

INFLUENCE OF PROFESSIONAL SOCIAL WORKERS' PARTICIPATION IN VOCATIONAL TRAINING PROGRAMMES ON ECONOMIC WELL-BEING OF RURAL DWELLERS IN LAGOS STATE, NIGERIA

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Abstract

The development of any nation hinges on the social and economic contribution of its citizens. Unfortunately, Nigeria does not seem to give vocational education attention it deserves. The role of social workers is widely accepted globally, especially, in the Western part of the world but has been grossly neglected in Nigeria. This paper, therefore, examined the influence of professional social workers' participation in vocational training programmes on economic well-being of rural dwellers in Lagos State, Nigeria. The descriptive survey of correlation was used for the study while the multi-sampling techniques were used to select 300 respondents for the study. Multiple regressions were used to analyse the data collected. The study established that there were joint contributions of all the independent variables to the prediction of vocational training programmes with a fraction of ($F(4, 298) = 18.586$; $p < 0.05$, $\text{adj } R^2 = 0.190$) to the variance of 20.1% of other variables not accounted for in the study. The result revealed the relative contribution of independent variables to dependent variables to dependent measure. From the table, entrepreneurship ($\beta = 0.12$), poverty reduction ($\beta = 0.11$), unemployment reduction ($\beta = 0.24$) and socio-economic well-being of rural dwellers ($\beta = 0.18$) contributed to vocational training programmes. Therefore, the study recommended that Government should not only organize vocational training programmes for young people, but also provide money and equipments to the participants in the scheme promptly to practice what they have learnt by setting up their own business after graduation to spur self-reliance. Graduates of the vocational training programmes should be encouraged to be self-employed by assisting them with soft loans/credit.

Key words: Professional social work, Participation, Vocational training programmes, Well-being of rural dwellers

Introduction

Nigeria is plagued by social poverty that continues to escalate dramatically, in spite of the rapid economic growth. Efforts to check this deterioration and ensure development are hindered by the lack of

culturally rooted structural and conceptual supports in the social development sector. These support components have been, and are still absent and until they are established, economic growth and ideological choices will be irrelevant to any rational effort to halt

the escalation of social poverty and enhance the quality of life enjoyed by Nigerians. Poverty reduces the social and psychological prestige of its victims. Poverty is a condition of being poor. This could be evidenced even amidst plenty because there could be reeking poverty as a result of lack of knowledge to translate potentiality into practical creative benefits to actuate well-being.

Poverty was the main focus of the early social work as it was intricately linked with the idea of charity. Professional social workers assist individuals, groups or communities to restore or enhance their capacity for social functioning, while creating societal conditions favourable to their goals. The practice of social work requires knowledge of human development and behaviour of social, economic and cultural institutions (Abioro and Adefeso, 2016). According to Olaleye (2004), poverty is a condition of having inadequate money to buy things that are considered necessary and desirable. Poverty involves the inability to live a decent life with respect to food, shelter, health care, transportation etc. Poverty can also be absolute. It is the inability to afford basic human needs which include clean and fresh water, nutrition, healthcare, education, clothing and shelter. It can also be relative, which refers to lacking usual or socially accepted level of resources or income as compared with others within the society.

Social work is distinctive for its professional values and ethics, appreciation for human diversity, emphasis on social and economic justice, understanding of social welfare policy and services, and strong foundation in the field of education. Its unique approach to problem-solving and interventions is evident in direct clinical practice, policy planning and administration; community-level and state-level services;

private and public sectors and teaching, research and scholarship etc.

The pride of any government is the attainment of a higher value level of development in such a way that its citizens would derive natural attachment to governance. However, for a nation to develop, there must be some pre-requisites which include socio-political and economic stability. Nigeria has not been able to engender meaningful development in spite of her huge resources endowment. This has greatly affected her quest to improve the quality of life of her citizens. Poverty, unemployment and starvation still pervade every nook and cranny of the country. Development is essential and critical to growth and sustenance of any country (Makere, 2012).

Nigeria has for long overlooked the importance of social workers. Social workers are valuable in the practices of improving the conditions and lives of citizens in crises situations because they are authentic sources and have first-hand experiences in crises management. The role of social workers is widely accepted globally, especially in the West but has been grossly neglected in Nigeria. The importance of social workers in promoting peaceful and inclusive society for sustainable development can never be over emphasized. Social work has always been very conscious of its public image, a fact that has been strongly reinforced today by a vigorous media campaign by NASW to promote a positive image of the profession throughout the country (Onyekwere, Ololube and Agbor, 2016).

According to Ogundipe and Edewor, (2012), Nigerian government has forgotten about the significant connection between social workers and their role and how they carry out their duties more effectively in meeting their role of

promoting peace. Social workers are often faced with numerous challenges, yet it is a rewarding career. Social work is one of the elements that cannot be separated from the life of individuals, families and groups of people, most especially, the disadvantaged, disabled, the elderly and those who are in need of the services of social workers. The services of social workers are very important because they show the relationship between social workers and their patients (Ogundipe and Edewor, 2012).

Nigerian government's attitudes towards social work over the years have been discouraging. This is because the powers that be in authorities hardly support community social work services with particular reference to planned financial intermediation. On many occasions, very little amount of money is voted to social work services and mostly on emergency cases, if need be. The effectiveness of social work in any given social, economic and political system depends wholly and fundamentally on how the community social work services are funded. Social workers, who are saddled with the responsibility of implementing community social work programmes of the government and their agencies, need a lot of funding to be able to carry out such responsibilities (United Nations, 2015).

Presently, federal, state and local governments in Nigeria are under-funding community social work services. According to Idyorough (2013), government (at all levels) spends less than 5% of their annual budget on social welfare services. It is expected that Nigeria needs to do more in the area of funding to be able to enhance the social work practice for sustainable national development. The unimpressive attitude of government on issues of community social welfare calls for concern. In many cases,

governments fail in their responsibility to tackle welfare issues head on as they emanate.

In Nigeria today, the geometric progression and trend of unemployment has revealed that people from tertiary institutions do not have the necessary vocational skills or competences, exposures and values that could help them to adopt and integrate to the world of business. Adeboye and Olubela, (2009) opined that vocational training skills is a systematic process of identifying needs and satisfying those needs with creative thinking and values with the aim of acquiring wealth and promoting the sense of self-reliance, self determination, self-independence, and life or personal satisfaction.

According to Uchendu, Osim & Odigwe, (2015) Nigerians have been advised to maximize every opportunity to improve their lives and become economically independent, even in today's tough white collar job market. There is still a lot of hope for Nigerians to prosper despite the rising unemployment rate in the country. Self-empowerment and self-employment are the panacea to inadequate white collar job. Many people think that self-employment is for highly successful business people. This intimidates them, making them afraid to venture into self-employment because they feel it is far from their reach. This is because the common concept is that starting a business usually requires a lot of start-up capital. This is not the case anymore.

There are many people who, despite the daunting statistics of unemployment, refuse to be cowed by their surrounding and prevailing circumstances. They have started doing something for themselves, based on their skills while some have learned new skills and they are using them to fulfill their ambition. There are lots of lucrative skills

young people can acquire in addition to their certificates. Most of the successful business we have today in Nigeria are owned by men and women who saw the need to develop their business potential and acted on it. Timmons and Spinelli (2009) also stated that attitude serves as a contributory factor in the life of a flourishing entrepreneur.

Social work is a profession that applies helping techniques in a disciplined manner to address social problems. Using various approaches, social work focuses on the needs of the clients and requires specific knowledge, values and skills to guide the helping process. The primary aim of the profession is to promote well-being of individuals by helping them live optimally and also promote social changes. New media are very important in advancement of social work profession (Aver, Nnorom, & Targba, 2013). This is by providing efficient and effective ways of organizing people and ideas, offers great access to knowledge and education, and increasing the efficiency and collaboration of social work activities. In spite of the potentials and benefits of new media, the level of awareness and use in Nigeria appears to be very minimal and difficult to access (Stefaroi, 2014). Despite some initiatives in the most developed countries around the world in attempting to provide new media access to everybody within and across countries, some of the developing countries still record low penetration and accessibility.

Social workers share belief that their work should make life easier for people by integrating them into societal institutions and social structures (Tolu and Abe, 2011). However, there is controversy about how this goal is to be achieved. Moreover, there are numbers of ways of going about this task. The principal ones that are relevant to this discussion are the maintenance and the

liberationist approaches to social work: those adopting a maintenance orientation work to help people adjust better to the prevailing situation. Those who pursue a liberationist perspective seek to challenge the status quo and develop progressive alternative to existing provisions. Whilst both approaches can help in different ways, the liberationist is most relevant to social work because it seeks to enable people to redefine their position and change it for the better (Dominielli, 2012). This may mean challenging existing social relations and changing the existing distribution of power and resources. In this process of change, the social worker is an enabler or a catalyst involved in mobilizing people and advocating with and for them.

It is critical for the government to move and delineate practice areas where mandatory social work qualification is required, given the profession's key role in promoting social development and poverty reduction. Such areas as child protection, community development, probation and other community social work services need to be established by act of parliament as fields where professional social workers must be employed. Professional social workers' body needs to be strengthening in the nation. This will be pivotal in mobilization, motivation, monitoring, networking and enforcing standards and ethical behaviours in the professional practice.

Development cannot be achieved in practice level in isolation through social work intervention without other disciplines and professions. It is, therefore, essential that multidisciplinary approaches be put in practice. Social workers need to be part of the different teams addressing the MDGs (Millennium Development Goals) to highlight the social dimensions of the problems and their causes for effective

planning and interventions. It is also crucial to build and harness networks and partnerships within and outside of the communities in which services are rendered (Ayinde, Ilori, Babatunde and Ayinde, 2015).

Professional social workers spend much time with leaders and allies to identify common goals among community members. The social work becomes a leading organizer to generate a strategic direction in the context of goals identified and defined by the group and that the group works towards. The social worker shares any and all information related to the prevalent problem or issue so that stakeholders are better able to participate in formulating solutions. Social workers who practice as community organizers or developers are guided by the ethics and standards of the profession and by principles of sustainable community development. The social workers learn from the people in their communities, enhancing collaboration and partnerships that lead to achieving real social change (Akpomivie, 2010). Professional social work involves understanding the power dynamics and social relations that govern the relationships between various structures and diverse communities and working to achieve social justice through structural change. Social workers who practice from a community development or community organizing perspective attempt to address the systemic issues that create social problems. The growing problem of unemployment in the country has contributed largely to the worsening problem of poverty among populace.

Participation, generally, is a concept of getting individuals in the community to be actively involved in those things that are liked, believed and understood by most people, hence popular

participation is the method of allowing every member of the community to play an active role in the affairs that affect their lives in the community. This involves a process of mobilizing people to manage resources and make decisions that affect their lives. In the context of development, community participation refers to an active process whereby beneficiaries influence the direction and execution of development projects rather than merely receive a share of project profits. Poor performance of government in meeting the socio-economic quest of citizens in the developing countries is one of the reasons behind the proliferation of community based organizations in the new millennium (Abegunde, 2009).

The development of any nation hinges on the social and economic contribution of the citizens. Unfortunately, Nigeria does not seem to give vocational education attention it deserves. This appears to be one of the reasons for rising rate of unemployment and poverty in the society.

Vocational training, also known as technical education, facilitates the acquisition of applied skills and basic scientific knowledge. Vocational and technical education is a planned programme of course and learning experiences that begin with the exploration of career options, supports basic academic, life skills and enables the achievement of high academic standards, leadership preparation for industry and continuing education (Ozoemena, 2013). Vocational training programmes offer training to people in many areas, including auto mechanic, building, metal work, wood work, plumbing and fitting, electrical work, and agriculture among others.

However, based on current needs of the nations, it is expedient that people are trained in specific areas that have been identified from market surveys, needs

analysis and employers of labour. This is necessary to maintain a balance in the spread of workers across all sectors of the economy and to reduce the duplication of skilled workers in already populated skill areas. Vocational training enhances productivity and sustains competitiveness in the global economy (Alhasan and Abdullahi, 2013). Vocational training brings about promotion of Nigerian culture and value. This can be seen in the national and international appreciation of Aso-Oke (local weave) work in Okene in Nigeria.

The challenges such as poverty, lack of skill acquisition, emerging on the side of rural dwellers as a consequence of lack of empowerment are so enormous. Nigeria governments have attempted to encourage and stimulate participation in vocational training programmes for possible employment in order to encourage economic, social and political reliance among rural dwellers. Based on the foregoing, this study examines the influence of professional social workers' participation in vocational training programmes on economic well-being of rural dwellers in Lagos State, Nigeria. It is also to determine the various types of vocational training programmes that will enhance the standard of living of the rural dwellers. Also, the study explains the contribution of professional social workers in vocational training programmes towards self-employment and economic well-being of the rural dwellers. It also investigates factors limiting rural dwellers' participation in vocational training programmes.

Research Hypotheses

Ho₁ There is no joint contribution of independent variable on vocational training programmes

Ho₂ There is no relative contribution of the independent variables on vocational training programmes.

Methodology

The descriptive survey of correlation type was used as a design for the study. This design was appropriate because there is no manipulation of any variable of the study. Also, the study was purely relational that has to do with establishment of association, joint and relative contributions of independent variables on dependent variables.

The population of the study comprised all stakeholders in the field of professional social work among rural dwellers in Lagos State (Non-Governmental Organizations, Community Based Organizations).

Multi-stage sampling procedure was used to select the respondents. First, Lagos State was stratified into five constituencies of Local Government Areas namely: Ajegunle LGA, Isolo LGA, Ikeja LGA, Oshodi and Agege LGA. From each stratum, 60 respondents were selected using proportional sampling technique. Three hundred respondents, therefore, participated in the study.

The research instrument was self-developed by the researcher. The instrument was Professional Social Workers' Participation in Vocational Training Programmes Questionnaire tagged "Professional Social Workers' Participation in Vocational Training Programmes Questionnaire" (PSWPVTPQ). The instrument was to derive information from the respondents selected for the study in order to establish the extent at which the independent variable will influence the dependent variable. The questionnaire was made up of 40 items divided into sections A-F respectively. Section A contains 7 items measuring demographic variables of the

respondents such as; sex, age, religion, marital status, level of education, and level of income.

Section B contains ten items measuring factors limiting professional social workers' participation in vocational training on economic well-being; Section C measures the relevant areas of self-employment; Section D contains 5 items measuring professional social workers' involvement in vocational training for self-reliant in the area of interest; Section E contains 5 items, measuring professional social workers' contributions to economic well-being through vocational training and Section F contains 20 items, measuring economic well-being. All the above items consisted Four Likert scale questions.

Prior to its being administered, the questions were scrutinized by experts in

community development, social work, rural and extension services. Based on their comments, some items were reworded while others were modified to ensure that there were no ambiguities. Cronbach Alpha was used to provide reliability estimate of the instrument. Cronbach Alpha was used for 2, 3 and 4 point items scales. In order to achieve this, a pilot study was carried out with a sample of 25 subjects in Ibeju Lekki LGA of Lagos State. The result of reliability coefficient is $r = 0.68$. This result indicated that the instrument used for data collection was reliable.

Data collected were analysed, using frequency distribution and percentage and Multiple Regression at 0.05 level of significance.

Table: Analysis of the Demographic Characteristics of Respondents

Variables	Frequency	Percentage (%)
Sex		
Male	129	43.0
Female	171	57.0
Total	300	100.00
Variables	Frequency	Percentage
Age		
18 -25 years	23	7.7
26 - 31 years	133	44.3
32 – 39 years	88	29.3
40 and above	56	18.7
Total	300	100
Variables	Frequency	Percentage
Religion		
Christianity	154	51.3
Islam	143	47.7
Traditional Religion	3	1.0
Total	300	100.00
Variables	Frequency	Percentage
Occupation		
Self-employed	199	66.3
Schooling	92	30.7
Civil servant	9	3.0
Total	300	100.00
Variables	Frequency	Percentage
Marital Status		
Single	191	63.7
Married	105	35.0
Separated	3	1.0
Divorced	1	0.3
Total	300	100.00
Variables	Frequency	Percentage
Level of Education		
Secondary School		
Primary School	80	26.7
Undergraduate	54	18.0
Graduate	157	52.3
Postgraduate	9	3.0
Total	300	100.00
Variables	Frequency	Percentage
Level of income in Naira		
None	17	5.7
<10, 000.00	2	0.7
11, 000.00 – 19, 000.00	43	14.3
20, 000.00 – 29, 000.00	94	31.3
30, 000.00 – 39, 000.00	119	39.7
40, 000.00 and above	25	8.3
Total	300	100.00

Table 1 shows that 171(57.0%) were male while 129(43.0%) were female. This implies that there was a fair representation of gender, hence, the responses analyzed were that of both male and female respondents. The result indicates that vocational skills are for all irrespective of gender. Above Table 1 indicates that majority of the respondents 133(44.3%) were between 22-25 years of age while 88(29.3%) of the respondents were between the age of 26-30. Also, 56(18.7%) were between the age of 31-35 years, while 23(7.7%) were between the age of 18-21 years. The implication of this result is that majority of the respondents were in the active age of 22-25(44.3%). At this age, they were energetic and have acquired vocational skills for their self sustenance.

Above Table 1 establishes that majority of the respondents 154(51.3%) were Christians; 143(47.7%) were Muslims while 3(1.0%) were traditional worshippers. This indicates that all respondents had religions. Table 1 shows that 199(66.3%) of the respondents were self-employed, 92(30.7%) of the respondents were schooling while 9(3.0%) respondents were civil servants. This indicates that majority of the respondents were self employed, thereby creating their own businesses which enabled them to be independent. Above Table 1 also

reveals that 191(63.7%) of the respondents were single; 105(35.0%) were married; 3(1.0%) were separated while 1(0.3%) were divorced. This implies that majority of the respondents were single.

Table 1 reveals that majority of the respondents 157(52.3%) were undergraduates, while 80(26.7%) had finished secondary school. Also, 54(18.0%) of the respondents were undergraduate, while 9(3.0%) were postgraduates. This implies that all respondents were educated. Table 1 shows that 119(39.7%) of the respondents earned N30,000.00 – N39,000.00; 94(31.3%) earned N20,000.00 – N29,000.00; 43(14.3%) of the respondents earned N10,000.00; 25(8.3%) earned above N 40,000.00; 17(5.7%) earned nothing while 2(0.7%) earned below N10,000.00. This indicates that majority of the respondents had an income from the acquired vocational skills. This implies that vocational skills are a source of income for the respondents, improve the standard of living and reduce poverty of the respondents.

Results

Ho₁ There is a joint contribution of independent variables on vocational training programmes

Table 2: Summary of Regression for the joint contribution of independent variables on vocational training programmes

R=0.4919 R square=0.201 Adjusted R square=0.190 Standard errors=0.52290					
Model	Sum of Square	df	Mean Square	F	Sig.
Regression	20.327	4	5.082	18.586	.000
Residual	80.660	298	.273		
Total	100.987	299			

Table 2 reveals a joint contribution of all the independent variables to the prediction of vocational training programmes with a fraction of ($F(4, 298)=18.586$; $p<0.05$, $\text{adj } R^2 = 0.190$) to the variance of 20.1% of other variables not accounted for in the study. This finding agreed with the work of Ozoemena, (2013) who asserted that vocational training facilitates the acquisition of applied skills and basic scientific knowledge. Vocational training is a planned programme of course and learning experience that begins with the exploration of career options, supports basic academic, life skills and enables the achievement of high academic standards, leadership preparation for industry and continuing education. Vocational training programmes offer training to people in areas including auto mechanic, building, metal work, wood work, plumbing and fitting,

electrical work and agriculture, among others.

The result also corroborates with the findings of Tolu and Abe, (2011) who opined that professional social workers share belief that their work should make life easier for people by integrating them into society's institutions and social structures. However, there is controversy about how this goal is to be achieved. Moreover, there are ways of going about this task. The principal ones that are relevant to this discussion are the maintenance and the liberationists' approaches to social work. These are those adopting a maintenance orientation work to help people adjust better to the prevailing situation.

Ho₂ There is no relative contribution of independent variables on vocational training programmes.

Table 3: Multiple Linear Regression Showing the Relative Contribution of the Independent Variables (Entrepreneurship, Poverty Reduction, Unemployment Reduction and Socio-economic Well-Being) to the Prediction of the Dependent Variables (Vocational Training Programmes)

Model	Unstandardized Co-efficient		Standardized Co-efficient	T	Sig
	B	Std. Error	B		
Constant	.380	.381		.999	.319
Entrepreneurship	.026	.013	.116	2.031	.043
Poverty reduction	.032	.016	.111	2.007	.046
Unemployment reduction	.076	.020	.240	3.879	.000
Socio-economic well-being	.022	.007	.176	3.130	.002

Table 3 shows the relative contribution of independent variables to dependent variables to dependent measure. From the table, entrepreneurship ($\beta=.0.12$), poverty reduction ($\beta=.0.11$), unemployment

reduction ($\beta=.0.24$) and socio-economic well-being of rural dwellers ($\beta=.0.18$) contributed to vocational training programmes. The study is in line with the findings of Adeboye and Olubela, (2009) who opined that

vocational training skills are systematic process of identifying needs and satisfying those needs with creative thinking and values with the aim of acquiring wealth and promoting the sense of self-reliance, self determination, self-independence, and life or personal satisfaction.

This result is also in agreement with the findings of Ogundipe and Edewor, (2012) that Nigerian government has forgotten about the significant connection between social work and its role and how social workers carry out their duties more effectively in meeting their role of promoting peace. Social workers are often faced with numerous challenges, yet it is a rewarding career. Social work is one of the elements that cannot be separated from the life of individuals, families and groups of people, most especially, the disadvantaged, disabled, the elderly and those who are in need of the services of social workers. The service of social workers is very important because it is one of social aspects that shows the relationship among social workers and their patients.

This finding also corroborated with the study to Uchendu, Osim and Odigwe, (2015) who stated that Nigerian youths have been advised to maximize every opportunity to improve their lives and become economically independent, even in today's tough white collar job market. There is still a lot of hope for Nigerian people to prosper despite the rising unemployment rate in the country. Self-empowerment and self-employment is the panacea to inadequate white collar job. People think that the term self-employment referred to highly successful business people. This makes them intimidated and afraid to venture into self-employment because they feel it is far from their reach. This is because the common concept is that starting a business usually

requires a lot of start-up capital. There are many people who, despite the daunting statistics of unemployment, refuse to be cowed by their surrounding and prevailing circumstances. They have started doing something for themselves, based on their skills while some have learned new skills and they are using them to fulfill their ambition and they are making money today.

Conclusion

The study established that sustainable poverty reduction strategy should not focus narrowly on social welfare measures alone but rather asset redistribution and creation of incentive structures that can enhance the rate and pattern of economic growth. Consequently, to perform successfully as professional social workers of vocational training, rehabilitation and education, constant training and re-training programme is recommended to continually keep people abreast with changing dynamics in teaching and learning modalities. Programmes which will involve the participation in agriculture, business, industrial and technical service sectors are imperative. Involving these sectors will ensure relevance and up-dated knowledge and availability of modern equipment and machinery for vocational training and education preparing people for hands-on work rather than academic work and they are generally geared towards one career type. Vocational training is usually shorter in duration than an academic education. At the training level, deliberate effort towards more indigenization of social work should be made in teaching institutions through strengthening field practice, teaching and initiation of social projects attached to institutions where social work education and practice can constantly interface.

Nigeria as a nation is in critical need of social work services, especially, this time of hardship because social workers have more essential role to play in helping individuals and families to cope with sudden change, preventing ill-health, mental health problems, family breakdown and suicide and helping individuals and communities develop resilience to overcome hardship and make a positive contribution to society.

Recommendations

At the policy level, there is a need to establish a legal framework for community social work training and practice in order to increase professionalism and professional identity. In the recent past, there are ongoing efforts to revitalize and strengthen the professional body for social workers. These efforts need to be enhanced in order for the association to play a critical role in mobilization, motivation, monitoring, networking and enforcing standards and ethical behaviour in professional practice. At training level, deliberate efforts towards more indigenization of community social work should be made in teaching institutions through strengthening local social research and generation of local publications, strengthening field practice, teaching and initiation of community social work projects attached to institutions where social work education and practice can constantly interface.

The Federal, State, and Local Government should ensure that vocational training programmes and workshops are established in every nook and cranny to make them accessible to every person. Establishment of vocational training programmes in some selected urban areas should be discouraged because people in rural areas also need these programmes to enhance their standard of living. Competent

and well trained reputable personnel should be recruited along with the professional social workers as instructors to sustain and make the programme more viable. There is also the need to develop long-term strategic plans that address unemployment, taking into consideration the educational curriculum and the needs of the labour market as well as strengthening the human financial capacity of poverty alleviation institutions in the country.

Professional social work should inculcate the spirit of entrepreneurship into people. Nigerian problem of development lies in the absence of the spirit of entrepreneurship. Most Nigerians do not know how to invest, thereby making underdevelopment self-inflicting. Government should not only organize vocational training programmes for young people, but also provide money and tools or equipments such as sewing machines, clippers, hairdryer, etc to each participant in the scheme promptly to practice what they have learnt for self-reliance. Graduates of the vocational training programmes should be encouraged to be self-employed by assisting them with soft loans/credit because the situation where the graduates wait for assistance from friends and relatives to enable them embark on their own businesses is not healthy for the sustainability of the programme.

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