will enhance the sense of industry in the participants and ultimately result in self-reliance.

Management has to think seriously on the security of lives of these serving corps members. They should be adequately insured and well looked after. When they feel their lives mattered a lot to the nation, the prospective corps members will be encouraged to undertake the Scheme. The issue of welfare also should be taken seriously. The monthly allowance is too small to give the participants a minimum decent living. It should be jerked up by 100% from what it is now in order to accommodate the effect of inflation.

8 Interviewer: *Many people are of the opinion that the NYSC is a parasite to the Nigerian economy. In your own opinion, what has been the contribution of the Scheme to the Nigerian economy?*

Respondent: The Scheme has contributed a lot to the Nigerian economy. The mobilised corps members render economic services to the Nigerian state without commensurate compensation. The Scheme has been at the vanguard of promoting inter-ethnic understanding, knowledge transfer in educational institutions, conduct of acceptable elections, provisions of social infrastructures, health campaigns, road safety campaigns, urban city beautification, involved in drug related war etc.

9 Interviewer: *Some corps members have been known in recent times to be violating the ethics of the Scheme with impunity. Can you please expatiate on this and suggest ways of curbing the excesses?*

Respondent: Cases of unholy alliance between some corps members and their employers have been reported, investigated and established. Those found culpable have been disciplined. Also, absenteeism is becoming rampant (which I personally will trace to the poor remuneration for the participants). Cases of indiscipline and unruly behaviours are being established against some elements within the Scheme.

While these cases are rare compared with the number of participants, management has increased surveillance and is currently tightening control. More personnel are being deployed to monitor corps members in their places of primary assignment, appropriate disciplinary

measures are being taken against those found erring (including organisations) and management is taking up the issue of improved welfare with the Federal Government.

Conclusion


The Scheme has passed through many hurdles since inception to unite the various ethnic nationalities. The security challenges in the nation is not limited to the Scheme alone, it affects all other sectors as well. Management is working harder to give the Scheme a lift to encourage participants by rewarding excellence.

UNIVERSITY OF IBADAN

APPENDIX VI
FIELD DOCUMENTS

International Centre for
Educational Evaluation
Institute of Education,
University of Ibadan,
27th August, 2012.

The NYSC State Coordinator,
Lagos Secretariat,
Dabs Animashaun Road,
Surulere,
Lagos.



Dear Ma,

A LETTER OF PROPOSAL

I am presently on the field to collect data for the completion of my research work on NYSC programme.

The information required in the attached sheet is purely for research purpose.

My letter of introduction is hereby attached.

Kindly, assist me ma.

Thanking you in anticipation for your co-operation.

Yours faithfully,
Elemure
ELEMURE VERONICA E.

H/ Dep/R
Pls. deal
30/08/12

ACCS,
Kindly deal
Ty
Shelph
30/08/12

cc/Dep/rel
at file
Sp/proprietal
Action taken
31/08/12
3/09


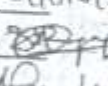
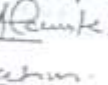

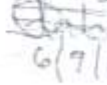
**TOTAL CORPS MEMBERS WITH SERVICE EXPERIENCE
IN LAGOS STATE FOR 2012**

STATE S	TOTAL NO. OF CORPS MEMBERS	CAPITAL TOWNS	CORPS MEMBER IN CAPITAL TOWNS
Lagos	4487	Ikeja	812

SOURCE: DEPLOYMENT & RELOCATION / Admin - NYSC Lagos.
 Lagos state secretariat & strength = 242 (As of 31/08/12)
 = 10 Ikeja

**TOTAL CORPS MEMBERS WITH SERVICE EXPERIENCE
IN OGUN, ONDO, OYO AND OSUN STATE FOR 2012**

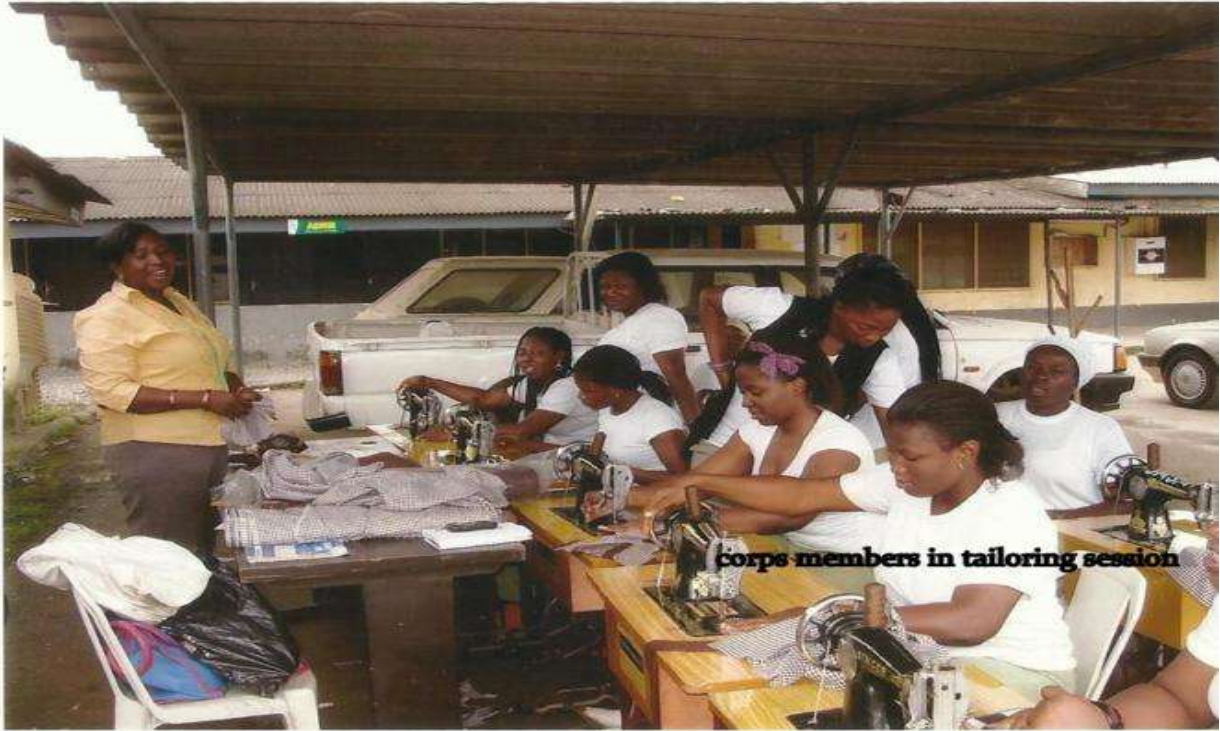
STATE S	TOTAL NO. OF CORPS MEMBERS	STAFF STRENGTH	CAPITAL TOWNS	CORPS MEMBERS POSTED	NO OF STAFF
OGUN	3906	186			
ONDO	1941	150	ABEOKUTA AKURE	748/195 B	714 12/7
OYO	3908	214	IBADAN	555/115	
OSUN	2657	164	OSHOGBO	823/3005	
EKITI	2610	122	ADO-EKITI	331/240 492	8/4 8

1. SOURCE: DEPLOYMENT & RELOCATION / ADMIN - NYSC Ogun  4/8/12
2. SOURCE: FUND RESOURCE / ADMIN - NYSC ONDO  5/9/12
3. SOURCE: Deployment / Relocation NYSC OYO  06-09-12
4. SOURCE: Deployment & Relocation / Administration  5/9/12
5. SOURCE: DEPLOYMENT & RELOCATION / ADMINISTRATION  6/9/12

APPENDIX VII
IMAGES FROM FIELD WORK







corps members in tailoring session



corps members displaying clothes they have made

11-07-201

IMAGE DISCOVERY 08036003080



some of the products of corps members in the camp

IMAGE DISCOVERY 08030008080

