

## **Assessment of the Policy of National Directorate of Employment in Nigeria: 2011-2014**

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**Abstract:** The National Directorate of Employment (NDE) has been in existence for thirty one years as Nigeria's major employment agency, having been established in 1986 with the objective of designing and implementing programmes to combat unemployment in Nigeria. Hence, the study aimed at assessing the distribution of the small scale entrepreneurial program of the directorate across the states of the federation between 2011 and 2014. In order to achieve the objective of the study, data was collected from secondary sources and the annual report of the directorate was consulted and used. The study posited that the agency has astonishing small scale entrepreneurial programmes but more need to be done especially in the area of inequality in distribution of it programmes and sensitization of populace. The study further recommends public enlightenment of the activities of the directorate in order ensures greater participation of citizenry.

**Key word:** National Directorate of Employment; Entrepreneurial Skills; Small Scale Enterprise; Policies; and Employment.

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### **I. INTRODUCTION**

The vision for Nigeria as indicated by the 2001 Kuru Declaration shows a quest for truly great African democratic nation, politically united, integrated and stable system, economically and socially prosperous entity with equal opportunity for all and responsibility from all to become the catalyst of African Renaissance (Cited in Amupitan, 2011; Ogunlola, 2012). This lofty vision is today being affected by the high rate of unemployment. Unemployment rate in Nigeria has increased to 10.40 percent as at the fourth quarter of 2015 from 9.90 percent in the previous period and the number of unemployed persons went up by 518 thousand to 8 million and labour force population rose by 1 million to all time high of 76.95 million (NBC, 2016; Trading Economics 2016).

The massive unemployment rate in Nigeria cannot be over emphasizes considering the alarming number of able-bodied men coming out of school yearly remains a major source of concern. Robert and Bernanke (2001), emphasis on the imperative of the unemployment situation to a nation, thus: *The unemployment rate in a nation is too significant to be ignored as it is necessary in assessing the level of economic activity in a country. Besides real GDP, one statistics that receives a great deal of attention from both economists and the general public is the rate of unemployment. The unemployment rate is a sensitive indicator to the conditions of the labour market. When the unemployment rate is low, jobs are secure and relatively easier to find. Low unemployment is often associated with improving wages and working conditions as well as employers competing to attract and retain workers.*

However, in a bid to address the high rate of unemployment the Nigerian government at various times came up with policies such as various policies have been put in place by the Federal Government of Nigeria. Notably, the Small and Medium Enterprise Development Agency of Nigeria (SMEDAN) was established in 2003 to promote the development of Micro, Small and Medium Enterprises (MSME) sector of the Nigeria economy (Amupitan, 2011). Hence, the study attempt to assess the impact of the National Directorate of Employment which was established with the aim of curbing and reducing the rate of unemployment through skills acquisition, self employment and labour intensive work scheme. The rest of the paper is structured and, discussed as follows: Conceptual definitions, Structure of the National Directorate of Employment, Small Scale Enterprises Scheme with analysis, conclusion and recommendations

### **II. CONCEPTUAL DEFINITIONS**

#### **2.1 Entrepreneurial:**

The concept of entrepreneurship has wide dimensions. An entrepreneur is a person of high aptitude who pioneers changes, possessing the characteristics found in only a very small fraction of the population. Anyone who wants to work for himself or herself is considered to be an entrepreneur (Quicks, 2016) Thus an entrepreneur is

*one of combining various input factors in an innovative manner to generate value to the customer with the hope that this value will exceed the cost of the input factors, thus generating superior returns that result in the creation of wealth (Quick, 2016)*

Schumpeter (1976) sees entrepreneur as that that is able and willing to convert a new idea or invention into a successful innovation. Entrepreneurship is the act of setting out on your own and starting a business instead of working for someone in a business venture (Kimmons, 2010). Entrepreneur needs to be interested in the business they are venturing into in order to succeed. An entrepreneur is an individual who decides to venture into a business of his interest. Entrepreneurship is the capacity and willingness to develop, organize, and manage a business venture along with any of its risks in order to make a profit (Business Dictionary, 2010). Entrepreneurship is the act of designing, launching, and running a new business. An entrepreneur is a person is a person in effective control of a commercial understanding (Wikipedia, 2016)

Amit (2012: 90) captures the characteristics of entrepreneurship:

- *The entrepreneurs has an enthusiastic vision the driving force of an enterprise*
- *The entrepreneur's vision is usually supported by an interlocked collection of specific ideas not available to the marketplace*
- *The overall blueprint to realize the vision is clear, however details may be incomplete, flexible and evolving*
- *The entrepreneur promotes the vision with enthusiastic passion*
- *With persistence and determination, the entrepreneur develops, strategies to changes the vision into reality*
- *Entrepreneurs take prudent risk. They assess costs, market/customer needs and persuade others to join and help*
- *An entrepreneurs is usually positive thinker and a decision maker*

### **3.1 An assessment of the Small Scale Enterprises Programmes of the National Directorate of Employment**

The National Directorate of Employment (NDE) was established on 26<sup>th</sup> March, 1986 but its programmes were launched nationwide in January, 1987. The National Development Employment's enabling Act, CAP 250 of the Laws of the Federal Republic of Nigeria, 1999 (formerly Decree No. 34 of 1989) gave the NDE her legal backing as an employment agency statutorily charged with the responsibility to design and implement programmes to combat mass unemployment (NDE Report, 2014)

### **3.2 Mandate/Functions of the National Directorate of Employment**

The law establishing the NDE presents its mandates as follows:

- design and implement programmes to combat mass unemployment;*
- articulate policies aimed at developing work programmes with labour intensive potential;*
- obtain and maintain a data bank on employment and vacancies in the country, with a view to acting as a clearing house to link job seekers with vacancies, in collaboration with other government agencies; and*
- Implement any other policy as may be laid down, from time to time, by the Board established under section 3 of this Act (NDE Report, 2013)*

### **3.3 National Directorate of Employment Programmes/Implementation Strategies**

The directorate came up factors in the designing the employment promotion programmes which are:

- *The decline interest of youths in the agricultural sector which had traditionally provided the bulk of employment, particularly in the rural areas*
- *The deteriorating condition of urban and rural infrastructure due to the dearth of foreign exchange earnings to procedure and maintain construction machinery and equipment as against the surplus labour (unemployed hands) available in the country*
- *The tertiary institutions graduates' expectation for non-existent white collar jobs and accompanying employment white their background do not prepare them to take advantage of the opportunities for self-employment in the formal and informal sectors of the economy*
- *The potentials of the informal sector and the traditional apprenticeship system of skills acquisition to generate self employment*
- *The need to counsel the unemployed for attitudinal re-orientation towards self-employment and self-reliance (NDE Report, 2014)*

In order to achieve their mandate and in recognition of the above factors the National Directorate of Employment adopted the Vocational Skills Development Programme (VSD), Rural Employment Promotion Programme (REP), and Special Public Works Programme (SPW) and the Small Scale Enterprise Programme (SSE) is the focus of the research.

### 3.4 An Assessment of the Small Scale Enterprises Programmes (SSE) of the National Directorate of Employment 2011-2014

The Small Scale Enterprises programmes of the National Directorate of Employment provide business development training for unemployed persons and potential entrepreneur, this programme introduces the Nation Youth Service Corp (NYSC) members to the opportunities for self-employment and identification of business opportunities as well as business start-up and improvement programmes for school leavers and retired persons (NDE Report, 2014)

The schemes under the SSE department where actions are carried out nationwide (subject to availability of funds) are:

- *Business Training- (for Graduates of tertiary institutions and artisans/school leavers and retirees (Entrepreneurship Development Programme-EDP). This includes:*
  - *Enterprise Start-up and Development Training Scheme (formerly Start Your Own Business)*
  - *Micro Business Skills Training Scheme (formerly Basic Business Training)*
  - *Advanced Entrepreneurial Development Scheme*
  - *NDE-Enterprise and Finance Counseling Clinic (NDE)*
- *Loans Disbursement Scheme-Enterprise Creation Fund*
- *Training for Women in Income generating activities*
- *Common Facility Centres, and*
- *Collaborations with government agencies, multinational organization, High profile individuals and communities (NDE Report, 2014)*

**3.4.1. Table 1.** Available Trade/Skills for Acquisition

S/N	SKILL
1.	Computer Operation
2.	Furniture making
3.	Fashion Designing
4.	Soft Furnishing
5.	Electrical Installation
6.	Electronic Installation
7.	Electronic Repair(RTV)
8.	Auto Mechanic
9.	Printing
10.	Rewinding
11.	Vulcanizing
12.	Ref. and AC Repairs
13.	Upholstery/Carpentry
14.	Alum Fabrication
15.	GSM Repairs
16.	Spray Paining
17.	Hair Dressing/Manicure
18.	Barbing
19.	Welding
20.	Metal Fabrication
21.	Wood Work/Carving
22.	Plumbing
23.	Soap Making
24.	Driving
25.	Interior Designing/Decoration
26.	Masonry
27.	Brick Making
28.	Catering
29.	Generator Maintenance
30.	Music Composing/Writing
31.	Boat Making
32.	Knitting
33.	Baking/Confectionery
34.	Black Smiting

35.	Arts and Crafting
36.	Handicraft
37.	Car Washing
38.	Draughtsman Ship
39.	Foundry Technology
40.	Camera Repair
41.	Cane Furniture
42.	Computer Programming
43.	Tie and Dye
44.	Laundry
45.	Pomade Making/Cosmetology
46.	Panel Beating
47.	Autotronics
48.	Interlocking Ties
49.	Plaster of Paris (POP)
50.	Photography/Video Coverage
51.	Bead Stringing/Hat Making
52.	Shoe Making/Leather Works
53.	Metal Pot Making
54.	Painting and Sign Writing
55.	Satellite Dish Installation and Tracking
56.	Out board Eng. Repair
57.	Inboard Eng. Repair
58.	Hand Pump Maintenance
59.	Inverter Production

Source: National Directorate of Employment Annual Report 2011

Table1. Trades/skills acquisition that can be accessed by the all the youths from the Directorate

3.4.2. Table 2. Beneficiaries of SSE Schemes in 2011

SN	STATE	No. of Trainees						No. of Enterprises Created				TOTAL	
		NYSC/EDP		SYON		BBT		QIK-QIK		WEB			
		M	F	M	F	M	F	M	F	M	F	M	F
1	Abia	2,623	1,848	0	0	0	0	0	0	0	0	2,623	1,848
2	Abuja FCT	2,826	1,595	0	0	0	0	0	174	0	0	2,826	1,595
3	Adamawa	1,245	1,169	0	0	0	0	0	0	0	0	1,245	1,169
4	Akwa Ibom	2,263	2,194	0	0	0	0	0	0	0	0	2,263	2,194
5	Anambra	3,562	3,364	0	0	0	0	0	0	0	0	3,562	3,364
6	Bauchi	791	343	13	5	0	0	0	0	0	0	804	348
7	Bayelsa	1,763	1,046	0	0	0	0	0	0	0	50	1,763	1,096
8	Benue	1,378	1,142	0	0	0	0	0	0	0	0	1,378	1,142
9	Borno	0	0	0	0	0	0	00	0	0	0	0	0
10	Cross River	1,679	1,295	0	0	0	0	4	1	0	0	1,683	1,296
11	Delta	3,764	3,598	0	0	0	0	0	0	0	0	3,764	3,598
12	Ebonyi	2,095	2,120	0	0	0	0	0	0	0	0	2,095	2,120
13	Edo	819	658	16	5	6	0	0	0	26	94	867	757
14	Ekiti	3,500	2,370	0	0	0	0	0	0	0	0	3,500	2,370
15	Enugu	600	900	0	0	0	0	3	2	0	50	603	952
16	Gombe	2,920	2,080	5	0	0	0	0	0	0	200	2,925	2,280
17	Imo	2,220	1,441	0	0	0	0	4	1	0	0	2,224	1,442

18	Jigawa	1,782	1,134	0	0	0	0	4	1	0	20	1,786	1,155
19	Kaduna	1,060	923	0	0	0	0	3	3	0	100	1,063	1,025
20	Kano	2,526	1,703	26	6	61	2	0	0	0	100	2,613	1,811
21	Katsina	635	164	11	0	16	19	4	0	0	21	666	204
22	Kebbi	1,502	1,115	0	0	0	0	0	0	0	0	1,502	1,115
23	Kogi	3,151	2,490	0	0	0	0	0	0	0	15	3,151	2,505
24	Kwara	3,311	3,098	0	0	0	0	1	3	0	0	3,312	3,101
25	Lagos	7,292	7,408	35	26	0	0	16	4	0	113	7,343	7,551
26	Nasarawa	1,062	734	0	20	0	0	0	0	0	21	1,062	775
27	Niger	2,984	1,279	0	0	0	0	0	0	0	0	2,984	1,279
28	Ogun	1,312	1,082	0	0	0	0	0	0	0	0	1,312	1,082
29	Ondo	1,936	1,874	9	6	0	0	0	0	0	40	1,945	1,920
30	Osun	1,332	1,027	0	0	0	0	0	0	0	50	1,332	1,077
31	Oyo	2,342	2,612	0	0	0	0	3	2	0	5	2,345	2,619
32	Plateau	200	157	0	0	0	0	0	0	0	0	200	157
33	Rivers	1,399	1,221	0	0	0	0	3	2	0	0	1,402	1,223
34	Sokoto	615	323	0	0	0	0	0	0	0	0	615	323
35	Taraba	1,056	603	0	0	0	0	0	0	0	0	1,056	603
36	Yobe	3,500	2,700	0	0	0	0	0	0	0	100	3,500	2,800
37	Zamfara	3,000	1,500	0	0	0	0	0	0	0	0	3,000	1,500
	Total	76,412	60,310	115	68	83	21	45	18	26	976	76,681	61,396

Source: National Directorate of Employment 2011 Annual Report

Table 2. Shows that 76,412 Male and 60,310 female were trained under the Entrepreneurship Development Programme (EDP) for National Youth Crop members; Basic Business Training (BBT) meant to expose school leavers artisans to the rudiments of business organization and operation was carried out for 83 male and 21 female; the Start Your Own Business (SYOB) scheme trained 115 male and 68 female.

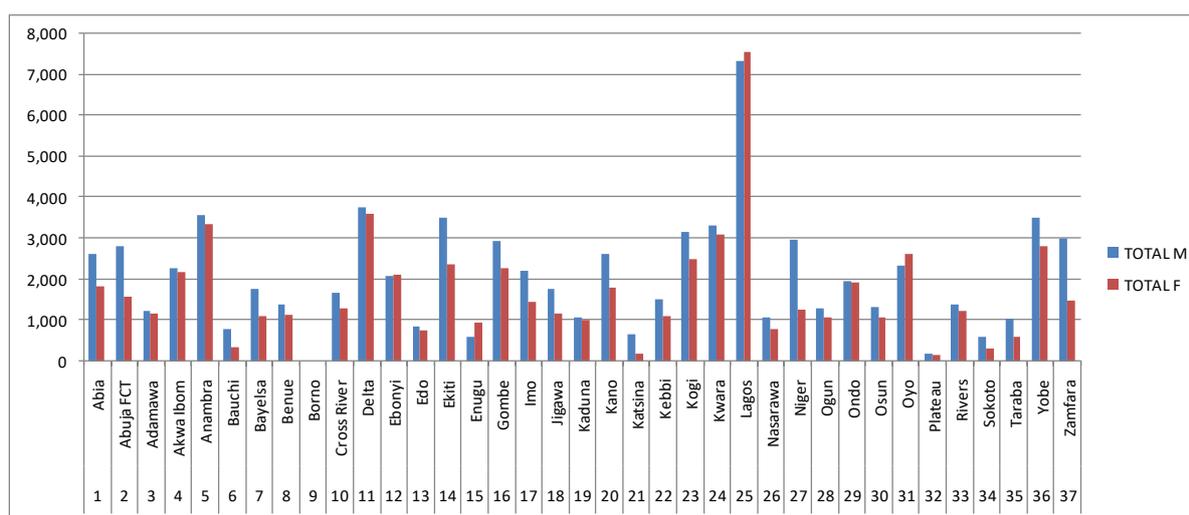


Figure 1. Distribution of Beneficiaries based on States show that Lagos has the highest, followed by Delta and Anambra. While Plateau and Sokoto having the lowest. And State like Borno having Non.

3.4.3. Table 3. Beneficiaries of SSE Schemes in 2012

SN	STATE	No. of Trainees						No. of Enterprises Created				TOTAL	
		NYSC/EDP		SYON		BBT		YOUWIN		WEB			
		M	F	M	F	M	F	M	F	M	F	M	F
1	Abia	947	343	59	0	2141	0	0	174	0	0	3147	517
2	Abuja	283	150	8	0	0	0	0	40	0	0	331	157

	FCT												
3	Adama wa	684	184	0	0	0	0	0	0	40	0	684	184
4	Akwa Ibom	1327	958	2	3	0	0	0	0	0	0	1329	961
5	Anambr a	0	0	0	0	0	0	0	0	0	0	0	0
6	Bauchi	257	185	0	0	0	0	0	0	0	0	257	185
7	Bayelsa	736	530	0	0	0	0	0	0	0	0	736	530
8	Benue	312	276	0	0	0	0	0	0	0	0	412	276
9	Borno	0	0	0	0	0	0	0	0	0	0	0	0
10	Cross River	671	645	0	0	0	0	0	0	0	0	671	645
11	Delta	2668	2212	0	0	0	0	0	0	0	0	2668	2212
12	Ebonyi	807	538	28	3	22	53	0	0	0	0	807	538
13	Edo	587	494	28	3	22	53	0	0	100	0	737	538
14	Ekiti	2210	1040	66	0	0	0	0	0	100	0	2376	1040
15	Enugu	0	0	0	0	0	0	0	0	0	0	0	0
16	Gombe	1,849	1,054	0	0	0	0	0	0	0	0	1849	1054
17	Imo	2500	1977	0	0	0	0	0	0	100	0	2600	1977
18	Jigawa	525	303	0	0	0	0	0	0	0	0	525	303
19	Kaduna	541	240	66	0	76	0	0	0	235	0	918	240
20	Kano	0	0	0	0	0	0	0	0	0	0	0	0
21	Katsina	0	0	5	0	5	1	0	0	0	0	10	1
22	Kebbi	496	293	0	0	0	0	0	0	0	0	496	293
23	Kogi	1234	1119	0	0	0	0	0	0	0	0	1234	1119
24	Kwara	1286	1288	0	0	0	0	0	0	0	0	1286	1288
25	Lagos	4207	5151	0	0	0	100	0	0	0	0	4207	5251
26	Nasara wa	0	0	0	0	0	0	0	0	0	0	0	0
27	Niger	77	62	0	0	0	0	0	0	100	0	177	62
28	Ogun	570	930	0	0	0	0	0	0	0	0	570	930
29	Ondo	120	750	0	0	0	0	0	0	0	0	120	750
30	Osun	896	734	0	0	0	0	0	0	0	0	896	743
31	Oyo	1678	1413	0	0	0	0	0	0	0	0	1678	1413
32	Plateau	0	0	0	0	0	0	0	0	0	0	0	0
0	Rivers	192	221	27	23	0	0	0	0	0	0	219	244
34	Sokoto	0	0	5	0	0	0	0	0	0	0	5	0
35	Taraba	0	0	0	0	0	0	0	0	0	0	0	0
36	Yobe	0	0	0	0	0	0	0	0	0	0	0	0
37	Zamfara	3347	1706	0	0	0	0	0	0	0	0	3347	1706
	Total	31007	24805	266	36	2244	154	0	174	775	0	34292	25169

Source: National Directorate of Employment 2012 Annual Report

**Table 3.** Shows that 31,007 Male and 24,805 female were trained under the Entrepreneurship Development Programmes (EDP) for National Youth Crop members; Basic Business Training (BBT) meant to expose school leavers artisans to the rudiments of business organization and operation was carried out for 2,244 male and 154 female; the Start Your Own Business (SYOB) scheme trained 266 male and 36 female.

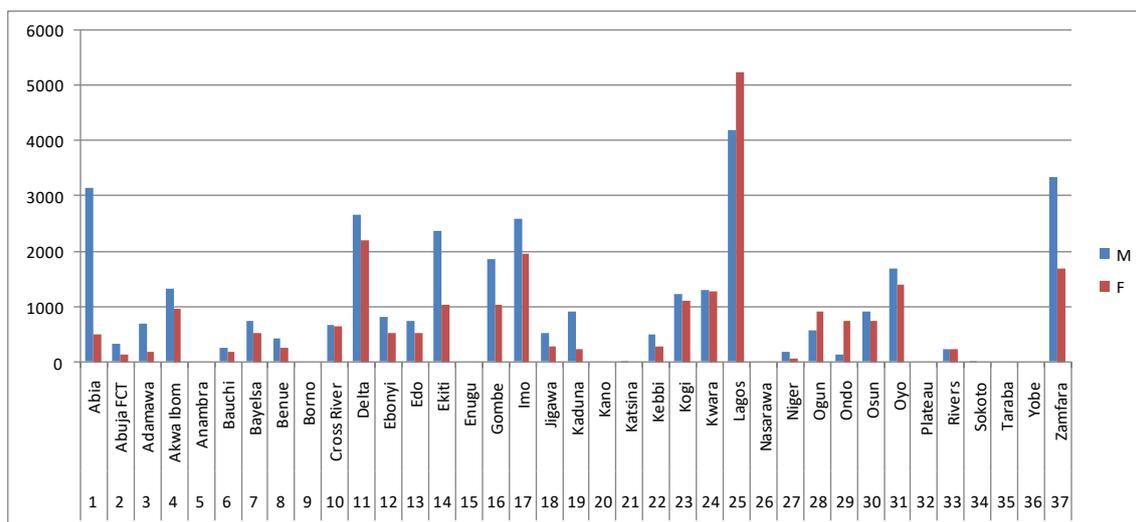


Figure 2. Distribution of Beneficiaries based on States show that Lagos has the highest, followed by Zamfara and Abia. While Rivers, Niger and Bauchi having the lowest. And State like Borno , Taraba, Yobe, Anambra, Kano and Enugu having Non.

3.4.4 Table 4. Distribution of SSE Beneficiaries Trained In Entrepreneurial Skill 2013

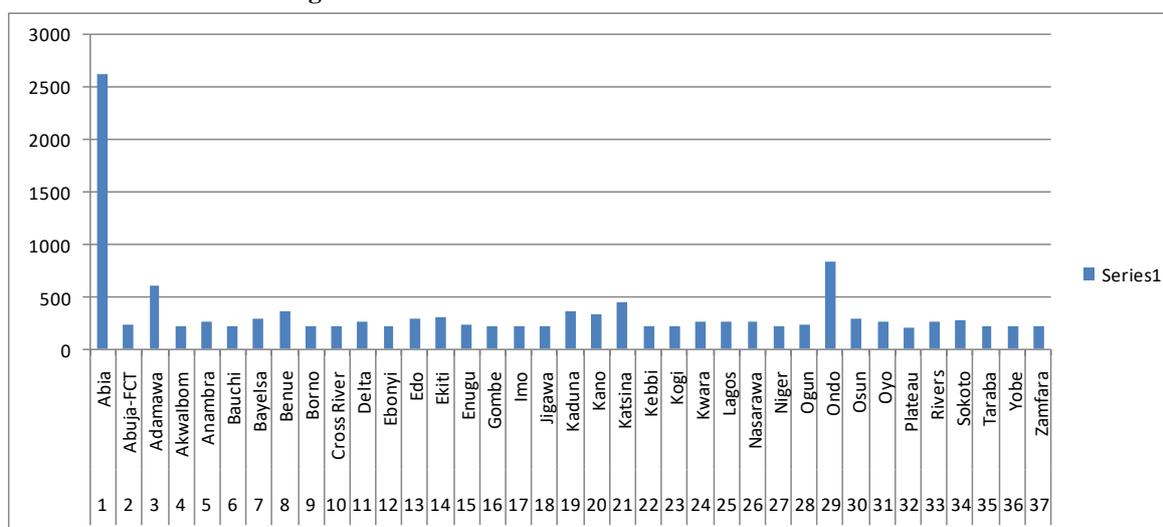
SN	STATE	Number Trained						Number Granted Loan						Grand Total
		SYOB/ESDTS/ ICT		BBT/MEES/ COLLA		WED	Total	SYOB/ ESDTS/ ICT		BBT/MEES/ COLLA		WED	Total	
		M	F	M	F	F		M	F	M	F	F		
1	Abia	62	12	1668	761	10	2513	3	4	52	48	10	117	2630
2	Abuja-FCT	4	2	52	48	10	116	1	0	52	48	10	111	227
3	Adamawa	15	5	261	199	10	490	2	3	35	65	10	115	605
4	Akwai Ibom	0	0	19	81	10	110	0	0	19	81	10	110	220
5	Anambra	14	15	36	64	10	139	3	0	36	64	10	113	252
6	Bauchi	0	0	44	56	10	110	0	0	44	56	10	110	220
7	Bayelsa	12	4	54	97	10	177	2	0	15	85	10	112	289
8	Benue	2	1	100	142	10	255	0	0	23	77	10	110	365
9	Borno	0	0	58	42	10	110	0	0	57	43	10	110	220
10	Cross River	0	0	42	58	10	110	0	0	42	58	10	110	220
11	Delta	16	7	13	87	10	133	12	6	13	87	10	128	261
12	Ebonyi	0	0	59	41	10	110	0	0	59	41	10	110	220
13	Edo	2	0	52	108	10	172	2	2	11	89	10	114	286
14	Ekiti	12	10	15	106	10	153	21	12	6	94	10	143	296
15	Enugu	4	1	11	89	10	115	4	1	11	89	10	115	230
16	Gombe	0	0	41	59	10	110	0	0	41	59	10	110	220
17	Imo	2	0	32	68	10	112	0	0	32	68	10	110	222
18	Jigawa	0	0	26	74	10	110	0	0	26	74	10	110	220
19	Kaduna	5	0	6	94	10	115	0	0	147	94	10	251	366
20	Kano	4	1	23	77	10	115	4	1	74	128	10	217	332
21	Katsina	18	2	72	128	10	230	4	2	72	128	10	216	446

22	Kebbi	0	0	22	78	10	110	0	0	22	78	10	110	220
23	Kogi	0	0	15	78	10	103	0	0	15	85	10	110	213
24	Kwara	0	0	22	78	10	110	6	4	36	92	10	110	258
25	Lagos	2	1	37	77	70	187	2	2	36	92	10	148	258
26	Nasarawa	35	6	9	91	10	151	1	3	9	91	10	114	265
27	Niger	0	0	29	71	10	110	0	0	29	71	10	110	220
28	Ogun	3	1	35	65	10	114	0	0	35	65	10	110	224
29	Ondo	11	9	9	91	10	130	4	1	558	123	10	696	826
30	Osun	0	0	63	107	10	180	0	0	16	84	10	110	290
31	Oyo	2	3	16	84	10	115	0	0	16	84	43	143	258
32	Plateau	0	0	24	76	0	100	0	0	24	76	0	100	200
33	Rivers	4	57	92		0	153	0	0	20	80	0	100	253
34	Sokoto	0	0	56	100	10	166	0	0	0	100	10	110	276
35	Taraba	0	0	32	68	10	110	0	0	32	68	10	110	220
36	Yobe	0	0	65	35	10	110	0	0	65	35	10	110	220
37	Zamfara	0	0	62	38	10	110	0	0	62	38	10	110	220
	Total	229	137	3272	3616	410	7664	71	41	1842	2810	443	5207	12871
		366		6,888		410	7,664	112		4,652		443	5,207	12,871

Source: National Directorate of Employment 2013 Annual Report

**Table 4.** Shows that 366 graduates were trained under the Entrepreneurship Start-up Development Training Scheme (ESDTS), with Start Your Own Business (SYOB), while some states conducted specialized business training in ICT; Start-up capital were provided to a 112 graduates (71 males and 41 females) of tertiary institution who participated at the ESDTS as soft loans; 6,888 school leavers and artisans were given rudimentary Basic Business Training (BBT); Women Employment Promtion (WEP) which involves the training of women and vulnerable persons in business skills was carried out for 410 people.

**Figure 3.** Distribution of Beneficiaries based on States us



ing the Grand total shows that Abia has the highest, followed by Ondo and Adamawa. While other states were a lot on the same level.

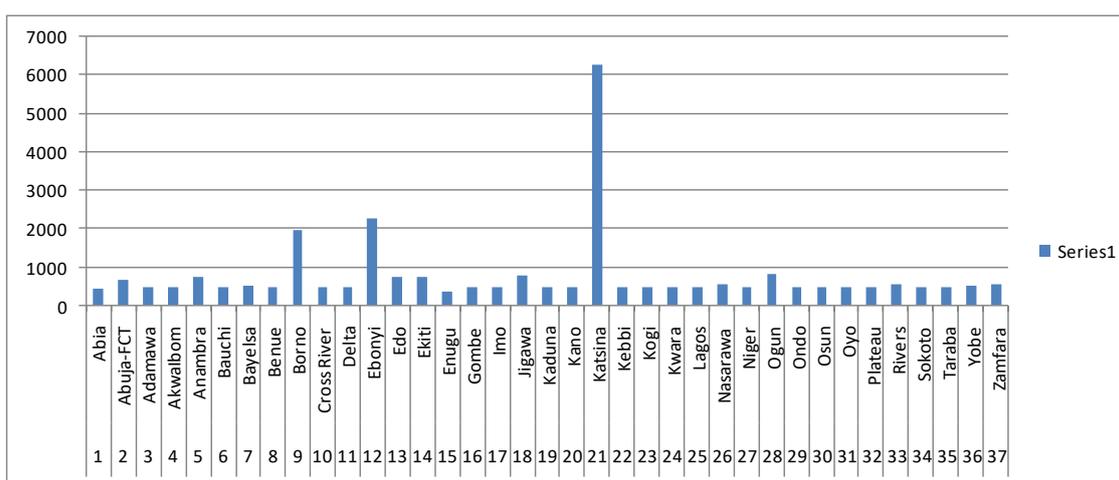
3.4.5 Table 5. Distribution of SSE Beneficiaries Trained In Entrepreneurial Skill 2014

STATE	Number Trained								Number Granted Loan										GRAND TOTAL
	SYOB/ESDTS		BBT		EDF SENSITIZATION/COLLABORATION		WEB	TOTAL	ECF		BBT		MEES		SMEES		WEB	TOTAL	
	M	F	M	F	M	F	F		M	F	M	F	M	F	M	F	F		
ABIA	17	13	0	0	0	0	50	80	1	1	0	0	52	48	124	176	0	402	408
ABUJA FCT	15	15	70	22	0	0	50	172	5	2	0	0	52	48	69	278	10	464	636
ADAMAWA	0	0	0	0	0	0	50	50	2	0	0	0	35	65	158	142	0	402	452
AKWAIBOM	1	0	1	0	1	0	30	33	1	1	1	0	19	81	160	140	10	413	446
ANAMBRA	0	0	0	0	22	278	30	330	1	1	0	0	36	64	22	278	10	412	742
BAUCHI	5	3	0	0	0	0	30	38	1	1	0	0	44	56	105	195	10	412	450
BAYELSA	0	0	0	0	26	24	50	100	2	0	0	0	24	76	126	180	0	408	508
BENUE	0	0	0	0	0	0	50	50	2	0	0	0	23	77	105	195	0	402	452
BARNO	0	0	0	0	840	360	50	1250	0	0	0	0	57	43	360	240	0	700	1950
CROSS RIVER	0	0	0	0	0	0	50	50	0	1	0	0	42	58	98	202	0	401	451
DELTA	0	0	0	0	0	0	50	50	2	0	0	0	13	87	58	242	0	402	452
EBONYI	14	8	0	0	988	812	30	1852	1	1	0	0	59	41	125	175	14	416	2268
EDO	0	0	0	0	100	200	30	330	0	2	0	0	11	89	100	200	10	412	742
EKITI	0	0	0	0	33	267	0	300	0	2	0	0	6	94	33	267	0	412	712
ENUGU	0	0	0	0	0	0	50	50	1	1	0	0	11	89	12	188	0	302	352
GOMBE	0	0	0	0	0	0	30	30	0	0	0	0	41	59	122	178	10	410	440
IMO	0	0	0	0	0	0	50	50	0	0	0	0	32	68	95	205	0	400	450
JIGAWA	2	0	0	0	100	200	50	352	2	0	0	0	26	74	100	200	0	402	754
KADUNA	2	0	0	0	0	0	30	32	0	100	0	0	6	94	200	5	10	415	447
KANO	2	0	0	0	0	0	50	52	2	0	0	0	23	77	130	170	0	402	454
KATSINA	1	0	2	2	2515	3005	30	5555	8	2	2	2	22	78	185	415	10	720	6275
KEBBI	0	0	0	0	0	0	50	50	0	0	0	0	22	78	78	222	0	400	450
KOGI	2	0	0	0	0	0	30	32	2	0	0	0	15	85	121	179	10	412	444
KWARA	0	0	0	0	0	0	50	50	0	0	0	0	22	78	80	220	0	400	450
LAGOS	0	0	0	0	0	0	50	50	0	2	0	0	36	64	96	204	0	402	452
NASARAWA	0	0	0	0	50	50	50	150	3	1	0	0	9	91	160	140	0	404	554
NIGER	0	0	0	0	0	0	30	30	3	2	0	0	29	71	145	155	10	415	445
OGUN	0	0	0	0	223	144	50	417	2	0	0	0	35	65	100	200	0	402	819
ONDO	2	2	0	0	0	0	30	34	2	2	0	0	9	91	105	196	10	414	448
OSUN	1	1	0	0	0	0	30	32	1	1	0	0	16	84	123	177	10	412	444
OYO	0	0	0	0	0	0	50	50	0	0	0	0	16	84	122	178	0	400	450
PLATEAU	0	0	0	0	0	0	50	50	1	1	0	0	24	76	92	208	0	402	452
RIVERS	0	0	0	0	26	23	50	99	1	1	0	0	20	80	128	222	0	452	551
SOKOTO	0	0	0	0	0	0	50	50	0	0	0	0	0	100	93	207	0	400	450
TARABA	0	0	0	0	0	0	50	50	2	0	0	0	32	68	123	177	0	402	452

YOBE	50	0	0	0	0	0	50	100	0	2	0	0	65	35	101	199	0	402	502
ZAMFARA	0	0	0	0	100	0	50	150	0	0	0	0	62	38	78	222	0	400	550
<b>TOTAL</b>	<b>114</b>	<b>42</b>	<b>73</b>	<b>24</b>	<b>5024</b>	<b>5363</b>	<b>1560</b>	<b>12200</b>	<b>46</b>	<b>1225</b>	<b>0</b>	<b>0</b>	<b>1046</b>	<b>2654</b>	<b>4232</b>	<b>7376</b>	<b>134</b>	<b>15623</b>	<b>27828</b>

Source: National Directorate of Employment 2014 Annual Report

**Table 5.** Shows that 156 Graduates made up of 114 Males and 42 Females were trained on Skills Development (ESDTS) within the period. 97 School Leavers and artisans made of 73 Males and 24 Females were given rudimentary business training under the Micro Business- Start-up Training (MBST). A total of 10, 387 Graduates (5024 Males and 5363 Females) participated in the Sensitization Entrepreneurship Development Programme (EDP). 1,560 unemployed women in 36 states and FCT were trained in various Income Generating Activities. Under the Micro Enterprises Empowerment Scheme (MEES) 100 beneficiaries per state at the N20, 00 per beneficiary in 36 states and FCT for the purpose of business enhancement were trained. Under the Special Micro Enterprises Employment Scheme (SMEES) funds were disbursed as grants to 11, 508 beneficiaries selected from the 36 states of the Federation and FCT targeting the physically challenged, widows, orphans and other vulnerable persons.



**Figure 4.** Distribution of Beneficiaries based on States using the Grand total shows that Kastina has the highest, followed by Borno and Borno. While other states were a lot on the same level.

#### IV. CONCLUSION AND RECOMMENDATION

The distribution of benefices based on states using the grand total shows slight variation among states. The study shows that some states are enjoying more of the benefices of the Small Scale Enterprises Programmes (SSE) of the National Directorate of Employment, i.e States like Lagos, Yobe, Delta, Anambra and Ekiti enjoyed more in 2011 while Plateau, Bauchi, Sokoto, Kastina, Enugu enjoyed less while Borno got nothing. Distribution of Beneficiaries based on States show that Lagos has the highest, followed by Zamfara and Abia, while Rivers, Niger and Bauchi having the lowest with Borno, Taraba, Yobe, Anambra, Kano and Enugu having Non in 2012. Abia has the highest, followed by Ondo and Adamawa, while other states were slightly the same level in 2013. Distribution of Beneficiaries 2014 shows Kastina has the highest, followed by Borno and Borno, while other states were slightly on the same level in 2014. The study reveals that the spread of the Small Scale Enterprises Programmes (SSE) in different states are not evenly distributed and the pattern of distribution between toward some states. Also, the study shows that the directorate has many loud able entrepreneurial programmes i.e Micro Enterprises Employment Scheme (SMEES) and the Start Your Own Business (SYOB). Based on the findings of this study, the following recommendations are put forward to effectively enhance and improve the essence of the National Directorate of Employment:

- The National Directorate of Employment should at all time distribute her Small Scale Entrepreneurial Programmes on equal bases cross the states of the federation and FCT
- The directorate should improve her public enlightenment and sensitization. In this aspect the directorate can collaborate with the National Orientation Agency (NOA) to enlighten the populace
- In the area of soft loan the directorate should capture more citizenry by increasing her budgetary allocation in aspect

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