

# Constituency empowerment programmes and Employment Generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State (2019-2023)

ThankGod Sabbath Etim, Sunday Effiong Ibanga and Ofonmbuk Etido Atakpa

Department of Public Administration, Akwa Ibom State University, Obio Akpa Campus, Akwa Ibom State, Nigeria.  
Corresponding Author Email: [thankgodetim7@gmail.com](mailto:thankgodetim7@gmail.com); [ofonmbukatakpa@gmail.com](mailto:ofonmbukatakpa@gmail.com)

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### ABSTRACT

*The Nigerian society has been faced with issues of lack of skills acquisition among youths which its absence however resulted in high level of unemployment. Skill acquisition programmes if properly implemented can impact greatly on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. Accordingly, this study sought to examine the influence of Constituency empowerment programmes on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State (2019-2023). One of the goals was to examine the influence of Tailoring skill acquisition on employment generation in Ukanafun/ Oruk Anam Local Government Areas, Akwa Ibom State. The Human capital theory was adopted as the theoretical framework for the study. The sample size of the study was 400. The data collected from secondary and primary sources were analyzed using descriptive and survey design. Simple linear regression statistical tool was used to test hypotheses. The findings revealed that there is a positive/ significant influence of Tailoring skill acquisition on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. It was further revealed that there is a positive/ significant influence of Information technology skill acquisition on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. The study therefore recommended among other measures that; Legislators who are constituency representatives in Ukanafun/ Oruk Anam Local Government Areas should make sure they employ services of the expertise to train the beneficiaries of tailoring skill and as well as giving them succor for start-up, as this will go a long way to enhance employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. Legislators who are constituency representatives in Ukanafun/ Oruk Anam Local Government Areas should ensure those who are beneficiaries of information technology skill are properly trained on the critical aspect of ICT such as data analysis, software programming and sites creation/ management, as this will further create more chances to those who are beneficiaries of the programme to be gainfully employed after the participation.*

**Keynotes:** Constituency empowerment programmes, Tailoring skill acquisition, Information communication technology skill, Employment generation



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## **INTRODUCTION**

Constituency Empowerment Programmes (CEPs) are projects created by the chosen representatives (for instance, local government legislators, state government legislators and federal government legislators) to improve the socio-economic well-being of the people within their constituencies. These programmes are normally the ones which are funded through government allocations or through the constituency's development funds and they have the basis of providing opportunities for the acquisition of skills, support for entrepreneurship, opening job opportunities, wiping out poverty, and ensuring that the lower level gets better service delivery. The core aim is to make sure that governance and development are directly provided to the people other than just passing laws. Frequently, they will have careers in the field of vocational training and skill acquisition, such as sewing and ICT programs (Okafor, 2022). Constituency Empowerment Programmes (CEPs) have clear goals to eliminate poverty, create employment and develop the community through the acquisition of skills and entrepreneurship support, respectively. They also play a vital role in community participation by influencing the communities' attention and address the needs of marginalized groups and promoting community development. Therefore, the constituency empowerment programmes (CEPs) become the middlemen between the political representations and the service delivery, thus making sure that the grassroots are the first ones to taste the fruits of democracy (Adeniyi & Bello, 2024). Constituency empowerment programs are very much needed to help combat the youth unemployment problem in any third-world country. Being a means to give employment to the less fortunate through the acquisition of skills, entrepreneurial support, etc., constituency empowerment will also serve as a way to incite and cultivate the talents for self-sufficiency with the main focus of cutting down the need for future charity or welfare among the individuals or a group of people. Quite often, beginning and executing a project as this is very hard (Emeh, 2022). Many people see constituency programmes as the key to eradicating life-threatening poverty and starvation, it is instrumental in the creation of employment opportunities, self-confidence, self-sufficiency, and reliance (Isaac, 2022). The theme of poverty alleviation was brought to the forefront since its grave status posed stumbling blocks on the path of attaining the United Nations Millennium Development goals (MDGs) which the country, Nigeria, is expected to attain by 2030; were it to be appropriately dealt with, it would also kill hunger but the targeted group would be the people living below a dollar a day as against the majority of the populace through constituency programs. Hon. Unyime Idem, a lawmaker who is presently in the Nigerian Parliament from Ukanafun/ Oruk Anam federal constituency, made some declarations about his constituency. According to him, "constituency programs are still one of the prime measures being used to fight

poverty in the underdeveloped nations and the Nigerian state in particular. This was seconded by Akpan, (2024) who said that the program had done so well in eradicating joblessness in the society which also led to the overall crime decrease through the effective use of the young people (Akpan,2024).The development of skills has been the root of all employment through time and was instrumental for the transformation of the existence of man. Ikegwu (2024) as cited in Diigbo (2018) maintains that, tailoring skills, and ICT knowledge are effective techniques that can all be learned and applied which also generate employment opportunities. Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State have experienced youth poverty, restiveness which transpired into crisis between 2018 and 2019. Unyime Idem's constituency empowerment efforts tend to address youth restiveness and criminality in both Local Government Areas. With a population of more than eleven billion people worldwide, it's really hard for stakeholders, policy makers, and governments of all levels to be able to sort out unemployment as the gigantic problem (World Bank, 2024). The analysis of Emeh (2022) on a similar study titled "Empowerment program and poverty reduction in Nigeria" earned some great recommendations but the issue of poverty is still taking place day by day in Nigeria. Nevertheless, the purpose of this research is to make available the gap of tailoring skill acquisition and IT skill acquisition as two distinctive variables.

This study fills a key gap by shifting the focus from generic claims that constituency empowerment programmes "Tailoring and ICT skills" reduce unemployment to a closer examination of the number of youths employed and the aspect of sustaining employability in Ukanafun and Oruk Anam L.G.As. Many Nigerian studies treat empowerment as a single, uniform intervention and rely deeply on beneficiary perceptions. In contrast, this study segment programme components into (Tailoring skill and ICT skill training) emphasizing on equipment/start-up kits, cash or grant support, linkages to markets, mentorship, and post-training monitoring and assesses how each component alone or in combination translates into concrete employment outcomes. By isolating mechanisms rather than only reporting "positive effects," the study provides evidence that can inform smarter programme design rather than just validating that empowerment is beneficial in principle. Considering the above premises, this investigation will set forth the influence of constituency empowerment programme on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

### **Statement of the problem**

A considerable number of Nigerians have reservations about the actual usage and also the allocation of the constituency project funds since the very beginning, and

the matter of corruption, transparency, and monitoring as the key elements there. Many believe that MPs or contractors take the money for their own advantage, which is the major reasons for lack of empowerment programmes. The lack of an invigilator or watcher (the conscionable) who would be the anti-corruption agency to deter the corruptible behaviour on the part of the political officers left many people to believe that funds given to MP's or Senator's for execution of projects and programmes have been pocketed, hence leaving the poor without adequate basic needs. This state of affairs is accentuated by the fact that there is always a constant flow of people who find themselves unemployable. Subsequently, Nigeria has emerged as the scene of different social classes joining hands in pressing for the launching of youth skills acquisition and empowerment programs that would generally include those of Ukanafun/Oruk Anam Local Governments in Akwa Ibom State. However, it has been postulated that there is a deficiency of tailoring skill acquisition programmes, hence a resulting high incidence of unemployment in the two Local Government Areas of Ukanafun and Oruk Anam in Akwa Ibom State. Lack of sufficient tailoring skills among the relatively younger population was the cause of the high youth unemployment rate and also for the youths' being very restive in the area. The state of affairs indirectly fosters social vices and criminality among the youth of Ukanafun/ Oruk Anam Federal constituency in Akwa Ibom State.

For long time, it has also been taken for granted that the lack of ICT skills among the young residents of Ukanafun/ Oruk Anam Local Government Areas has been a major cause of indolence, joblessness, poverty, and poor living standards, these are challenges that seem to lead to dependence rather than self-sufficiency. The uncaring nature of the government, their deceiving character and lack of political will by the politicians and, most of all, constituency representatives, and the bad treatment of the political officeholders to the acquisition of skills made the entire situation even more dire. Through these circumstances, the study aimed at evaluating the influence of the empowerment programmes and job creation in Ukanafun/ Oruk Anam communities of Akwa Ibom State.

### Objectives of the study

The main objective of this study is to examine the relationship between constituency empowerment programmes and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. The subsidiary objectives of this study are:

1. To examine the relationship between tailoring skill acquisition programme and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

2. To ascertain the correlation between Information communication technology skill acquisition programme and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

### Research Questions

The following are the research questions of the study:

1. To what extent has Unyime Idem's tailoring skill acquisition programme influenced employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State?
2. How does Unyime Idem's information communication technology skill acquisition programme influences employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State?

### Research hypotheses

However, the study has the following hypotheses:

**H<sub>o1</sub>:** There is no significant relationship between Tailoring skill acquisition and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

**H<sub>o2</sub>:** There is no significant correlation between Information communication technology skill acquisition and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

### Literature Review

#### Conceptual explications

#### Constituency empowerment programmes

Constituency empowerment programmes is a set of educational activities developed to train people the specified skills, knowledge, potentials, and competencies in order to make them more employable, productive, and enterprising. Constituency empowerment programmes constitute a manifold endeavor through which the young people of Ukanafun/ Oruk Anam are energized and oriented to take up positive changes, particularly in their economic status, which the contribute to the faster growth of the state (Akpan, 2024). As claimed by Jimba (2023), constituency empowerment was a term which covered various ways of assisting the youth and the same time motivating them for the transformation of their lives. He further elucidated that the changing that occur from ideas and innovations to creativeness which would be capable of bringing big changes in the youths' socio-economic environment is what is meant by youth empowerment. It is

beyond questioning that the youth are the triumphant members of the society and thus, regular organizations use youth employment programmes to secure a flow of labor. Kingdom (2023) explains the various forms of exposure of youth to the trades that would eventually make them self-employed and having sustainable Jobs through empowerment. The youths' resourcefulness continues to be youths' underlining value to a community and this, as a core element of youth empowerment, is opened for discussion. On the other hand, the application of our natural resources especially the youth as our main human resource may instead mitigate a serious economic and social issue and for some time redefine the norms for a society in the making. The world today is in an age of youth. It is agreed upon by most that the youth are the fermenting agents or initiators of the much-needed changes in our present socio-cultural settings they are the creators, the developers, and/or the shapers of the changes. As a result, the future existence and sustainability of any culture or group, any society that allows a big part of its youth to go the wrong way or be unproductive, is put at stake.

### **Employment generation**

Employment creation is a familiar topic when it comes to the discussion of socio-economic development and human capital development. A group of scholars views this concept in different ways, and the choice of a particular view depends on the scholar's understanding of the employment creation. In the simplest terms, employment merely refers to the number of people who are hired to work within the government, firms, and other such institutions. It may also include those who are operating independent businesses or paid businesses for the purpose of taking care of family needs (Kareem, 2025). Employment creation refers to the process of bringing new work areas and the consequent employment opportunities for the un-and-underemployed without necessarily displacing people who are otherwise employed or engaged in other economic areas (Ayeni, 2021).

David (2019) believes in the process of employment generation where small firms making an important contribution to it by job creation. He is of the advocacy that through entrepreneurship and small business expansion the job market will be at an increase. Steven et al. (2024) defined employment generation as the overall increment of jobs due to job creation and job destruction processes. They made out the changing nature of job creation where the count of jobs is not the same every time and they have been added by one side and decreased by the other predominantly Ebong et al., 2025, considered that small firms which are the size of less than 100 employees and even 5 employees are still very important instruments of employment generation. They also emphasized that these firms are the group with both the highest share of total employment and the largest potential for job creation's side

of it, and this employment is what contributes to the society being less affected by social vices and being more orderly (Ebong et al., 2025).

### **Tailoring skill acquisition programme**

Understanding the word "skill" in the context of this study is crucial to get a better comprehension of the Tailoring skill acquisition concepts. In plain terms, skill is the ability to get knowledge on a particular subject-matter in order to perform it well. It is also closely related to the idea of having competence or being an expert in doing something. In other words, the acquisition of tailoring skill is more about the acquisition of skills which are necessary for the sewing of fabricated materials or garments for people to be worn and for the purpose of earning a living, and less about the acquisition of overall sewing skills. Meanwhile, the concept of tailoring skill acquisition has been widely portrayed as one of the many practical ways in which the textile industry can serve as a source of income for individuals or a group of individuals. This includes a partnership between a professional seamstress and the apprentices under a legal contract, and is for a given period of time and under specific conditions. So, tailoring skill is linked with the idea of knowing how to sew from the developing of cloths (Idoko, 2021).

Okonkwo and Eze (2022) argued that the skill learning courses that are usually implemented and planned to develop the capabilities, pass on knowledge and useful powers which help the independence and unemployment to be minimized are called skill acquisition programmes. Following the same lines, Adamu (2023) speaks about the tailoring skill acquisition programmes helping the candidates with the productive and technical tailoring skills that are very essential to the starting of small businesses or becoming employed in the fashion industry. Ogunleye and Bamidele (2024) asserted that the entrepreneurial and vocational skills offerings by skills acquisition programmes, although very important for the development of the regional economy, eventually lead to the eradication of poverty and the promotion of sustainable livelihood. A tailoring skill acquisition programme is a well organised vocational training programme that teaches people, especially youths, how to design clothes through engaging in various skills such as pattern drafting, sewing, embroidery, and finishing, this indeed enable them become more financially independent.

### **Information communication technology skill acquisition programme**

In line with Ochiagha (2021), acquiring Information Communication Technology Skills Tailoring skill acquisition and employment generation is a process that involves not only acquisition of knowledge but also demonstrating the habit of active thinking or behavior in specific activity and solving global problems through the

use of information system. Another point made by Ochiagha (2021) is that the ICT skill acquisition is regarded as the skill to perform or to do an activity that is tied to some meaningful exercise of information technology to augment the ICT technology. The usage of ICT skills, on the other hand, might be in data management, data analysis, or product marketing. He elaborated to say that for a skill to be acquired, appropriate knowledge, attitudes, habit of thought, and qualities of character are required to enable the acquirer to develop intellectual, emotional, and moral character leading to a brighter future through the generation of employment. It is really in line with the observations of Omene (2023) that typically application, and training practical application learning or the ICT empowerment programme has indeed resulted in creation of numerous employment opportunities in the ICT sector of over 1087 youths throughout Ukanafun/Oruk Anam Federal Constituency (Ukanafun/Oruk Anam Constituency Assessment Report, 2024).

### **Tailoring skill acquisition and employment generation**

Furthermore, tailoring skill acquisition is crucial for employment generation, particularly in small-scale industries. Tailoring skill acquisition training significantly impacts individual's job productivity in tailoring profession in federal constituency of Akwa Ibom State. It has been noted that tailoring skill improved employability, enhance self-employability in the small-scale tailoring industry. Furthermore, acquiring tailoring skills can equip individuals with essential competencies for successful careers (Ikegwu, 2024). Tailoring skill acquisition enhances job opportunities and economic growth by promoting employability skills, and further contribute to national productivity and economic growth (Garba, 2023). Tailoring skill acquisition programmes in Akwa Ibom State have contributed significantly to reducing unemployment and fostering entrepreneurship at the grassroots. Through empowerment initiatives spearheaded by political representatives, many youths and women have been trained in tailoring and equipped with sewing machines and other starter kits to establish small-scale businesses. Such initiatives enhance self-reliance, create job opportunities, and reduce social vices by engaging young people productively (Nairaland, 2024). Beneficiaries often become employers of labour, thereby multiplying the effect of empowerment within their communities and stimulating the local economy (Kingley 2022). The aforementioned opinion is intandem with similar studies which have shown significant correlation between entrepreneurship skill acquisition and self-employability in the small scale tailoring industry (Garba, 2023).

Oyebola, (2023), laid emphases on why entrepreneurship is important in education curriculum, as it help in solving graduate unemployment after graduation. Sujit, & Amrita (2022), conducted a critical review of literature on the tailoring profession, highlighting

qualifications, requirements, advantages, and disadvantages and was opined that tailoring skill acquisition significantly created employment generation.

In Akwa Ibom State, tailoring and broader skill-acquisition initiatives have been part of efforts to reduce unemployment, promote entrepreneurship and improve livelihoods. As part of his legislative functions, Hon. Unyime Idem has rolled out skills acquisition and empowerment training for thousands of constituents, equipped many with starter tools and equipment (such as sewing machines, hairdressing kits, ICT accessories etc) to begin small businesses, such programmes help beneficiaries increase their income, gain self-reliance, and reduce restiveness and idleness among youths, turning them into job creators rather than job seekers (Nairaland, 2024). There is no doubt saying that the recent constituency empowerment programmes such as Tailoring skill acquisition programme initiated by the federal law maker in Ukanafun/ Oruk Anam Federal constituency of Akwa Ibom State has created lots of employment opportunities for the teeming youths in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State

### **Information communication technology Skill acquisition and employment generation**

The acquisition of ICT skills really has enhanced employability and in turn has created employment opportunities for the people in Akwa Ibom State. The fact that ICT skill can be job market entrance for everybody has been noted with all clarity, particularly for the disadvantageous people. The skills have been termed the must-haves for graduates in terms of employability, since they are directly responsible for the labor market outcomes in the local governments of Akwa Ibom State (Emeh, 2022).

The ICT sector is currently experiencing a fast growth in the number of jobs and it is also changing the way people look for jobs and hire potential candidates by moving the whole process online; hence stressing the need for ICT skills very much. A report says that the ICT sector is the one that would need most of additional labour to be supplied in the years to come and that the greatest part of the growth in the number of jobs would take place in the industry which adapted to digital technologies; furthermore, the employment originating from ICT technology in the 1990s was much more than it had been in the 1980s. It is, in fact, the case that there is an interdependent ICT investment and employment generation relationship. Remote working with ICT has apparently become one of the important parts of the modern working environment (Omene, 2023).

ICT skills are undoubtedly important, but a great number of the graduates are just not able to get a job because they lack adequate soft and hard skills, business skills, and work experience. This is the main reason why the author of the source paper agrees that ICT skill acquisition is the prime

goal in terms of preparing youth and providing them with proper knowledge and various skills, some of which are being in the forefront of the technological race and benefiting from the technology in the future, getting a job that suits them, and doing it in a very productive manner, also they are the most adaptable to the modern-days environmental changes which according to him the latter points are the qualities of a person who is reshaping the world through digital technology. Omene, (2023) further cited that although ICT skill acquisition is highly dependent on mentorship, individuals on their own can achieve greatness and wealth creation through e-commerce and of course the economy of the state will be improved, and the economic contribution of self-employment will be the main focus on the other hand instead of the unemployed. It is obvious that the direct and explicit way of achieving this is through acquiring a skill that will be able to supply the youth with a means of livelihood. One implication of this is that the provision or rather availability of a skill set can help to alleviate poverty among the youth and their living standards will rise in Akwa Ibom State, Nigeria. It is incontestable to say that new ICT skills acquisition by the Ukanafun/ Oruk Anam federal law maker has been a boon to the area in so far as it has opened up ICT development. The eager and ambitious youth who joined the ICT programs eventually have their capabilities exposed and there are no limitations as to how much they will deliver in this contemporary technological era. In light of this, ICT program has been and is always an employer of the teeming youth (Donli, 2025). The literature as a whole point to the importance of ICT skill acquisition for employment generation and employability. Individuals, organizations, and governments are able to realize the potential of more job creation for their constituents, youths, indigenes and the Nigerian citizens in general by putting more effort into the training of ICT skills and digital literacy promotion, and that is at the end of the day necessary to foster economic growth and sustainable development. A lot of attention has been given by scholars and researchers on how the youth, by making it the most productive, can be turned into a most powerful social group in Akwa Ibom State and possibly throughout Nigeria as the unemployment rate is going higher; the young are facing a dark future. It was necessary to introduce many laws and initiatives that support and empower young people; these include ICT skill development programs among others. In the aforementioned sector-life of young people, employers give candidates with digital skills the highest level of preference which means that the latter has the most compatibility with job requirements and is, in a sense, already employed. This can lead to computer stations and internet use becoming associated with longer working hours and higher wages, respectively. Further to this, the introduction of the ICT programmes in Ukanafun/ Oruk Anam Federal constituency of Akwa Ibom State which was facilitated by the federal law maker Rt. Hon. Unyime Idem has indeed had a positive effect on the employment

situation for the constituents.

According to the previous point of view, Ogbe (2024) claimed that employment generation in the area of youth empowerment would be a major factor in addressing the fragility and imbalances in the economy. The highlighted solution included the process of youth empowerment which would give them a centre of focus and direction. As such, it will also have a positive effect on the ethos, discipline, values, hard work, honesty, and other virtues of the young people. On the other hand, Donli (2025) defined skill acquisition in the field of ICT as the conversion of theory and knowledge to practical and it is done through the years of ICT-infused training that nurtures in the individual the ICT qualities required for a meaningful development. He also stated that if young people have the chance to learn the needed skills for subsistence in the economy, it will make them more confident in any workplace and at the same time accelerate the economic growth of the country. He further explained that skill acquisition will create a healthy rivalry and cooperation among the large population of young people.

### **Theoretical framework**

#### **Human capital approach by Gary, B. (1964)**

This study adopted human capital approach to explain the linkages between constituency empowerment programmes and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. According to Luo (2000), the human capital approach which was propounded by Gary, B. (1964) implying that training is about investing in human capital. Thus, skill acquisition training is provided to develop humans to become highly productive and capable of creating employment opportunities for themselves. Human capital deals with the knowledge, skills, and abilities of the people to be empowered and trained for self-reliance. Therefore, human capital theory in this context emphasizes training of youths with requisite skills on tailoring and ICT in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State with the focus to create employment generation and alleviate poverty among the teeming youths. Affirmatively, investing in the youths by government, political office holders and powerful individuals will further generate employment opportunities in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. The concept of human capital is associated with the concept of intellectuality, skill acquisition, training and potentiality discovery (Mathis & Jackson, 2016). Therefore, human capital approach is relevance to this study, as it envisages constituency empowerment programmes as one of the core responsibilities of the law makers, political office holders and in its entirety the responsible government, to invest in humans in order to increase their knowledge and skills in order to further create employment opportunities for the

youths. Human capital approach is relevance as it exposes the need for government to train youths to discover their potentials and further promote employment generation.

### **Empirical review**

According to Akpan, (2024), conducted research on the youth unemployment and its socioeconomic implications in Nigeria. Chi-square was the statistical tool chosen to test hypotheses. The study had a sample size of 300. It was discovered by the study that the battle against unemployment was very tough that it should just not be left to the sole of the government. The study therefore recommended that all stakeholders should combine their effort in order to do away with the challenges of unemployment.

Gujrati (2021) reports that the research was aimed at the contribution of SMEs to the economic development of Nigeria. The investigation was carried out in order to determine the role of SMEs in Nigeria's economic development. The methodological approach used in the study was Descriptive design and the survey method was used. Results showed that the engine of the economy is the new firms and that their owners through their innovative products and rapid business growth can create new jobs which in turn can lead to additional economic growth even greater than the nominal rate in the area. It was suggested that the leading key informed parties come on a cooperative basis to invest in promoting the development of SMEs thus allowing economic growth in the region to expand.

Maina (2020) has made a study on this matter in regard to how entrepreneurial skill can be in the process of job creation among the young population in Nigeria. The survey was carried out with the active participation of people from different demographics and it was found mainly that entrepreneurial skill plays a big part in job creation in the youth of Nigeria. The research recommended that the embedding of entrepreneurship courses specific to each field could be a great in solving the issue of high youth unemployment and underemployment and underemployment and entrepreneurial skill acquisition can lead graduates through the path of starting up a business to a large extent.

Emeh, (2022) in his research paper on youth employment and economic growth in Nigeria, stepped out to say that the case of Lagos State will be particularly addressed. His work explored the relationship between the levels of employment and country's economic growth. The content analysis method was thus used in the study. It was concluded that the connection between youth employment and the Nigerian economic system's growth rate is very significant. Hence, the study suggested that the federal government should introduce strategies as well as invest proportion of trainees transitioned into self-employment or business ownership. This empirical outcome supports prior findings that vocational and technical education significantly

enhances youth self-reliance and entrepreneurial engagement (Adamu, 2023; Okafor, 2022; Ogunleye & Bamidele, 2024). It further aligns with evidence that constituency-based empowerment initiatives can stimulate grassroots enterprise development when effectively implemented (Ayeni, 2021; Diigbo, 2018).

### **ICT Skill Acquisition and Employment Generation**

Table 2 presents results for ICT-related skill acquisition. Between 2019 and 2021, 373 youths were trained across four ICT domains (general computer packages, programming, web development, and maintenance), resulting in 219 establishments. During 2021–2023, participation declined to 174 trainees, generating 98 establishments.

Across the entire period (2019–2023), 547 youths acquired ICT skills, leading to 317 establishments. The overall enterprise conversion rate for ICT skills is approximately 58.0% (317 establishments from 547 trainees), which is comparatively lower than tailoring but still indicative of meaningful employment generation. Disaggregated results reveal variation across ICT domains. In 2019–2021, general computer package training accounted for 173 trainees and 133 establishments, representing the highest enterprise yield within that period. In 2021–2023, programming training demonstrated a relatively strong enterprise conversion (38 establishments from 51 trainees). These findings suggest that specialized digital competencies may exhibit higher entrepreneurial potential in later periods. The results are consistent with empirical studies emphasizing the role of digital and technical skills in promoting youth entrepreneurship and employment generation (Kingsley, 2022; Oyebola, 2023; Kareem, 2025). They also support the argument that entrepreneurship-oriented ICT training enhances innovation capacity and enterprise formation among Nigerian youths (Isaac, 2022; Jimba, 2023).

### **Aggregate Skill Acquisition and Employment Outcomes**

Table 3 provides an aggregate summary of tailoring and ICT programmes between 2019 and 2023. A total of 1,180 youths benefited from the combined interventions (633 in tailoring and 547 in ICT), resulting in 772 establishments within the constituency. The aggregate enterprise conversion rate is approximately 65.4% (772 establishments from 1,180 beneficiaries), demonstrating a strong positive association between skill acquisition and employment generation within the study area. Tailoring accounted for 58.9% of total beneficiaries and 58.9% of total establishments, while ICT contributed 46.4% of beneficiaries and 41.1% of establishments, reflecting a slightly higher employment yield from tailoring relative to ICT over the study period. These findings reinforce the

human capital proposition that investment in skill development enhances productive capacity and economic participation (Becker, 1964). They also corroborate empirical evidence that vocational and entrepreneurship training programmes significantly influence employment creation and grassroots economic development in Nigeria (Adeniyi & Bello, 2022; Emeh, 2022; Effiong, 2024; Kingdom, 2023; Ikegwu, 2024). Overall, the results provide

quantitative evidence that structured tailoring and ICT skill acquisition programmes contributed substantially to enterprise formation and youth employment generation in Ukanafun/Oruk Anam Federal Constituency during the 2019–2023 period.

**Table 1:** Presentation of Data on Tailoring skill acquisition and Employment generation in Ukanafun/ Oruk Anam federal constituency of Akwa Ibom State.

Year	Tailoring Skills acquired	Number of youths benefitted	Employment generation (Number of Establishment)	Business Locations
2019-2021	Male youths	150	103	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Etim, Ikot Inyang Abia
	Female youths	150	114	Usung Atiat, Ikot Akpa Nkuk, Ikot Udo Obobo, Ikot Inyang Abia,
<b>Total</b>		<b>300</b>	<b>217</b>	
2021-2023	Male youths	155	116	Ikot Akpa Nkuk, Ikot Akai, Ikot Udobia, Nto Okon, Afaha Obo
	Female youths	178	122	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Edong, Idung Nneke, Nyak Ibah
<b>Total Sum</b>	<b>Total (2019-2023)</b>	<b>633</b>	<b>455</b>	

(Ukanafun/ Oruk Anam skills acquisition centre, report, (2025).

**Table 2:** Presentation of Data on Information technology (ICT) skill acquisition and Employment generation in Ukanafun/ Oruk Anam federal constituency of Akwa Ibom State.

Year	ICT Skills acquired	Number of youths benefitted	Employment generation (Number of Establishment)	Business Locations
2019-2021	Skill on general computer packages	173	133	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Etim, Ikot Inyang Abia
	Technology development (ICT) on programming	50	26	Usung Atiat, Ikot Akpa Nkuk, Ikot Udo Obobo, Ikot Inyang Abia,
	Skills on web	50	23	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Edong, Idung Nneke, Nyak Ibah
	Skills on maintenance	100	37	Ikot Akpa Nkuk, Ikot Akai, Ikot Udobia, Nto Okon, Afaha Obo
<b>Total</b>		<b>373</b>	<b>219</b>	
2021-2023	Skill on general computer packages	18	8	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Edong, Idung Nneke, Nyak Ibah
	Technology development (ICT) on programming	51	38	Ikot Akpa Nkuk, Ikot Akpan Afaha, Ikot Etim, Ikot Inyang Abia
	Skills on web	55	18	Usung Atiat, Ikot Akpa Nkuk, Ikot Udo Obobo, Ikot Inyang Abia,
	Skills on maintenance	50	33	Ikot Akpa Nkuk, Ikot Akai, Ikot Udobia, Nto Okon, Afaha Obo
<b>Total Grand (2019-2023)</b>	<b>Total</b>	<b>174</b>	<b>98</b>	
		<b>547</b>	<b>317</b>	

(Ukanafun/ Oruk Anam skills acquisition centre, report, (2025).

**Table 3:** Presentation of Data Showing the total Tailoring and ICT skills acquisition and Employment generation in Ukanafun/ Oruk Anam federal constituency of Akwa Ibom State.

Year	Tailoring skills Acquired	ICT Acquired	Skills Total	number of beneficiaries	Number of Establishment	of
2019-2023	633	547		1,180	772	

(Ukanafun/ Oruk Anam skills acquisition centre, report, (2025).



## Test of hypotheses

**Hypothesis One:** There is no significant relationship between tailoring skill acquisition programme and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State

**Table: 4:** Regression analysis showing result of Tailoring skills acquisition and Employment generation. Model Summary of Tailoring skill acquisition and Employment

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.054 <sup>a</sup>	0.047	0.072	0.11320

a. Predictors: (Constant), Tailoring skill acquisition

ANOVA<sup>a</sup> Regression analysis showing result of Tailoring skill acquisition and Employment.

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	46.425	1	49.435	64.588	0.4650 <sup>b</sup>
1 Residual	51.577	374	.791		
Total	100.023	376			

a. Dependent Variable: Employment generation

b. Predictors: (Constant), Tailoring skill acquisition

Coefficients<sup>a</sup> of Tailoring skill acquisition and Employment

Model		Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.
		B	Std. Error			
1	(Constant)	.180	.099	0.053	6.430	0.4650
1	Tailoring skill acquisition	0.118	0.022		12.927	0.4650

a. Dependent Variable: employment

**Hypothesis Two:** There is no significant relationship between Information technology skill acquisition programme and employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.

**Table 5:** Regression analysis showing result of Information technology skill acquisition and employment

Model Summary showing result of academic Entrepreneurial and employment

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.073 <sup>a</sup>	0.117	0.076	0.13120

a. Predictors: (Constant), Information technology skill acquisition

ANOVA<sup>a</sup> Regression analysis showing result of Information technology skill acquisition

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	50.545	1	50.445	62.588	.4664 <sup>b</sup>
1 Residual	51.476	374	.791		
Total	100.021	375			

a. Dependent Variable: employment generation

b. Predictors: (Constant), Information technology skill acquisition

Coefficients<sup>a</sup> showing result of Information technology skill acquisition

Model		Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.
		B	Std. Error			
1	(Constant)	0.171	0.089	0.043	6.430	0.4664
1	ICT skills acquisition	0.116	0.021		12.827	0.4664

a. Dependent Variable: employment.

The hypothesis was tested at a significance level of 0.05. If the p-value found in the analysis is less than 0.05 (i.e. p-value < 0.05), the null hypothesis will be rejected and alternative hypothesis will be accepted whereas the null hypothesis will be accepted and alternative hypothesis will be rejected if the p-value found in the analysis is greater than 0.05 (i.e. p-value > 0.05) (Table 4). There is an R-value of 0.054 in the model summary table. This is a sample of congruent or positive influence of Tailoring skill acquisition on Employment value of 0.047 as a 4.7% variation in Tailoring skill acquisition was accounted for by the variation in employment generation. Furthermore, the ANOVA table says quite the opposite of the regression model supporting the dependent variable when the F-value of 64.588 and its corresponding P-value of 0.4650 are considered as the criteria of prediction. This finding suggests a positive/ significant influence of Tailoring skill acquisition on employment generation. Additionally, the B-coefficient of 0.117 indicates that everything being the same, the model projects a 0.118 unit rise in Tailoring skill acquisition causes the unit increase in employment generation in Ukanafun/ Oruk Anam Local Government Areas, Akwa Ibom State. It could be argued that the finding revealed that Tailoring skill acquisition has a positive/ significant influence on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. The hypothesis testing was conducted with a significance level of 0.05. If the p-value seen in the analysis is smaller than 0.05 (i.e. p-value < 0.05), then the null hypothesis can be rejected and alternative hypothesis accepted while, if the p-value seen in the analysis is bigger than 0.05 (i.e. p-value > 0.05), then the null hypothesis can be accepted and alternative hypothesis rejected (Table 5). The table presented model summary considers an R-value of 0.017. This is a clear positive sign that the acquisition of information technology skills by residents affects employment generation in Ukanafun// Oruk Anam Local Government Areas of Akwa Ibom State. The presentation of R- value also makes the statement that the 17% change in IT acquisition is due to the generational change which is the most dominant and most direct cause. The significance of the ANOVA table is that the regression model has a strong prediction power for the dependent variable as the F- value of 62.588 and its corresponding P- value of 0.4664 are quite small. It reveals that the effect of Information technology skill acquisition on employment generation is both positive and highly significant. Moreover, the B-coefficient of 0.116 denotes that under the condition of all other things remaining steady, the model predicts a 0.116-unit increase in Information technology skill acquisition corresponding to one-unit increase in employment generation. Thus, there is a positive/ significant effect of Information technology skill acquisition on employment generation.

Also, the B-coefficient of 0.116 indicates that holding every other thing constant, the model predicts 0.116-unit

rise in Information technology skill acquisition given a unit rise in employment generation. This conclusively implies that there is a positive/ significant impact of Information technology skill acquisition on employment generation.

## **DISCUSSION**

### **Tailoring skill acquisition and Employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State**

The data reveals that from 2019 to 2023, a total of 633 youths (males and females) participated in tailoring skill acquisition programmes. In the first phase (2019–2021), 300 youths were trained, while in the second phase (2021–2023), participation slightly increased to 333 youths. This shows a gradual improvement in enrolment, suggesting that interest and awareness of the programme have been growing in the constituency. As observed, female participation was higher in the second phase (178 females compared to 155 males), indicating that tailoring is becoming an increasingly attractive skill acquisition pathway for young women. Out of the total 633 trained youths, 455 successfully established businesses or gained employment opportunities, translating to about 72% employment generation rate. Specifically, during 2019–2021, 217 establishments were created, while in 2021–2023, the number rose to 238 establishments. This slight growth reflects the positive impact of the programme on reducing unemployment among the youths, as well as the sustainability of tailoring as a viable means of livelihood. The cumulative effect of this programme (2019–2023) is significant. Training 633 youths and generating 455 establishments demonstrates that skill acquisition can serve as a reliable tool for tackling unemployment and fostering entrepreneurship among young people in federal constituencies. By promoting self-reliance and business ownership, tailoring skill acquisition contributes to poverty reduction, youth empowerment, and sustainable community development in Ukanafun/ Oruk Anam L.G.As of Akwa Ibom State. The findings revealed that there is a positive/ significant influence of Tailoring skill acquisition programme on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. This finding has however not in line with the works of Akpan (2019), who conducted research on youth unemployment and its socioeconomic implications in Nigeria. The study found that there is positive but insignificant relationship between war against unemployment and socio-economic development. It was recommended that all stakeholders must therefore join forces to get over the hurdles of unemployment. The study has however in line with the work of Gujrati (2021) who investigated the role of skills acquisition on economic development in Nigeria. The study found that there is positive/ significant impact of skills

acquisition on economic development in Nigeria.

### **Information technology skill acquisition and Employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State**

The findings highlight that ICT skill acquisition programmes have contributed to youth empowerment, entrepreneurship, and employment generation, though the outcomes are less robust compared to tailoring skill acquisition (which had over 70% employment conversion). This is largely due to the capital-intensive nature of ICT businesses, infrastructural deficits (e.g., poor electricity supply, low internet penetration), and competition. Nevertheless, the fact that 317 establishments emerged within 2019–2023 shows that ICT remains a strategic pathway for sustainable development, equipping youths with globally relevant digital skills while also supporting local economic growth. It was observed under the ICT skill acquisition which spanned from 2019 to 2021 were skills such as general ICT skill on computer packages, and those benefitted were 173 out of which those that were established after the training were 133, technology development (ICT) on programming 50 and those established were 26, skill on web design 50 and those established were 23, skill on maintenance and repairs 100 and those established were 37. It was further discovered that the total number of beneficiaries in ICT skills between 2019 and 2021 were 373 out of which number of establishment (employment generation) were 219. However, it was observed that some strategic and lucrative ICT areas such as data analysis, websites maintenance were not properly addressed.

The study also highlighted that under the ICT skills acquisition from 2021 to 2023 were skills such as skill on packages, and those benefitted were 18 out of which those that were established after the training was only 1, technology development (ICT) on programming 51 and those established were 38, skills on web 55 and those established were 18, skills on maintenance and repairs 50 and those established were 33. It was further discovered that the total number of beneficiaries in ICT skills between 2019 and 2021 were 174 out of which number of establishment (employment) were 98. However, the sum total of ICT skills beneficiaries from 2019 to 2023 were 547 out of which 317 were established after the training, being the report by the monitoring team of the programme.

Ultimately, it was discovered that the total number of beneficiaries in the both categories of skills were over 1,180 out of which 772 were gainfully established. Thus, the result showed that there is positive/ significant influence of information technology (ICT) skills on employment generation in Ukanafun/ Oruk Anam Local Government Areas, Akwa Ibom State within the period understudy. This result however not in line with the work of Duru (2021), who conducted a study on entrepreneurship

opportunities and challenges in Nigeria. It was found that there is a positive and insignificant effect of entrepreneurial skills on employment generation. He concluded by advising the Government of the federation to assign significant and increasing role to entrepreneurship in her effort to revamp the economy. He further recommended entrepreneurial skill as essential for rapid and sustainable economic growth and development. However, this work is however in line with the work of Maina (2020), who wrote on the role of entrepreneurial skill and job creation among youths in Nigeria. It was found that entrepreneurial skill influences job creation among youths in Nigeria. He concluded that there a positive and significant impact of entrepreneurial skills on employment generation in Nigeria. However, the study also disconfirmed.

### **Conclusion**

Constituency Empowerment Programs are support programmes and one of the main functions of Nigerian parliamentarians as stipulated in the Nigerian Constitution aimed at empowering the youth to discover their skills and potentials so as to be self-reliant and gainfully employed. The study, as a case in point, finds out the impact of constituency empowerment programmes on job creation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. At same time, it was recorded in the study that more than 1,180 Ukanafun/ Oruk Anam youths were trained in both Tailoring and ICT skill categories, of which more than 772 are able to use the opportunity. The study concluded that there is a positive/ significant effect of Tailoring skill on employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State. More so, it was also found in the study that the employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State had been positively/ significantly influenced by information technology (ICT) skill. On the other hand, a few obstacles were identified as reasons behind the programme's partial success because the amount of money handed over to the beneficiaries by the facilitator was insufficient to launch the new businesses, causing them to become partially established.

### **Recommendations**

Therefore, from the findings of the study, the following recommendations were made;

1. Legislators who are constituency representatives in Ukanafun/ Oruk Anam Local Government Areas should make sure they employ services of the expertise to train the beneficiaries of tailoring skill and as well as giving them succor for start-up, as this will go a long way to enhance employment generation in Ukanafun/ Oruk Anam Local Government Areas of Akwa Ibom State.
2. Legislators who are constituency representatives

in Ukanafun/ Oruk Anam Local Government Areas should ensure those who are beneficiaries of information technology skill are properly trained on the critical aspect of ICT such as data analysis, software programming and sites creation/ management, as this will further create more chances to those who are beneficiaries of the programme to be gainfully employed after the participation.

3. Legislators who are constituency representatives in Ukanafun/ Oruk Anam Local Government Areas should adopt the Sen's capability approach to training, which entails that youths should be trained base on their own area of interest as this will go a long way to sustain the impact of the programme on the beneficiaries.

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