

PARTNERSHIP FRAMEWORK FOR IMPLEMENTING TAILORING PROGRAMME IN TRAINING UNEMPLOYED YOUTHS IN ANAMBRA STATE

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Abstract

The study determined roles of three different partners in training unemployed youths for employment in tailoring in Anambra State. Specifically, the study ascertained different roles which the government, cooperate organizations and communities should play in providing tailoring skills to unemployed youths for employment in the occupation. The study adopted descriptive survey design. Population of 228 was involved in the study hence there was no sampling. Three experts validated a 30-items questionnaire; test - retest was used in determining the reliability of the instrument with coefficient of 0.89 using Cronbach Alpha formula. The collected data was analyzed using; mean to answer research questions, standard deviation to determine spread of responses around the mean and Analysis of variance (ANOVA) to test hypotheses at 0.05 level of significance. Results indicate that the government should provide: policy direction, legal framework, funding, tools and equipment, qualified personnel among others in training unemployed youths on tailoring. Identified roles of cooperate organizations in the partnership framework include; provision of material resources, sponsorship of; personnel, trainees and graduates of the programme to workshops and conferences including offering employment to interested graduates of the programme. Agreed roles which communities should play were supportive in nature and include; identification of possible trainees, provision of land for construction of training centers and logistics that would enable graduates of the programme to start their own tailoring businesses. The study recommended tripartite partnership framework involving the government, cooperate organizations, and communities in training youths for employment in tailoring as a panacea in effectively reducing unemployment in Nigeria.

Keywords: *Youths, Training, Tailoring, Partnership.*

Introduction

Tailoring is the act of sewing or making garments or apparels for people by tailors. Tailors are dress makers who sew clothes for people by engaging in many but varied tailoring activities. Most of the tailoring activities are manipulative in nature and broadly involves designing, arranging and stitching fabric features into different styles of apparel to fit figure types in protecting and beautifying the body (Khurana and Sethi, 2009). Manipulative tailoring activities include; taking of body measurement,

designing and drafting of patterns, cutting of fabrics, threading the needles, stitching or assemblage of cut pieces of fabrics into apparels (Anyakoha, 2011). Tailoring can be taken up as means of livelihood by interested individuals such as unemployed youths.

Youths are individuals in the age range of 18 to 35 years (National Youth Policy (NYP), 2009). Youths are also individuals between the ages of 15 and 35 years (African Youth Charter in NYP, 2009). Youths in the context of this study are individuals between 15 to 35 years that are in need of vocational skill training for gainful

employment in occupational trade such as in tailoring. Such youths are among the unemployed which editorial report in the Sun Newspaper (2015) reveals has increased to 7.5 percent in the first quarter of 2015 from 6.4 percent it was in the last quarter of 2014. The National Bureau of Statistics (NBS), (2010) has it that unemployment rate in the same 2014 was 23% as against 21% in 2010 despite the workings of the National Directorate of Employment (NDE).

The NDE is an agency that was established in Anambra state in 1991 with a mandate to provide vocational skill training in many occupational trades including in tailoring for employment of unemployed youths among others (NDE, 2006). Analysis of unemployment carried out by Gbosi (2005) shows that NDE has not made any significant impact in reducing unemployment in the country. Furthermore, Anambra State Ministry of Youths and Sports (2012) reported that 6,234 youths registered as unemployed individuals in dare need of vocational skill training for making a living. The situation suggests that NDE cannot cope alone with the mandate of providing vocational skill training for the unemployed, hence the need for the agency to partner with other stakeholders in actualization of its mandate. The government through NDE and Ministry of Education and Ministry of Youth Development in Anambra State could partner with cooperate organizations (i.e. cooperate organisations specifically garment making industries) and communities (i.e. community leaders, parents, philanthropists) in implementing tailoring training programme for unemployed youths in Anambra State. Thus, partners could share in resource contributions and processes in equipping unskilled unemployed youths with relevant tailoring skills within a partnership framework purview.

Partnership is a participatory association of the different groups with shared responsibilities and commitments towards achieving common goals (Habana-Hafer and Reed 1989). Similarly, Maigida, (2014) views partnership

as joint mutual agreement entered into by partners in order to provide resources and or services in achieving set goal. Set goal in this regard is the empowerment of interested unemployed youths with tailoring skills through training that demands many resources. Resources are input requirements in carrying out tailoring training programme. Such inputs include; funds, land, facilities, personnel, well equipped clothing construction laboratories, text books, writing materials and social amenities (Ragitha,2005 and Ogwo and Oranu, 2006), which could be shared and contributed by different partners in the training programme. This study sought resource contributions of each of the three partners (i.e. the government, cooperate organizations and communities) in designing and implementing comprehensive tailoring training framework for unemployed youths in Anambra State.

Framework is a flexible plan, blue print or working drawing that is designed to provide necessary guidelines in planning and implementation of a programme (Bormiro,2001). The author further explains framework as a loose structure, practices and processes that shows resource contributions of partners in the design and implementation of a programme which could be in a tailoring training programme for youth employment. Training is a purposeful development of skills, knowledge and attitudes of people for productive ventures. In the views of Osuala (1981), training is a systematically designed learning experience that fits individuals into gainful employment as semi-skilled workers, technicians or sub-professionals. With reference to tailoring training, it entails all the teaching and learning experiences associated with garment construction activities which hitherto are stated above. Such experiences are required by unskilled unemployed youths in acquiring tailoring skills for gainful employment after participating in NDE training programme. Programme is synonymous with framework in this study and shows resources contributions of each of the three partners and

processes in the implementation of tailoring training for employment of unemployed youths in Anambra state. Implementation is a process of moving an idea from concept to reality (Palomba and Benta 1999), which would eventually translate to performance of roles that would be assigned to each of the partners in training youths in tailoring occupation that is the ultimate study outcome. Hence, the purpose of this study is the identification of responsibilities of the government, cooperate organizations and the communities in implementing tailoring training programme for employment of unemployed youths under a partnership framework in Anambra state.

Specifically, the study determined;

1. responsibilities of government in training unemployed youths in tailoring for employment
2. responsibilities of co-operate organisations (garment industries) in training unemployed youths in tailoring for employment
3. Responsibilities of communities in training unemployed youths in tailoring for employment.

Hypotheses

1. There is no significant difference in the mean ratings of the responses of the government officials, co-operate organisations and community leaders on the responsibilities of government in the partnership framework in training unemployed youths in tailoring for employment
2. There is no significant difference in the mean ratings of the responses of the government officials, co-operate organisations and community leaders on the responsibilities of co-operate companies in the partnership framework in training unemployed youths in tailoring for employment
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3. There is no significant difference in the mean ratings of the responses of the government officials, co-operate organisations and community leaders on the responsibilities of community leaders in the

partnership framework in training unemployed youths in tailoring for employment.

Methodology

The study adopted descriptive survey research design. The area of the study was Anambra State. The state is made up of three senatorial zones with twenty one local government areas and one-hundred and seventy seven communities wherein reside unemployed youths. The population of the study was 228 that consisted of: 24 government officials at 8 each from Ministry of Youth, Ministry of Education and the NDE; 27 managers from garment making industries (co-operate organizations) and 177 community leaders at one each from each community. The entire population was involved in the study because of its manageable size hence there was no sampling. The instrument for data collection was a 30- items questionnaire with four point response options of; Strongly Agreed (SA), Agreed (A), Disagreed (D), and Strongly Agreed (SD) with weighted values of 4, 3, 2, and 1 respectively. Summing up the figures gives $4 + 3 + 2 + 1$ that equals 10 which when divided by 4 gives 2.50 that has relevance in taking decision during analysis. The instrument was validated by three experts; a lecturer of clothing and textile from Department of Home Economics and Hospitality Management Education of University of Nigeria, Nsukka, a director from the office of the NDE and a community leader all from Enugu state. The inputs of these individuals helped to modify the questionnaire in terms of structure and language that can be understood by respondents. In order to determine the reliability of the instrument, the researcher administered 15 copies of the questionnaire on; 5 Deputy Directors from Ministry of Education, 5 managers of garment making industries, and 5 community leaders in Enugu State. Another set of 15 copies of same questionnaire were administered on same respondents 3 weeks later. The obtained data were analyzed using Cronbach Alpha method

which yielded internal consistency reliability co-efficient of 0.89.

The researcher administered 228 copies of the questionnaires to the three groups of respondents with the help of three research assistants who were informed on what to do with the respondents where they have difficulties. A total of 219 copies of the administered questionnaire were retrieved for analysis. The collected data were analyzed using weighted mean for answering research questions with a decision caught off point of 2.50 for the dichotomously scored items. Any items with weighted mean of 2.50 or above is regarded as agreed while any item with

weighted mean that is less than 2.50 is regarded as disagreed by the respondents. Standard deviation was used in determining spread of the respondents around the mean and any item response with a score less than 1.96 is regarded as not far from the mean and r from one another and the reverse holds for items with more than 1.96. Analysis of variance (ANOVA) was used to test three research hypotheses at 0.05 level of significance. Any item with p-value greater than 0.05 indicate that there is no significant difference in the mean ratings of the groups of respondents on that item. Conversely, items with p-value less than 0.05 indicate that there is significant difference in the mean ratings of the 3 groups of respondents.

Results

The data for answering research questions one to three and their respective hypotheses were presented in tables 1 to 3 below.

Table 1: Mean Ratings and ANOVA of the Responses of the Three Groups of Respondents (i.e. Government officials, Co-operate Organisations and Community Leaders) on the Responsibilities of Government in Training Youths for Employment in Tailoring in Anambra State.

Item Statements	\bar{x}	SD	Q 1 R	Partition	Sum of Squares	Df	Mean Squares	F-cal	p- value	H01 R
Government should										
Provide policy direction and legal framework	2.740	0.10	A	Btw Groups Wtn Groups Total	22.717 287.720 310.436	2 217 219	11.358 1.326	2.810	0.13	NS
Create sufficient awareness and sensitization about the programme	3.39	0.12	A	Btw Groups Wtn Groups Total	11.878 276.504 288.382	2 217 219	5.939 1.274	2.661	0.30	NS
Recruits and pays qualified instructors that trains and other programme administrators	3.72	0.55	A	Btw Groups Wtn Groups Total	16.243 217.684 233.827	2 217 219	3.121 1.003	2.090	0.50	NS
Make funds available for construction of the tailoring training centers / rent and purchase	3.00	0.91	A	Btw Groups Wtn Groups Total	0.869 277.218 278.086					

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of tools & equipment											
Reward exceptional graduates of the programme with automatic employment	3.60	0.63	A	Btw Groups	0.748	2	0.374	0.278	0.758	NS	
				Wtn Groups	292.233	217	1.347				
				Total	292.982	219					
Continuously upgrade skills of personnel of the centre	2.51	0.20	A	Btw Groups	1.048	2	0.524	0.416	0.660	NS	
				Wtn Groups	273.588	217	1.261				
				Total	274.636	219					
Help attract financial support for qualified trainees to start-off their own businesses	2.53	0.38	A	Btw Groups	11.538	2	5.769	2.173	0.117	NS	
				Wtn Groups	299.989	217	1.382				
				Total	311.527	219					
Enforce favourable tax exemption policy for companies that support the programme	3.77	0.48	A	Btw Groups	2.467	2	1.234	0.889	0.412	NS	
				Wtn Groups	301.060	217	1.387				
				Total	303.527	219					
Accords philanthropists that support the centre public recognition	2.52	0.24	A	Btw Groups	4.122	2	2.061	1.426	0.243	NS	
				Wtn Groups	313.624	217	1.445				
				Total	317.745	219					
Periodically sponsor retraining of graduates of the training programme	2.74	0.14	A	Btw Groups	0.240	2	0.120	0.515	0.598	NS	
				Wtn Groups	50.669	217	0.233				
				Total	50.909	219					
Awards certificate of proficiency to qualified graduates of the training programme	2.51	0.20	A	Btw Groups	0.439	2	0.219	0.170	0.844	NS	
				Wtn Groups	280.520	217	1.293				
				Total	280.959	219					
Promote special remuneration for outstanding personnel of the programme	4.00	0.00	A	Btw Groups	1.576	2	.788	.605	.547	NS	
				Wtn Groups	282.656						
				Total	284.232	219					
Regularly monitor activities	3.71	1.01	A	Btw Groups	1.779	2	.889	.771	.464	NS	

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in the training centre in ensuring policy compliance				Wtn	250.199	217	1.153			
				Groups						
				Total	251.977	219				
Periodically evaluate programme for effectiveness	2.83	0.51	A	Btw	2.652	2	1.326	1.064	0.347	NS
				Groups						
				Wtn	270.330	217	1.248			
				Groups						
				Total	272.982	219				

Table 1 above shows that the mean values of the 14 items ranged from 2.51 to 4.00 and are greater than the criterion mean of 2.50. This indicates that the respondents agreed that the 14 items should be responsibilities of government in the partnership framework in implementing tailoring training programme for unemployed youths to be in tailoring employment in Anambra State. The standard deviations of the

items ranged from 0.00 to 1.01 which indicates that responses of respondents were not far from their mean and that there is low variation in the responses of respondents. On the other hand, the ANOVA analysis of the respondents indicates no significant (NS) difference in all the 14 items with all their p-values greater than 0.05 level of significance.

Table 2: Mean Ratings and ANOVA of the Responses of the Three Groups of Respondents (i.e. Government officials, Co-operate Organisations and Community Leaders) on the Responsibilities of Co-operate Organisations in Training Youths for Employment in Tailoring in Anambra State.

Item Statements	\bar{x}	SD	Q2 R	Partition	Sum of Squares	Df	Mean Squares	F-cal	p-value	H02 R
Co-operate organisations should										
Donate training tools and equipment	3.48	0.73	A	Btw		2	2.330	1.585	.213	NS
				Groups	4.661					
				Wtn	324.52	217	1.495			
				Groups	1					
				Total	329.18	219				
					2					
Avail opportunities to trainees to obtain information from garment construction companies	4.00	0.00	A	Btw	9.069	2	4.534	1.501	.332	NS
				Groups						
				Wtn	281.04	217	1.295			
				Groups	0					
				Total	290.10	219				
					9					
Provide employment to graduates of the training by relevant industries	2.91	0.16	A	Btw		2	9.378	1.154	.101	NS
				Groups	18.755					
				Wtn	284.42	217				
				Groups	7					
				Total	303.18	219				
					2					
Sponsor programme	3.57	0.59	A	Btw		2	5.143		.217	NS
				Groups	10.286			2.148		

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administrators & graduates to workshops and conferences				Wtn	269.07	217	1.240			
				Groups	3					
				Total	279.35	219				
					9					
Avail personnel of garment companies as special resource person/guest speaker on the training programme	3.087	1.16	A	Btw		2	21.611		.100	NS
				Groups	43.222			3.000		
				Wtn	273.22	217	1.259			
				Groups	8					
				Total	316.45	219				
					0					
Sponsor research activities of interest to garment construction companies, beneficiaries and administrators of the tailoring training programme	3.96	0.02	A	Btw		2	2.163	1.866	.157	NS
				Groups	4.326					
				Wtn	251.60	217	1.159			
				Groups	1					
				Total	255.92	219				
					7					
Support self-regulating associations of graduate of the training programme	2.99	0.57	A	Btw		2	8.365	2.169	.112	NS
				Groups	16.730					
				Wtn	294.22	217	1.356			
				Groups	9					
				Total	310.95	219				
					9					
Provide remedial quality basic education to trainees that need such	3.71	1.01	A	Btw		2	.889	.771	.464	NS
				Groups	1.779					
				Wtn	250.19	217	1.153			
				Groups	9					
				Total	251.97	219				
					7					
Sponsor product/exhibitions of graduates of the training programme	4.00	0.00	A	Btw		2	.788	.605	.547	NS
				Groups	1.576					
				Wtn	282.65	217	1.303			
				Groups	6					
				Total	284.23	219				
					2					

Table 2 above shows that the mean values of the 9 items ranged from 2.91 to 4.00 and are greater than the criterion mean of 2.50. This indicates that the respondents agreed that the 9 items should be responsibilities of co-operate organisations in the partnership framework in implementing tailoring training programme for unemployed youths for their self-employment in Anambra State. The standard deviation of the

items ranged from 0.00 to 1.16 which indicates that responses of respondents were not far from their mean and that there is low variation in the response.

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the ANOVA analysis of the respondents indicates no significant (NS) difference in all the 9 items with all their p-values greater than 0.05 level of significance.

Table 3: Mean Ratings and ANOVA of the Responses of the Three Groups of Respondents (i.e. Government officials, Co-operate Orgnisations and Community Leaders) on the Responsibilities of Community Leaders in Training Youths for Employment in Tailoring in Anambra State.

Item Statements	\bar{x}	SD	Q3 R	Partition	Sum of Squares	Df	Mean Squares	F-cal	p-value	H03 R
Community Leaders should Support creation of awareness on the policy initiatives of the programme	3.09	0.31	A	Btw Groups Wtn Groups Total	1.533 187.194 188.727	2 217 219	.767 .863	.889	0.413	NS
Assist in identification of youths in need of the training	3.78	0.24	A	Btw Groups Wtn Groups Total	.973 173.804 174.777	2 217 219	.487 .801	.607	0.546	NS
Provide support to trainees of the programme	2.74	0.28	A	Btw Groups Wtn Groups Total	1.428 235.099 236.527	2 217 219	.714 1.083	.659	.518	NS
Pay taxes to enable government perform its role in the training programme	2.74	0.14	A	Btw Groups Wtn Groups Total	.390 202.605 203.995	2 217 219	.195 .934	.209	.812	NS
Provide land or /building at affordable condition for the training programme	3.60	0.63	A	Btw Groups Wtn Groups Total	1.344 261.402 262.745	2 217 219	.672 1.205	.558	.573	NS
Provide community security outfit (vigilante) in the training centre	3.06	0.09	A	Btw Groups Wtn Groups Total	5.607 273.739 279.345	2 217 219	2.803	.222	.111	NS
Support trainees to start their own tailoring businesses	3.60	0.63	A	Btw Groups Wtn Groups Total	1.344 261.402 262.745	2 217 219	.672 1.205	.558	.573	NS

Table 3 above shows that the mean values of the 7 items ranged from 2.74 to 3.78 and are greater than the criterion mean of 2.50. This indicated that the respondents agreed that the 7 employment in Anambra State. The standard deviations of the items ranged from 0.09 to 0.63 which indicate that responses of respondents were not far from their mean and

items should be responsibilities of communities in the partnership framework in implementing tailoring training programme for unemployed youths to be in tailoring that there is low variation in the responses of respondents. On the other hand, the ANOVA analysis of the respondents indicates no significant (NS) difference in all the 7 items

with all their p-values greater than 0.05 level of significance.

Major Findings of the Study and Discussion

The study reveals that government would have the greatest responsibilities in the tripartite partnership framework for training unskilled unemployed youth in tailoring. The responsibilities of government include provision of; policy direction, legal backing and motivational incentives. Creation of awareness and funding, recruitment of programme personnel and remuneration, certification of trainees, conduction of the training, monitoring and evaluation of the training programme are among others identified responsibilities the government. The identified responsibilities of cooperate organizations in the partnership caught across donation of; training tools, equipment, funds, scholarships (sponsorship to fashion trade fairs, workshops and conferences) including provision of employment to graduates of the training programme among others. Similarly, community members have supportive responsibilities that cover; creation of awareness, identification of youths in need of the training including providing for them, provision of communal land and or /buildings, payment of their taxes and levies to the government and provision of local security.

The findings agree with NPE (2004) and Magida (2014) that the role of government in partnership training programme should include funding, performance of regulatory and supervisory functions. Ogwo and Oranu, (2006) added that government has responsibilities to provide social amenities and infrastructure. In the same vein, parents as responsible community members should assist youths, who have acquired tailoring skills to establish their own tailoring business enterprise on graduation (Nwaokaomah, 2010). Earlier,

Anyakoha (1992) posited that communities responsibilities in development projects should cover provision of; communal land and facilities at affordable prices, local experts to serve as resource persons, consultants and volunteers among others. The need for partnership in development training cannot be over emphasized. The German dual vocational education system that anchors on tripartite partnership of the government, the private sector and labour representatives is an acclaimed world success according to Magida (2014). The same could be the case of the NDE tailoring programme if all goes well with the proposed partnership framework when implemented.

Conclusion

Tripartite partnership framework between the government, cooperate organizations, and communities in training youths for employment in tailoring should be promoted along the study's identified roles to be played by the different partners. Based on the framework, the government should provide: policy direction, legal framework, funding and qualified personnel for the programme. It should equally create awareness and implement the programme among others. Cooperate organizations should complement the efforts of the government through; donation of funds and materials, provision of industrial training, resource persons, information and employment opportunities to graduates of the training programmes. Sponsorship of administrators and graduates of the programme to workshops and conferences is also among the roles cooperate organizations should perform. Communities where the training programme should be carried out should support; creation of awareness on the policy initiatives of the programme, provide community security outfit (vigilante) in the training centre and support trainees to start their own tailoring businesses on graduation among others.

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