ISSN 1115 - 0041

# Journal of Applied Research in Education

Vol. 5 Number 1, 2007

Dept. of Educational Administration,
University of Lagos, Akoka, Lagos, Nigeria.

# JOURNAL OF APPLIED RESEARCH IN EDUCATION (JARE)

Vol. 5. No. I, October 2007

ISSN 1115-0041

Department of Educational Administration
Faculty of Education
University of Lagos
Akoka, Lagos
NIGERIA.

# TRAINING AND EMPLOYMENT OF TECHNICAL COLLEGE GRADUATES

by

A.O. Ayeni and S.A. Oladipo

*Abstract*

*The study examined the relationship between the training and employment of technical college graduates in Oyo State. The study adopted the descriptive survey research design, while the Structured Purposive (Snowballing) sampling technique was employed to get the graduates. The total population was 900, while 441 graduates constituted the samples for the study. The Technical College Graduates Questionnaire was designed and administered on the respondents. While, two research questions and one hypothesis were generated and tested at 0.05 significant level, using the descriptive statistics and the Pearson Product Moment Correlation to determine the relationship between training and employment. The results showed that 51% of the technical college graduates were unemployed in Oyo State in the period studied. 60.6% of the respondents confirmed that one of the reasons for unemployment was that there was no job available. Besides, the study found that there was a significant relationship between the technical training received and unemployment status of the technical college graduates fr = 0.206; df = 439; P < 0.05]. Based on these findings, the study recommended that Oyo State government should establish firms where the technical college graduates could be absorbed. There is the need to expand already existing firms that do absorb these graduates. Furthermore, the Oyo State government should put in place policies that would encourage self employment by the graduates and thereby become employers of labour. This will invariably dissuade them from seeking for the non-available government jobs.*

## Introduction

Technical education is one of the aspects of Nigerian education in which its curriculum was designed to enable the beneficiaries use both the hand and the brain while learning. However, this aspect did not develop quickly in Nigeria and which invariably affected the Nigeria industrial and technological development. The above was so, because according to Adeyemi and Ogonor (1997) and Kwale (1998) the educational growth in Nigeria was lopsided because of the undue emphasis that was placed on the basic education at the expense of technical and vocational education.

The neglect of the scientific and technical aspect of education has greatly affected the production of both the middle and high-level manpower vis-a-vis the industrial development of Nigeria. This has its consequence because basic education did not respond adequately to the training that the large proportion of the citizen required for self-development and mass employment, and it also hindered rapid economic development. The pace of technical and vocational education development in Nigeria can then be described as slow (Ajeyalemi, 1990)' and its result was the experienced shortage in the required production of technical manpower. Even, the trained engineers and technicians

have failed to make anything work. So, the railways and airways according to Aina and Beecroft (1980) have both reverted to foreign control after some years of independence.The non-concentration of government in giving attention to the development of technical education and non training of adequate technical manpower for the nation was consequent upon the pre-occupation of colonial masters at ensuring the production of manpower for clerical jobs, business transactions and the different trades.

There was then the problem of acute shortage of skilled technical manpower in all the sectors of the economy. This infact, was reiterated by Longe (1997) when she alerted that Nigeria was experiencing severe shortages in the production of everything such as medicine, spare parts and even food.

It is against this background that the study examined the relationship between the technical training acquired and employment of the technical college graduates in Oyo State.

**Statement of the Problem**

Technical education and indeed, technical colleges have been seen to play a significant role in the technological growth and development of Nigeria. Yet their impact is scarcely felt by the industry, private entrepreneurs and even the government that depended on them for supply of trained and skilled technical manpower. To this end, the study investigated the relationship between the training and employment of graduates of technical colleges in Oyo State for years 1998 - 2001.

**Research Questions**

The following research questions were generated for the study:

1) What was the proportion of the technical college graduates that were
   (i) employed (ii) unemployed in Oyo State as at 2001?
2) What are the factors responsible for the unemployment of the graduates of technical colleges in Oyo State?

**Research Hypothesis**

One research hypothesis was generated and tested to guide this study.

HOi: There is no significant relationship between the technical training received and the unemployment status of technical college graduates in Oyo State.

**Review of Literature on Technical Training and Employment Status**

The United Nations Educational Scientific and Cultural Organisation (UNESCO, 1995) discovered in PapUa New Guinea, that the employment status of the graduates of technical education was poor. This resulted because the nation is a "lower middle income" country. Not only that, her educational status among other nations, is worse than the average of the lowest income countries. The UNESCO (1995) findings then generated the

recommendation that the economy of Papua New Guinea must grow in order to provide employment for the nation's graduates. It was further realised that there is the need for provision of (i) mining and (ii) education for mining occupations for the citizens of the country and even for the future of the nation. So far the Papua New Guinea's economy is noted to be mining focussed, the most relevant manpower needed are those that will mine the natural resources that the nation is endowed with.

The Oklahoma State Regents for Higher Education (1994) affirmed that in sometime to come, there would not be a relationship between the technical training received and the employment status of Aviation Aerospace Industry graduates. This was as a 'consequence of an evaluative programme conducted and which discovered that the Oklahoma state system was busy in the production of many pilots and aviation maintenance technicians. It was then realised that there was no devotion of little time or effort to planning designed to meet future aviation/aerospace needs in the state.

In addition, Selzer (1988) in her study on the female technology graduates of Pittsburgh State University found that majority of the female graduates were gainfully employed in full-time positions, and it implied that there was a relationship between their acquired education and the places of employment whereby between 11 and 25 employees were on Company's pay roll. Furthermore, the Graduate Placement Report Annual Summary for 1987 of the New Hampshire Vocational Technical College reported that 81% of the 998 seniors that graduated from the institute were employed.

Case (1985) also recorded that 57% of the graduates of Skyline College of Telecommunications Technology in California were fully employed in the telecommunications industry. He added that the percentage led to an increase of 58% of employed workers over the number of respondents that were working in the industry before. With respect to the Wisconsin State Board of Vocational, Technical and Acjult Education, it was found that as at 1985, the number of graduates employed in fields related to their training declined slightly over the three year period, from 83% to 78%, while the rate of those employed in unrelated fields increased correspondingly. Furthermore, about a third of those that occupied the unemployed status in 1981 were still unemployed according to the report in 1984. It then implied the existence of unemployment, which is a scourge affecting many- nations across the globe.

In Botswana, Emmanuelson, Franzen and Narman (1988) found'that about 77% of the Botswana Brigade leavers got jobs shortly after their training, especially in the cities. Narman (1992) in a tracer study of some 1,000 trainees that had acquired skills from the Moshi National Vocational Training Centre in Tanzania, confirmed that the absolute majority of the trainees who had acquired technical skills had been absorbed easily into relevant jobs within the Tanzanian labour market. This then showed that both the" Botswana and Tanzanian technical education system had been producing the right types of manpower with technical/vocational skills to satisfy the need of these economies.

## Theoretical Framework

The theory that guided this study was the Human Capital Theory, which was propagated by Schultz (1971), Rees (1986), Sakamoto and Powers (1995). The model believed that human beings invest in themselves through getting educated, trained and engaged in different productive activities and thereby learnt valuable work skills in schools. The individuals that attend school or engaged in a work (or both)' are investing in their future and thereby increase their human capital: Conversely, those that are neither in school nor working are not making such an investment. Individuals that take part in educational or technical/vocational training benefit by increasing their chances of employment in the labour market, and so, giving room for opportunity of increased lifetime earnings. Thus, human capital formation positively contributes to economic development through the rate of absorption of workers into the economy. The workers absorbed invariably reap both pecuniary and non-pecuniary returns, and they have opportunity to job mobility both now and in the future.

## Research Methodology

### Research Design

The survey Research Design was adopted for this study, while the Structured Purposive (Snowballing) sampling technique was employed to get the Technical College Graduates.

### Study Population

The population for the study was made up of 900 graduates of four technical colleges located in Igboora, Ogbomoso, Oyo and Saki Campuses. These graduates were identified in the following towns/cities in Oyo State i viz: Ibadan, Ogbomoso, Oyo and Saki.'

### Sample and Sampling Techniques

Four hundred and forty - one graduates were finally sampled, while trained research assistants were instructed to make use of the purposive sampling technique coupled with the snowballing approach. The snowballing is an approach employed particularly for difficult to get to population. So, the small number of known members of the target population were asked to introduce the researcher and his assistants to other members and by this, the initial sample helped to increase in size to a larger population.

Invariably, four hundred and forty one graduates were sampled from Ibadan (240), Saki (65), Ogbomoso (80) and Oyo (56) out of the respective population size of 380, 215, 175 and 130. **Research Instrument**

The main research instrument used to collect data for this study was "Technical College Graduates' Questionnaire (TCGQ)". The instrument was segmented into two parts. Part A requested for biographical information of the sampled respondents. while part B requested for information concerning the employment or non employment of the graduates. The part further examined the factors that were responsible for the unemployment of these technical

college graduates, and also the technical training that were received by the graduates.

**Validation and Reliability of the Instrument**

The content and face validity of the instrument used was carried out by experts drawn from the Department of Educational Management, Teacher Education and the Institute of Education of the University of Ibadan. The experts made necessary corrections and constructive criticisms which were useful for the preparation of the final draft of the questionnaire. A pilot study was later conducted on 60 identified technical college graduates working in the Works and Maintenance Department of the University of Ibadan.

With respect to the reliability of the instrument, the test retest method was employed in ascertaining the reliability coefficient of the questionnaire.

The questionnaire was administered to the same respondents at two-week interval and the reliability value obtained for the instrument was 0.79.

**Administration of Research Instrument**

Prior to the period of administration of the research instrument, the researcher visited the four technical colleges to get the contact addresses of the 1998 graduates and this enabled the researcher and the research assistants to trace the graduates to their respective home addresses- and thereafter administered the questionnaire on them. Visits were repeated to the homes of these graduates and eventually 441 who were employed were finally sampled purposively for this study, out of the population of 900.

**Method of Data Analysis**

The data collected were analysed with the use of descriptive statistics to answer the research questions, while Pearson Product Moment Correlation was used to test the relationship between the independent and the dependent variables in the stated hypothesis and this was done" at 0.05 level of significance.

**Findings and Discussion**

The findings about the research questions and the stated hypothesis are presented as follows:

**Research Question 1**

What was the proportion of the -technical college graduates that were (i) employed (ii) unemployed in Oyo State as at 2001.

Table 1: Percentage of Technical College Graduates that were (i) employed and (ii) unemployed

| Graduates status | Number | Percentage |
|---|---|---|
| Employed | 441 | 49 |
| Unemployed | 459 | 51 |
| Total | 900 | 100 |

The result on table 1 above revealed that 441 graduates were employed in different places where jobs were available during the period of study. The number represents 49% of the total sample, while those that were not employed were 51% representing 459 graduates. The above showed that the wave of unemployment that blew round most of the nations of the world hit Oyo State. This was becausje the technical college graduates that were expected to improve the technological state of the nation were idle doing nothing as a result of unemployment

Research Question 2

What are the factors responsible for the unemployment of the graduates of Technical Colleges in Oyo State?

Table .II: Factors Responsible for Unemployment of Technical College Graduates in Oyo State

| S/No | Factors | Frequency | Percentage |
|---|---|---|---|
| 1. | No job is available | 278 | 60.6 |
| 2. | I am waiting for a particular job | 80 | 17.4 |
| 3. | I am waiting for a particular level of earnings | 101 | 22.0 |
| | Total | 459 | 100 |

Table II showed the various reasons why some graduates of technical colleges in Oyo State were not employed. 278 (60.6%) of the respondents said that the reason why they were unemployed was that there was no job available. This implied that most establishments where technical college graduates could be employed did not have vacancies and probably as a result of embargo placed on employment. There is the need for Oyo State government to have foresight to plan on how to create employment opportunities for those unemployed now and those that are still in school(s). 80(17.4%) were not employed because they were, waiting for a particular job, implying that they had some specific jobs or places of employment they preferred to be employed. Since they were not able to get their job preference, they remained unemployed. 101 (22%) of the respondents said they were waiting for a particular level of earnings and this made them to remain unemployed so far they could not get jobs which would give (earn) them their expected level of earnings.

Research Hypothesis 1: There is no significant relationship between the technical training received and the unemployment status of the technical College graduates in Oyo State.