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Assessment of Tailoring Training Facilities in Implementation of School-On-Wheel Scheme of National Directorate of Employment in Anambra State of Nigeria

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Abstract

The study assessed tailoring facilities used in training beneficiaries of School-on-Wheel Scheme of National Directorate of Employment on tailoring occupation in Anambra State**.** Descriptive survey design was used. The study population was 328. A sample of 103 was drawn using snowball technique plus all the scheme's 15-tailor-instructors, making the total sample 118. Data were collected using a questionnaire; focus group discussions provided in-depth information. Frequency, mean, standard deviation and t-test were used in data analysis. Nine training facilities were found to be functionally available with six in right quantities. Epileptic power supply rendered few available electrical facilities non-functional. Staff enumeration was adequate, nevertheless, office accommodation, training consumables, take-off grants for beneficiaries were grossly inadequate. Clearer policy framework, adequate funding and further research were recommended by the study.

Key Words: Tailoring, Facilities, Training, Beneficiaries, School-on-Wheel Scheme.

Introduction

The School–on-Wheels (SOW) scheme is an aspect of the National Directorate of Employment (NDE) programme. The directorate was established in 1991 with a mandate to combat mass unemployment in Anambra State in the context of poverty alleviation initiatives of Nigerian government. The scheme targets interested rural unemployed persons that lack employable skills and provides them training on tailoring for earning a living (NDE, 2010). Training is a purposeful development of skills, knowledge and attitudes that involves teaching, informing or educating people for effectiveness in workplaces (Sangbe, 2002). The NDE uses formal (vocational schools) and informal (apprenticeship) sectors in training beneficiaries of the scheme on tailoring skills. Tailoring is act of sewing that involves taking of body measurements and recording, pattern illustration and drafting, cutting, stitching and production of different apparels that require a lot of facilities. Tailoring training facilities are sewing tools and equipment which are

classified into small sewing hand tools and large sewing equipment by many authors. The authors include; Rajitha, and Geetha, (2005); NDE, (2006), Anyakoha, (2011) and Oseni, (2012). The authors' examples of small sewing hand tools include;

- Tools for measuring e.g. tape measure, metre stick or yardstick, ruler, hem gauge, etc. ;
- Tools for pattern drafting and marking e.g. fashion magazine, commercial patterns, standard measurements, hem marker, tracing wheel, tracing paper, tailor's chalk, etc;
- Tools for cutting e.g. shears /scissors, seam rippers, fabrics, cutting tables, stiletto etc;
- Stitching tools e.g. needles, embroidery tools, thimble, pins, magnets, pincushions, etc.;
- Pressing tools e.g.: charcoal, electric, steam and pressure irons, scissors press iron, carousal machines and steam dolly, ironing and sleeve boards, tailor's ham, seam roll,
- Safety Tools e.g. pincushion, magnet, thimble, fire extinguisher etc.

Large sewing equipment according to the authors includes;

- Storage equipment e.g. large cupboards and ward robes
- Sewing machines of different classifications, types and models (e.g. commercial, industrial, embroidery, over-locking and zigzag sewing machines; hand-operated, treadle or foot operated and electric motor operated; domestic, industrial, portable and cabinet.

Ideally, all these facilities should be functionally available in right quantities for effective teaching and learning of tailoring skills in designated tailoring training workshops. Nevertheless, NDE stipulated minimum quantities of what should be functionally available in each training centre for it to be accredited and used in training beneficiaries on tailoring under the scheme. The stipulated minimum quantities of basic tailoring training facilities are; three working tables, eight chairs, eight straight/zigzag sewing machines, one embroidery machine, one weaving/ interlocking machine, one cover button machine, one electric pressing iron, one charcoal pressing iron, eight pairs of scissors, eight measuring tapes, eight needles, different colours of threads and two well ventilated large rooms (NDE, 2014). Implicit is that availability and use of these quantities of the training facilities in the training workshops would make for mastery of tailoring skills by beneficiaries trained under the scheme. In addition, effectiveness of the training is equally dependent on efficacy of monitoring and supervisory roles of NDE that calls for enough administrative resources otherwise called coordinating resources by Obayi quoted by Inyiagu (2014). The author gave examples of coordinating resources as men, money and materials used in planning, organizing, directing and controlling programme activities in achieving set objectives. In this study, administrative resources are NDE's office space, personnel and their remunerations, training consumables, training duration and take off grant for

trainees that are available in the implementation of SOW's tailoring scheme in Anambra State.

Whether NDE is sticking to its stipulated standard on facilities availability in the implementation of its SOW scheme tailoring initiative is in doubt. This is because many beneficiaries of the scheme borrow and or hire training facilities for their training (Anowai, 2015). It is possible that some of the trainees could neither afford to borrow nor hire the facilities thus compromising the skill acquisition training. The situation suggests that all could not be well in the implementation of the poverty alleviation scheme, more so when unemployment and poverty is still on the rise in the state (Nation Bureau of Statistics (NBS), 2010). According to NBS, Nigeria's unemployment rate was 21.1% in 2010 with Anambra State having 21.3% that is above the national average after many years of implementing the scheme. Ifejika & Igboanusi (2014), reporting NBS states that unemployment rate stands at 23.9% with 72% of the people living in poverty. The authors attributed the cause to inadequate material provisioning in Technical Vocational Education and Training (TVET) institutions in Nigeria which they traced to improper funding of training programmes. The state of provisioning of the needed training facilities and administrative resources in the implementation of SOW scheme's tailoring training in Anambra State is virtually unknown in the face of dearth of empirical evaluation on the scheme, which justifies the study. Findings of the study will have implications to policy makers, stakeholders in poverty alleviation programmes including Nigerian government among others.

Purpose of the Study

The major purpose of the study was to assess availability and level of functionality of tailoring facilities used in training beneficiaries of SOW scheme in Anambra State. Specifically, the study;

1. Ascertained available number of each type of approved facilities used in training beneficiaries on basic tailoring under SOW scheme of the NDE
2. Determined levels of functionality of available facilities used in training beneficiaries on basic tailoring under the scheme
3. Determined levels of adequacy of administrative resources provided by NDE in training beneficiaries on tailoring under the scheme

Research Questions

The study sought answers to the following research questions.

1. What facilities are available in right quantities in training beneficiaries on tailoring under the SOW scheme of the NDE?
2. What is the level of functionality of each of the available facilities used in training beneficiaries on basic tailoring under the scheme?
3. What is the level of adequacy of administrative resources provided by NDE in the implementation of the SOW scheme?

Research Hypothesis

H0: There is no significant difference in the mean responses of beneficiaries and instructors on the adequacy of administrative resources provided by NDE in training beneficiaries on basic tailoring under the SOW scheme**.**

Methodology

***Design and Area of the Study*:** The study adopted descriptive survey research design and covered three senatorial zones in Anambra State. Anambra State is in South–East geo-political zone of Nigeria with high unemployment rate of 21.3 % that is higher than 21% national unemployment rate (National Bureau of Statistics 2010).

***Population of the Study*:** The population for the study was 343 subjects made up of 328 beneficiaries of the SOW scheme trained on tailoring between 1991 and 2013 in Anambra state and their 15 instructors. The figures were obtained from records in the office of NDE in Anambra State.

***Sample and Sampling Technique*:** Total sample for the study was 118 subjects. Snowball sampling technique was used to sample 103 beneficiaries. All the 15 instructors were used for the study due to its small size, hence there was no sampling.

***Instrument for Data Collection*:** A questionnaire was developed by the researcher from reviewed literature and was used to generate data for the study. Three experts from University of Nigeria, Nsukka, two from clothing and textile unit of Department of Home Economics and Hospitality Management Education and one from Department of Science Education validated the instrument. Information on available number of each training facilities was obtained using open ended fill in questioning technique in answering research question 1, which was responded only by the beneficiaries. Obtained answers were later compared with the NDE's stipulated facilities bench marks for approving training centres in determining Adequately Available (AA) and Not Adequately Available (NAA) facilities. A 4-point Likert scale questionnaire solicited information on levels of; functionality of available facilities with response options of; Highly Functional (HF), Moderately Functional (MF), Slightly Functional (SF), Not Functional (NF) in answering research question 2; adequacy of administrative resources in the implementation of the scheme using Highly Adequate (HA), Moderately Adequate (MA), Slightly Adequate (SA), Not Adequate (NA) in answering research question 3. Items in the two four point scales questionnaire have weighted means of 4, 3, 2, and 1 respectively. Cronbach Alpha method was used to determine the internal consistency reliability of the instrument which had overall reliability co-efficient of 0.701. Four Focus Group Discussions (one FGD group per zone for beneficiaries and one FGD for all the instructors) that consisted of seven persons in each group were used in obtaining qualitative information on key issues of the study. The study's

three research questions served as the FGDs guide.

***Data Collection and Analysis*:** Six trained research assistants (two per zone) assisted the researcher in the administration of the questionnaire and FGDs during field works. Mean and standard deviation were used to analyze items in research questions 2 and 3. The computed 2.50 criterion mean was the decision benchmark. Any item with a mean that is equal to or above 2.50 was considered functional or adequate while item with a mean that is below 2.50 was considered not functional or not adequate. A null hypothesis was tested using t-test at the 0.05 level of significance. For the hypothesis, any item with p-value greater than (>) 0.05 was not significant while any item with p-value less than (<) 0.05 was said to be significant.

Results

Table 1: Average Frequency Distribution of Available Tailoring Facilities in Training Workshops

S/N	Names of Facilities	Required No	% Available	Remarks
1	Working tables	3	67	NAA
2	Chairs	8	100	AA
3	Straight /zigzags sewing machines	8	75	NAA
4	Embroidery machines	1	0	NAA
5	Edge Stitching (weaving machines / interlocking sewing machines	1	25	NAA
6	Cover – button machines	1	25	NAA
7	Electric pressing iron	1	100	AA
8	Charcoal pressing iron	1	100	AA
9	Pairs of different types of scissors	8	125	AA
10	Measuring tapes,	8	125	AA
11	Needles and threads	8	125	AA
12	Two well ventilated spacious rooms	2	84	NAA

AA= Adequately Available, NAA = Not Adequately Available

Table 1 shows that six facilities in items 2, 7, 8, 9, 10 and 11 were adequately available in training beneficiaries on basic tailoring under the SOW scheme based on the established criteria of NDE for approving training venues on basic tailoring under the scheme. This is because their rate of availability was 100 percent or more. Facilities in items 9, 10 and 11 scored 125 % that is more than 100% showing that they were abundantly available. The other six facilities in items 1, 3, 4, 5, 6 and 12 were not available in adequate quantities as their scores are less than 100% bench.

Table 2: Mean and Standard Deviation of Beneficiaries on the Level of Functionality of Available Facilities under the SOW Scheme (N = 103 Beneficiaries)

S/N	Available Facilities	Beneficiaries		Remark
		$\bar{x}$	SD	R
1	Working tables	3.73	0.631	F
2	Chairs	3.50	0.900	F
3	Sewing machines (straight and zigzag)	3.73	0.631	F
4	Embroidery sewing machines	2.10	0.502	NF
5	Edge stitching (weaving / interlocking) sewing machines	2.15	0.654	NF
6	Cover – button sewing machines	2.85	0.701	F
7	Electric pressing iron	2.33	0.483	NF
8	Charcoal pressing iron	3.73	0.631	F
9	Pairs of different types of scissors	2.96	0.209	F
10	Measuring tapes	3.50	0.900	F
11	Needles and threads	3.39	0.713	F
12	Two well ventilated spacious rooms	3.83	0.631	F

N = Functional, NF= Not Functional.

Table 2 shows the mean and standard deviation responses of beneficiaries on the level of functionality of available facilities used in training them on basic tailoring. The responses indicated that 9 items of 1, 2, 3, 6, 8, 9, 10, 11, and 12 were functionally available for the training. This is because the items have mean values that ranged from 2.96 to 3.83 that are above 2.50 decision level. Nevertheless, three facilities represented in items 4, 5, and 7 were not functionally available for the training. This is because the items have mean values that ranged from 2.10 to 2 .33 that are below 2.50. The standard deviations of items ranged from 0.209 to 0.900, which indicates that the responses of beneficiaries were not too far from their means and from the opinions of one another.

Table 3: Mean and Standard Deviation of Beneficiaries and Instructors on the Level of Adequacy of Administrative Resources (N = 118: Beneficiaries =103, Instructors =15)

S/N	Indicators on Levels of Adequacy of Resources	Beneficiaries			Instructors		
	The NDE was able to:	$\bar{x}$	SD1	R	$\bar{x}$	SD	R
1	provide office accommodation for staff	1.74	0.210	NA	2.00	0.876	NA
2	provide all the needed consumables for the training	1.92	0.429	NA	2.07	1.203	NA
3	provide business start–off grant (tools & equipment) o graduates of the scheme	1.45	0.402	NA	1.13	0.352	NA
4	allocate sufficient time for training	1.50	0.513	NA	1.62	0.087	NA
5	remunerate hired instructors	2.30	0.067	NA	1.60	0.183	NA
6	remunerate staff of the scheme	2.93	0.971	AD	2.50	0.961	AD

AD= Adequate, NA= Not Adequate

Table 3 reveals that both beneficiaries and instructors agreed on five indicators on levels of adequacy of administrative resources except item 6. Item 6 has mean values of 2.93 and 2.50 that are above and equals 2.50 decision level which means that it was adequately provided during the training. Items 1, 2, 3, 4 and 5 have their mean values ranged from 1.13 to 2.30 and are below 2.50 decision level. This means that the resources they represent were not adequately provided during the training. The table also shows that the standard deviations of items ranged from 0.210 to 1.203, meaning that the opinions of respondents were not too far from their means and from the opinions of one another.

Table 4: t-test Analysis of the Mean Ratings of Beneficiaries and Instructors on the Adequacy of Administrative Resources used in Training on Basic Tailoring at 0.05 level of Significance (N= 118:- Beneficiaries = 103, Instructors = 15, df=116).

S/N	Indicators of Adequacy	BEN		INST		t-cal	p-value	R
		$\bar{x}$	SD	$\bar{x}$	SD			
1	Provision of office accommodation for staff	1.74	0.21	2.00	0.876	2.182	0.132	NS
2	Provision of consumables for the training	1.92	0.429	2.07	1.203	*-1.032*	*0.305*	*NS*
3	Provision of graduate business start–off grant	1.45	0.402	1.13	0.352	-0.435	0.665	NS
4	Allocate sufficient time for training	1.50	0.513	1.62	0.087	1.204	0.232	NS
5	Remunerate staff of the scheme	2.93	0.971	2.50	0.961	0.811	0.419	NS
6	Remunerate hired instructors	2.30	0.067	1.60	0.183	0.687	0.494	NS

NS= Not Significant

Table 4 shows the t-test analysis of the hypothesis tested. The table reveals that the computed P-values are higher than 0.05 level of significance in 6 items at 116 degree of freedom (df). This implies that the mean responses of beneficiaries and instructors are Not Significance (NS). Thus, the hypothesis that there is no significant difference in the mean responses of beneficiaries and instructors on the on the adequacy of administrative resources provided by NDE in training beneficiaries on basic tailoring under scheme is retained.

Discussion

Table 1 shows that half of the twelve major facilities were available in stipulated quantities in training beneficiaries on tailoring under the SOW scheme of the NDE. The other six were not adequately available. Most of the adequately available facilities were functional except those that require electricity for their operations (Table 2). The adequately available and functional facilities were; chairs, pairs of different types of scissors, electric and charcoal pressing irons, measuring tapes, needles and threads. Facilities that were not adequately available were different

types of sewing machines (e.g. edge stitching, cover – buttons, straight/ zigzag stitching, and embroidery). Others not adequately available facilities were working tables and well ventilated spacious training workshops. Literally, most facilities were available and functional in training on basic tailoring skills under the scheme. However, beneficiaries during focus group discussions noted that they brought most of the training facilities. This is a travesty of NDE's policy that training workshops owners would be supported with training facilities (when there are needs) instead of tasking poor beneficiaries (NDE, 2006). Implicit is that without the beneficiaries bringing most of the training facilities, all the training facilities would have been grossly inadequate. Table 3 shows that; office accommodation, training consumables, provision of business start-off grants for beneficiaries, remuneration for instructors and training duration were equally not adequate in the implementation of SOW scheme tailoring training. The t-test of no significant difference in the mean responses of beneficiaries and their instructors further authenticated findings that administrative resources were not adequate (Table 4) in the implementation of the scheme.

Findings of the study are in line with what Arkhust and Anyakoha (2004) found in their survey of facilities in teaching and learning of clothing and textiles in Ghanaian secondary schools. The authors reported that 23 out of the 42 needed facilities were available during the training, while the rest were not available. The available facilities which the authors equally noted were mostly supplied by the students and teachers include; measuring tools, cutting shears, hand sewing machine, pressing iron, working table, modeling tools, thimbles, needles, thread and fabrics while unavailable were treadle and edge stitching sewing machines among others. Equally, Obeta (2016) reported inadequate and or total lack of instructional facilities in teaching and learning of clothing and textiles subject in secondary schools in Abia State of Nigeria. The same scenario applies in Papua New Guinea and Philippines where Vagi & Salley (2016) and Limon, & Vallente (2016) respectively found that teaching and learning of home economics in both primary and secondary levels are marred with inadequate supply of training facilities. In related but different studies, Achebe (2004), Ibiam & Ugwu, (2009), Ezebge & Nwaubani (2009) and Nwachukwu (2010) equally noted that instructional facilities are in short supply in training programmes and they adduced poor funding as the reason.

Even where poor funding could be negatively affecting implementation of SOW scheme, issues of corruption cannot be ruled out. Eze & Azunna (2014) noted that corruption practices like bribery, over-invoicing, kick backs, misappropriation and embezzlement of public funds abound among government officials and cronies in the implementation of development programmes in Nigeria with many consequences. In the list of consequences are; lack of interest in a

vocational skill subject like Home Economics by students (Seriki-Mosadolorun & Lemon, 2014; Vagi & Salley, 2016), inability of trainees to acquire relevant vocational home economics skills (Okeke, 2004) and lack of competencies in outcome based Home Economics training programme (Limon, & Vallente, 2016).

Availability of training resources correlates positively with high achievements in training programmes. Accordingly, Adebeisi, and Ukpore, (2014) reported that adequate resource provisioning and monitoring that are witnessed in the implementation of National Poverty Eradication Programme - Capacity Acquisition Scheme (NAPEP-CAS) in southwestern Nigeria translated to the achievement of set objectives of the scheme. Arubayi (2010) had earlier noted that courses that are properly taught with relevant tools and equipment enable acquisition of saleable skills for self- reliance. Gains of adequate resource provisioning in a skill training programme such as SOW tailoring scheme cannot be overemphasized. It would enable learners to experiment, test, construct, modify, innovate and create knowledge and wealth resulting in poverty reduction. In other words, propensity towards high achievement in a training programme can be positively influenced by availability of the needed resources and reduction in training for job mismatch and unemployment. Ukoha (2012) estimated that five million Nigerian youths are unemployed youths and Effiong, Anangagbor and Ayam, (2014) warned that unemployment will rise if measures are not put in place to accelerate job creation in Nigeria.

In the final analysis, efforts towards enhancing effective training for gainful tailoring employment under SOW scheme should ensure adequate provision of training facilities cum administrative resources even though reasons for NDE not doing so, that call for further research and possible NDE programme policy review, are unknown.

Conclusion

Majority of the facilities were available for the training. The facilities were mostly provided by the beneficiaries and instructors. The response patterns of beneficiaries and instructors were very similar and reflected what the researcher saw on ground during field work but differed from those of NDE staff. Majority of the facilities was functionally available during the training but were provided by beneficiaries and instructors and not the scheme. There was no significant difference in the mean responses of the SOW beneficiaries and instructors on the functionality of available facilities used in tailoring training under the scheme.

Findings of the study are pointers that NDE does not implement its policy on tailoring training facility provisioning giving reason for further research in the area. Without adequate facilities, skill training can at best be training for mismatch or for unemployment. Already social unrest is mounting due to millions of

unemployed youths in that are wasting in Nigeria. The fear is that unemployment and social vices will continue to rise. Proactive measure such as policy review of NDE programmes including those of other poverty alleviation programmes in Nigeria is apt. The needful should be done. Dismantling measures that hinder accelerated job creation and self-reliance could be possible through the suggested policy review.

Recommendations

1. The administrative resources such as accommodation, training consumables, support for business start-off tools for trainees and adequate funding should be adequately provided including proper monitoring and evaluation implementation of the scheme.
2. Again clearer policy framework with well-defined roles of each stakeholder in the context of signed memorandum of understanding with regards adequate provision of all the needed resources in the implementation of the scheme.
3. Comprehensive policy evaluation of NDE poverty reduction programme to find out if it requires review or reformulation.

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