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PLANNING OF EDUCATION TO REDUCE UNEMPLOYMENT RATE IN NIGERIA: A REVIEW OF MANPOWER REQUIREMENT APPROACH TO EDUCATIONAL PLANNING

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Keywords:
Educational Planning, Unemployment, Manpower requirement Approach.

Abstract

One of the major challenges in Nigeria and most of the countries in Africa is how to plan education to address unemployment in the continent. This paper titled planning of education to reduce unemployment rate in Nigeria, examines the concept of unemployment, education, educational planning and general constraints to educational planning. It also discusses the impact of manpower requirements approach on unemployment reduction in Nigeria. The paper concludes that manpower requirement approach to educational planning is capable ofcalling the attention of stakeholders to extreme gap that exist between the educational output pattern and the manpower requirement by the employer of educational output and thus provides educators useful guidance on how rightly educational qualification of the labour force ought to be developed in the future. The paper recommends that our value system should be reviewed and revised, Nigeria educational system should not be at the mercy of political change of the country, data should be collected from the employers of labour base on the skills and qualification needed for employment among others.

Introduction

There has been an increase in the belief in the power of education to transform the society and world at large. And it is therefore no more a mere saying that the world has regarded education as the key to the development of any nation. Education at any level is a potential tool for all round development of an individual and a nation and without education, job creation will be difficult. Ehiametalor (2002) asserted that

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education is the single most important energy that moves a nation on a fast lane of economic development. And we cannot be talking of economic development when there is high rate of unemployment occasioned by inappropriate educational planning in the country. FRN (2004) called education the most important investment any nation can make. Education has the capabilities of preparing the individual for a meaningful life that will usher in sustainable social, economic and political development.

Olubadewo in Jimoh (2009) believed that, the faith of the people of developing countries in education is as strong as their faith in their religion. This belief has given a new definition that sees education as a cure for all societal ailments: be it poverty, unemployment, ignorance, improvement in agricultural practices, science and technological development and several others. It is therefore only educated population that can commend the skills necessary for sustainable development.

Moreover, for education to play its key role in the generation of employment opportunities and transformation of a nation, it needs to be adequately and effectively planned, because a faulty educational planning can jeopardise the development of a nation for a decade (Mba and Ugwulashi 2020).

Plan implies to decide in advance what to be done, when to do it, how to do it and who to do it in order to achieve predetermined goals and objectives. This denotes that educational planning provides the tools for coordinating and controlling the direction of the different components ofan educational enterprises so that educational objectives can be achieved. Manpower approach to the educational planning aim at producing or turning out graduates that are mostly needed by the nation, to take their place in the national development of a nation.

This paper therefore reviewed planning of education for employment opportunities vis-à-vis manpower requirement approach to educational planning in Nigeria

Concepts of Unemployment

Unemployment is a general term used to describe those who are within the labour force willing and able to work but unable to get job. (Jimoh, 2014).Adejumola and TayoOlajubulu (2009) contented that unemployment has been identified as one of the major causes of armed robbery, political thugs, kidnapping and many more. One of the major causes of unemployment in Nigeria is the lack of employable skills due to the improper planning of education in Nigeria. Analysts have argued that in Nigeria, the skills that job seekers possess do not match the needs and demand of employers (Mc Grath, 1999). And Oladele, Akeke and Oladunjoye (2011) observed that many Nigeria graduates

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lack entrepreneurial skills to facilitate self-employment. This paper is optimistic that the manpower requirement approach to educational planning will cut down the number of unemployed people in Nigeria.

Concept of Education

Education is the process of mental, emotional, physical social training of individual(s) in order to be useful for self and the society. In an ideal society, an educated person is a tool necessary for all round development of a nation.Education is an enlightening experience that illuminates the mind and enables the individual to make informed decision about self and to constructively contribute to development of the society (Akpan 2018) Education is therefore infer as the process of training an individual to develop his intellectual and mental potentials so that the person can make mature and useful decision in various situation of life.

Education is a magic that brings out hidden but useful things of life. This is in accordance toFroebel in Peerzada (2016), that Education is the unfolding of what is already enfolded in the man. This implies that education is a process through which a person is trained to develop his innate potentials so that it can be fully expressed externally. Education is the progressive development of a persons innate powers or potentials. It makes a person to seek his own place in the society.

Concept of Educational Planning

Planning is what anybody that wants to climb ladder of a successful life, must do. At household level, planning is done, organisation moves along the line of planning, nationsput planning first in all it does. For a good result, planning is inevitable.

Planning on it own, means deciding in advance what to be done, when to do it, how to do it, who to do it in order to achieve predetermined goals and objectives. Planning involves examining the future and drawing up a course of action for attaining specific goals. And according to Akpan (2011), planning means working out in broad outline the things to be done and the procedures for doing them in order to accomplish set purpose. It is intelligent preparation for action. It is futuristic.

Educational planning, as defined by Akpan (2000), is a blue-print that gives direction for future educational development and prescribes the direction and course of actions for the accomplishment of set educational goals and objectives.

Educational planning involves restructuring of the present educational system, forecasting future possibilities, formulating realistic and achievable goals and objectives,

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developing action plans, for implementation and periodic appraisal of progress and achievement (Mba&Ugwulashi 2020). The manpower, political, social, economic and technological needs of a nation must be considered in educational planning. In support of this fact, Beebyin Okwori (2011) states that educational planning is the exercise of foresight in determining the policy, priorities and cost of educational system having due regard for economic and political realities for the system potentials, for growth and for the needs of the country. Educational planning does not happen by chance. It is an organized social practice involving studying the present and using available information concerning the educational challenges of a country to plan for the future educational needs and development. Where there is high level of unemployment, poverty and inequality talk not of development in that nation.

Reasons for planning

The reasons that necessitate planning of education are not limited to the followings:

- The high cost of education in Nigeria
- Unemployment, which is very high in Nigeria
- Poverty, which reigning in almost all household in Nigeria
- The impact of technological development all over the world
- Inflationary trend, which at present is a battlement in Nigeria
- Increasing in Nigeria's population which resorts to increasing demand for and access to education
- The growing needs for professionalization of the education enterprise. Nigeria under the leadership of the President Muhammad Buhari has increase the number of specialized universities in the country. The essence of educational planning is to deal with the above mentioned predicaments.

General constraints to educational planning in Nigeria

It is not only unfair but also self-defeatist to blame the missionaries or even our colonial masters (Britain) for the state of Nigeria education today, because the education brought by the missionaries was relevant and sufficient for their evangelical planned activities. We should therefore see the followings as the reasons for our 60 years challenges.

1. There is the growing gap between theory and practice and between the school and the world of work outside school. There is no link between the tertiary institutions and the employment bodies nor is there any link between what we teach and the skills required of a graduate by the world outside. The negative

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effect of this is that the tertiary institutions are only produce graduates who do not fit in anywhere after school. Today there are millions of graduates who do not fit in anywhere after school. Today there are millions of graduates in Nigeria who are jobless.

2. Our philosophy as a nation as not actually spell out the direction we want to develop as a nation. Nigeria need an enduring philosophy of national development, a philosophy that will not change even when political power changes hands. If we don't know where we are going, we cannot measure how far we have travelled. Nigeria educational planning is being constraint by non-adherence to a specified philosophy.
3. Much value is placed on certificate. In Nigeria there is problem of lopsided or confused value system. To average Nigerian, it is not clear what the good life means, it is just a matter of the end justifying the means and this to average Nigerians is amassing wealth by all means fear or foul. This also affects where all matters today is obtaining a certificate by whatever means.
4. Nigerians don't actually planning for the future but drifting into the future. Our policies and reforms are mostly regime based rather than being base on issues and projects that we move the nation forward. The consequences of this is the 'begin-again syndrome' which characterizes every change in political power. Worst still, accurate data are not even available in Nigeria for educational planning.
5. There is incoherence, in consistency and incomprehensively in our plans, programs and policies. This makes the students and teachers continuously in a state of dilemma. Before one policy is implemented another one is already at the door to replace it.

Manpower Requirement Approach to Educational Planning and Job Opportunities in Nigeria.

The manpower requirement to educational planning is a conscious attempt by governments to link the development of their educational system to the demand for educated manpower by their economies. This is done in order to avoid graduates who will be jobless in the country. This is because, the plan, is to develop those skills that are in acute shortage in the economy so as to increase the rate of national development through job opportunities. For instance, in the words of Olubadewo (1992) if there is a shortage of doctors, engineers, and scientists, the manpower requirement approach says that the

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educational facilities be expanded to train these personnel. The justification for this is that the skill required by such workers can be developed through the formal educational system.

The manpower requirements approach to educational planning has become paramount inorder to reduce unemployment number in Nigeria. Most of the unemployed graduates in the country do not possess the skill needed for employment by the employers of labour in Nigeria. These unemployed youths have chosen alternative way of engaging themselves by indulging in all sorts of criminal acts ranging from theft, robbery, political thugs, kidnapping etc in order to survive.

Olomola (2018) rightly affirmed that if there is an excess of trained people in any category, it simply implies an improvident use of scarce resources which in turn creates difficult problem of unemployment of the educated.

Manpower approach is that which requires the educational planner to pay attention to the relationship between enrolment rate at different profession/discipline and manpower requirement. Even at the point of individual, some matching of educational patterns and job opportunities are vital. Nothing is more frustrating than to be under-qualified or over-qualified for a job or worst still to be unemployed because there is no call for one's qualification. Nigeria tertiary institutions should therefore use the estimate future manpower needs of the country to regulate the enrolment pattern into the various disciplines that exist.

The exponent of this approach determine the areas of need through surveys. Needed manpower levels and kinds of educations are thus estimated and the educational system is charged with the responsibilities of producing them. The button line of the advancement of manpower requirement approach to educational planning is that it reduces the problem of high rate of unemployment, because it lay emphasis on the acquisition of appropriate educational qualifications and skills needed by the employer of labour. The approach also made judicious use of scarce resources and avoid wastage.

Conclusion

This paper has discussed the concept of education and educational planning. The general constraints to educational planning in Nigeria has also been discussed. The concept of unemployment was discussed. The paper has also illustrated the ability of manpower requirement approach to reduce unemployment rate in Nigeria, as the approach could usefully call attention to extreme gaps and imbalances in the educational output pattern

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that need remedy and provides educators useful guidance on how rightly educational qualification of the labour force ought to be developed in the future.

Recommendations

The paper, haven't pin-pointed the general constraints to educational planning in Nigeria, recommends that:

1. Nigeria as a country should religiously, consistently and coherently follow an enduring philosophy of national development. To this, Nigeria universities should turnout employable skills needed for the development of the society.
2. The Nigeria education system should not subjected to political change of the country but toil to the direction of national development through employment opportunities.
3. Survey research through the use of questionnaires should be conducted from time to time to collect data on the skills needed by the employers of labours. Thus, disciplines/skills that are no more needed by the employers of labour and cannot impact on its own should be silent in the universities system.
4. Philanthropist, Non-governmental organization (N.G.O), Alumni should compliment the effort of the government by making adequate fund available for both internal and external training of appropriate skills needed for employment by the employers of the labour.
5. We must review and revise our value system such that honesty and hard work are once again recognised and rewarded.

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