

Employability Status of NABCO Trainees for the Job Market

Patrick Atiemo^{1*}, Daniel Quaynor², Priscilla Y. S Asante³

^{1,2}Dept. of Business Management, School of Business, University of Cape Coast, Ghana

³Dept. of Languages, Association Steredenn, Dinan, Bretagne, France

*Corresponding Author: padypats@gmail.com, Tel.: +233-249-3723-83

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Abstract - The aim of this study was to investigate the employability status of NABCO trainees after the first year in their preparedness to transition to the job market before their exiting in the third year. Primary data were collected from a sample of 399 trainees of the Nation Builders Corps program out of a population of 100,000 through an online questionnaire administration. Simple descriptive statistics such as the mean and percentage were used to analyze the data. The findings of the study showed that the first two main objectives of NABCO to ¹Provide temporary employment to unemployed graduates, ²Improve skills and employability for transition from the program to permanent employment has duly been positively attained and it's on course just after the first year of its launching. It is concluded that despite the achievement of the NABCO set objectives, the government in association with NABCO must find tangible ways to imbibe into trainees to be entrepreneurship oriented so not make them unemployable after the expiration of their contract in two years from now. It is therefore recommended that the government and NABCO Secretariat strategize adequately in preparation towards the exit of the current trainees.

Keywords- NABCO, Graduate, Unemployment, Education, Trainees, Entrepreneurship, Ghana

I. INTRODUCTION

It's one year since the induction of NABCO trainees in October 2018 into the various modules made up of varied sectors of the economy. The personnel are supposed to be getting ready, by way of acquisition of skills and experience to enable them employable in the job market as they will fit-in to the requirements of companies' job descriptions. There is, however, uncertainty about the level of their skills acquisition in readiness to this transition as claimed by the public. This study is thereby conducted to ascertain the skills level and experiences the NABCO personnel are acquiring in readiness for the transition, and the extent to which the introduction of NABCO has reduced the burden of unemployment on them.

Every year, thousands of graduates are churned out from the universities and other licensed tertiary institutions with the hope of finding jobs in a country where jobs are scanty. Ghanaian streets are however littered with graduate unemployed hawkers roaming about with their resume from one company to the other chasing after the non-existent jobs but with persistency and the hope of landing into one. The challenge is not only about tackling the already sizeable unemployed graduates, but also of absorbing the new entrants into the labor market. However, unemployment is a global challenge, but worse in developing countries of the world, with attendant social, economic, political, and psychological consequences. It contributes to low GDP and leads to increase in crime and violence, psychological effect, adverse effect on health and

political instability [1]. Underlying this situation is the fact that the training which tertiary students receive has not been fully successful in equipping them with desirable skills and competencies required for job creation and self-employment [1]. The problem is not only or primarily the lack of income; to a greater degree, the problem concerns the possibility to provide for oneself and their loved ones. Unlike what obtains in most developed countries; in Nigeria, there is no social security system in place to cater for the unemployed. This situation is no exception to Ghanaian unemployed graduates [3]. Thus, as the unemployed do not receive unemployment benefits from the government, most, if not all, are unable to fend for themselves. If that were the case, then "free money" would be the solution [4]. This clearly posits that, graduates deserve jobs after school so to remain significant in their homes especially when their parents expect "return on their investments" in sponsoring them through school. ILO in their 2016 publication of the definition of unemployed person perceives an unemployed person as one who is 15 years and above, and who is searching or looking for work, is available for work and is without work [5],[6]. Again, unemployment is one of the developmental problems currently facing all developing economies of the world and Ghana is no exception. It is perceived that unemployment from the measurement perspective opines that unemployment covers people who are: out of work, want a job, have actively sought work in the previous four weeks and are available to start work within the next fortnight; or out of work and have accepted a job that they are waiting to start in the next fortnight [7]. Over the years, there have

been major thoughts by various stakeholders in the country Ghana to find solutions to the seeming unemployment faced by the Ghanaian graduate [8]. Lots of government activities and plans have been put into action by the establishment of varied agencies and institutions and by extension with support from private companies to curb the graduate unemployment rate in the country.

More than 1.2 million persons in Ghana from 15 years and older are estimated to be unemployed, representing the total unemployment rate of 11.9%, **Error! Reference source not found..** The report furthermore indicated that, unemployment rate of population 15-35 years by educational attainment was 16.9%. With this, 13.0% represented people with tertiary educational attainment. It is for these reasons governments, past and present have initiated various employment projects with the aim of curbing the menace of unemployment which has bedeviled the nation for several years. It was therefore not surprising to learn from that unemployment has been characterized as a time bomb ticking away in the body politic of the west **Error! Reference source not found..**

II. OBJECTIVES OF THE STUDY

The main objectives of the study were to:

1. Ascertain the skills level and experiences NABCO trainees are acquiring in readiness for the transition.
2. The extent to which the Nation Builders Corps has reduced the burden of unemployment amongst trainee graduates.
3. To establish trainees exit plan in the utilization of their skills and experience acquired.

III. GOVERNMENT EMPLOYMENT AGENCIES

Youth Employment Agency

The YEA which was curved out of the youth employment act 2015 (Act 887) had with its objective to support the youth between the ages of 15 to 35 years through skills training and internship modules to transit from a situation of unemployment to that of employment. Its sole mandate was to train and provide Youth with requisite skills Facilitate and monitor employment of Youth in Ghana Develop Support and provide training services to the Youth. YEA in its annual publication cites that as at December, 2012, over Six Hundred Thousand, (600,000) beneficiaries were recruited by the YEA. Again YEA has for its mission to lead the coordination of employment opportunities and creation of jobs for the youth in Ghana and its vision as becoming an outstanding Public Sector Agency facilitating and creating sustainable employment opportunities for the youth nationwide.

With the objective, mission and vision of the agency, the target was mainly facilitating employment opportunities for the youth in Ghana. The various modules created under it that seek to categorize the targeted youth in Ghana for employment includes;

- **Youth in Agriculture and Afforestation** which seeks to create employment opportunities for the youth through agriculture and its related businesses in order to contribute towards the nation's food security while they earn a living.
- **The Youth in Sanitation and Coastal Assistants** module creates employment opportunities for the youth through maintenance of environmental cleanliness with special emphasis on our coastal belt.
- **Youth in Community Service and Security** module offers employment opportunities for the youth by augmenting the human resource capacity of Ghana's security services.
- **Youth in Community and Health Assistants** module seeks to create employment opportunities for the youth by adding up to the staff strength of the Ghana Health Service while assisting in basic health care delivery to hard-to reach communities.
- **Community Teaching Assistants** module seeks to create employment opportunity for the youth by adding up to the staff strength of Ghana Education Service in delivering pre basic and basic level teaching to communities with low teacher supply.
- **Youth in Trades and Vocation** module seeks to equip the youth with skill sets to make them employable for the labour market and enable them become self-employed.
- **Youth in Entrepreneurship** module has the objective to equip the youth with Entrepreneurial skills in order to create a new crop of small business owners
- **Youth in Apparel and Textiles** module is to train the youth in the art of textile and garment making to make them employable with garment manufacturing companies or to set up their own businesses.

Local Entrepreneur Skills Development & Educational Program

LESDEP commenced in 2010 as a Skills Center Project, emanated from public-private partnership under the patronage of relevant ministry of vocational training, skill development, empowerment, human resource and rural development that seek to facilitate the acquisition of technical and entrepreneurial skills among youth within the country.

LESDEP has its main target to serve youths who are uneducated and jobless in the country. It offers them variegated vocational training courses so as to propagate and develop their skills for a secure sustainable future.

National Entrepreneurship and Innovation Programme

NEIP launched in July 2017 is a flagship policy initiative of the government of Ghana with the primary objective of providing an integrated national support for start-ups and small businesses. NEIP primarily focuses on providing business development services; startup incubators and funding for young businesses to enable them grow and

become successful [10]. NEIP has the following modules under it;

- **NEIP Incubation & Acceleration Programme:** Provides subsidized workspace for Young Entrepreneurs which will be resourced with business development facilities, meeting rooms, conference rooms, shared office space and other related service.
- **NEIP Business Competition & Business Support Programme:** National Early-stage Business Competition through which candidates will be selected for admission into the Incubator Hubs and receive funding on set criteria.
- **NEIP Industrialisation Plan:** Setting up of Industrial Sub-contracting Exchange to link large industries in the supply chain process. These small Businesses and Start-ups will become the supply chain for goods and service to feed the large industries.
- **NEIP Fund:** This fund would be a privately managed fund but under the supervision and management of NEIP and the Ministry for Business Development. The capital under this fund would be raised through Government support, grants from International agencies and from the Private sector.

All the above government employment agencies have one thing in common which was/is to facilitate employment opportunities for the youth of Ghana. These agencies have been in existence and yet the unemployment situation in Ghana can still not be resolved.

IV. THE NATION BUILDERS CORPS (NABCO)

The NPP government then again after considerable thoughts introduced NABCO which is believed could alleviate the graduate unemployment rate in the country. NABCO been the latest agency under the government was introduced in Oct 2018 to address solely graduate unemployment which will also on the other hand resolve social vices in the country [11]. NABCO is set up purposely to address graduates who have completed the tertiary level and has fulfilled their national obligation of serving the nation (National Service) but are unemployed. Hundred thousand unemployed tertiary graduates was the target number the government had prepared to employ and post to various institutions on a 3 year contract basis. The **objectives** of the programme are to: ¹Provide temporary employment to unemployed graduates, ²Improve skills and employability for transition from the programme to permanent employment, ³Improve public service delivery, ⁴Improve on government revenue mobilization and ⁵To provide needed infrastructure to improve access to basic public services.

NABCO has among other things implemented strong achievable but realistic modules that its beneficiaries has the individual privilege to choose from to suit and satisfy their professional need in accordance to the course studied in school. The purpose of this is to give

unemployed graduates the opportunity to serve effectively and more importantly acquire the skills set and experience within the 3 years as required by companies, thus becoming more employable in the job market. Beneficiaries are expected to acquire some level of management skills, communication skills, team management skills, supervisory roles, etc. from the 3 year contract exposed to in the variegated modules one fits in. These **modules** include;

Educate Ghana: Graduate teachers in an “Educate Ghana” programme focuses on Science, Technology, Engineering and Mathematics (STEM). NABCO trainees on this module offer possible teachings in schools all across the nation. On the technology component of this module, trainees are required to apply their skills in areas such as: library and archival, non-formal education programmes, digital and mobile libraries programme. The Ministry of Education has thereby absorbed over 10,000 NABCO trainees to fill in the gaps in the teaching and non-teaching sectors.

Heal Ghana: Trained nurses and other healthcare workers in the “Heal Ghana” module provide healthcare delivery to deprived and rural communities across Ghana. Critical sectors such as emergency medicine and ambulance services as well as first aid are areas for the engagement of NABCO trainees. The Ghana Health Service and the Ministry of Health have this module under their jurisdiction and has since absorbed a number of the trainees into the various hospitals and other healthcare centres. NABCO trainees provide wide range of services in the hospitals all across the country as they also beef up the number of health professionals who were not enough to provide quality and adequate healthcare to patients who throng the hospital.

Feed Ghana: Agriculture is central to Ghana’s transformation agenda. Across the agricultural value-chain therefore NABCO trainees are be made valuable in the delivery of crucial services required for increased productivity. Trained Agricultural extension officers and other allied workers in the “Feed Ghana” programme provide extensive support to farmers. The Ministry of Food and Agriculture with the complement of the Ministry of Local Government and Rural Development are the lead enablers of this NABCO enrichment module. In addition to the private agribusiness component, this has shown a potential of absorbing over 20,000 trainees.

Revenue Ghana: There is no doubt that a lot of work is required in the revenue mobilization and collection in the country. Tertiary graduates in a “Revenue Ghana” module therefore provide the workforce to generate the requisite revenue for the development of Ghana. The GRA which has over the years have difficulty in addressing the challenges of revenue mobilization has also adopted the use of about 6000 personnel on the NABCO scheme who are trained and equipped adequately to scout for the

retrieval of revenue from companies who fail to file their tax returns.

Digitize Ghana: In a knowledge era, most nations have achieved greatness by the application of technology to ease business, improve efficiency, cut costs, improve earnings, and increase productivity. The ‘Digitize Ghana’ enrichment module is a cross-cutting module that provides a converging solution to most of the active and latent government programmes and initiatives. This module offers an opportunity for the delivery of a number of government flagship initiatives such as National Identification scheme, Digital Addresses for every location in Ghana, Archival and digitization at Registrar-Generals Department, Birth and Death Registry, Passport Application Centres etc.

Civic Ghana: This module is designed to provide some resource base at the District and Constituency level. Through this governance scheme, graduates are trained to assist within the constituency and district level, programmes that come under the purview of the development authority and the local authority. The aim is to bring government to the people in the most simplified and collaborative way.

Enterprise Ghana: Enterprise Ghana is the NABCO’s module designed to assist with the effort to industrialize all parts of the country. Current policy initiative is geared towards: ^{a)} a district industrial drive under the One District One Factory initiative; and ^{b)} the drive to stimulate existing industries. Under both initiatives, opportunities exist for the recruitment of graduates, by the private sector into both the existing factories and the new factories being built. Two areas offer immediate opportunities for the NABCO: ¹⁾ the Health and Safety regime of Ghana (Ghana Standards Authority in collaboration with the Factories Inspectorate Department); ²⁾ Export Promotion under the One District One Product campaign (Ghana Exports Promotion, Ghana EXIM Bank and Ministry of Business Development to train and engage ‘Made in Ghana Ambassadors’).

Criticisms of the NABCO Program

Since the onset of the NABCO Program in 2018, Government has come under the barrel of criticism from other political parties, individual citizens, Policy Think Tanks and even astute professionals in academia and other entrepreneurs. The fact of the matter been reduction of graduate unemployment irrespective of criticism from whatever sources may somehow deem unimportant in the eyes of the many graduates who have been living difficult lives after school due to ‘no job’ because they will at least get some allowance to depend on and in addition get some employment skills. Criticisms as cited on most media channels about the Nation Builders Corps program includes;

- Tamale North MP, Alhassan Suhuyini on the 7th of May, 2018 accused the NABCO Program as a means of vote buying for the NPP in the 2020 elections. The Tamale North MP added that the

government can put the money to better use instead of diverting about GH¢600 million monthly into the payment of NABCO beneficiaries.

- Vice President of IMANI Centre for Policy and Education, Kofi Bentil also criticized the government on the basis of comparisons between NABCO and other government employment bodies which were set up to tackle almost the same issue of unemployment the youths face in Ghana. He couldn’t understand why another program has been set and its relevance more especially when the previous agencies like GYEEDA, YEA, YESP, GEBSS, YCCES, LESDEP, YESDEC and the many others couldn’t in any way bridge the unemployment gap. He concludes that “just like other initiatives that have been set up by previous governments, the current programme is bad for the economy.... a year from now, we will come to analyze the successes or failure of NABCO”
- On the 7th of May 2018, a group calling itself Coalition of Unemployed Private Nurses accused the President of not fulfilling his promise giving them permanent jobs during the 2016 presidential and parliamentary campaign. They therefore oppose attempts by government to enroll its members into the Heal Ghana module of the NaBCO initiative with a monthly salary of GHS 700 through a demonstration they embarked. They claimed they fear once they are enrolled under the programme, the Ministry of Health will relent on its efforts to get them financial clearance to become permanent staff of the Ministry.
- To Atik Mohammed, NABCO is a deliberate attempt by the NPP to "build an election weapon so that, in 2020, there will be reference that we brought NABCO. It was meant to create jobs; meanwhile what you’re doing is not job creation . . . It’s a political weapon fashioned for the battles of 2020 and nothing beyond. And it’s so sad that we’re going to lose money. We’re going to burden our public purse in the process”.

Benefits of NABCO to Graduates

During every academic year, tertiary institutions open the door for students qualified to apply to study various programmes. Huge numbers of admission forms submitted by these potential students are later sieved until the requisite number that the institutions can accommodate are admitted to study. These students after going through the institutional system of education are later churned out in their huge numbers by the various tertiary institutions with qualifications including Certificates, Diploma, Degrees and Masters Degree.

According to a report by the National Accreditation Board on “composite statistical report on all categories of tertiary educational institutions in Ghana” for 2012/2013 academic year, a total number of 389,897 students were enrolled in

146 Tertiary Education Institutions as compared to the 2014/2015 academic year which had an enrollment of 396,264 students in 166 Tertiary Education Institutions representing a 2 percent increase in tertiary students enrollment **Error! Reference source not found.**

With this huge number of graduates produced yearly, it is no strange we find many graduates on the streets competing with the already previous graduates hunting for the limited jobs available in the nation. The ever expanding educational growth and the desperate desire on the part of youths to acquire university education irrespective of course and course contents add to the scourge of unemployment [13]. It is for this reason the unemployed graduate will defy all odds especially turning blind eyes to the criticisms posed out by people in politics and other places to acquire a job. The unemployed graduate is only interested in getting the opportunity to get employed and paid a ‘salary’ which is their prime aim irrespective of the amount but can keep them going economically, which is better than depending on one’s parents, if there is. The graduate unemployed furthermore benefits by getting exposure to all kinds of opportunities including work experience, networking, identifying and improving upon ones skills etc which will at the end propel him to be attractive in the professional working environment as promised by the NABCO program. Trainees of NABCO are therefore anticipated to participate in managerial roles, team leadership roles, field work experience and thus putting their theoretically acquired knowledge from school into practicability during these 3 years of engagement.

V. METHODOLOGY

The study was designed in a manner to investigate the employability status of NABCO trainees after the first year in their preparedness for the job market before their exiting in the 3rd year. The study therefore is to solicit from NABCO beneficiaries their training and skills development level and the experiences they are acquiring from the program. With the total population of 100,000 NABCO trainees, questionnaires were administered to a sampled size of 399 trainees using the:

$$n = \frac{N}{1+Ne^2} \dots\dots\dots \text{Error!}$$

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- n = sample size
- e = error margin at 0.05
- N=sample frame (Total accessible number of respondents)

Data was thereby solicited through questionnaire distribution to respondents of NABCO modules all across the regions of Ghana. The responses were summarized,

organized and descriptive-narrative method was adopted to analyze the responses. A quantitative approach which was used focuses on researches with a statistical and numeric analysis [15]. The study sought the views of trainees on their training and skills development capacity and also their satisfaction level as employees of NABCO after the first year of their engagement in the program as initiated by the government including their future exit plan in the utilization of the skills acquired.

VI. FINDINGS AND DISCUSSION

Table 1. Age Distribution

Age	Number (N)	Percent (%)
18 – 25	29	7%
26 – 30	234	59%
31 – 35	115	29%
36 – 40	17	4%
40 above	4	1%
Total	399	100%

Source: Field Data, 2019

From the table 1 above, majority of the NABCO trainees who participated in the research was between the younger ages of 26 – 30 which represents a 59 percent of the population sampled. Ages 31 – 35 and 18 – 25 years were 115 and 29 representing 29 percent and 7 percent respectively. This data informs that, the younger generations of Ghana are enthused to work and earn a living for their future and also to fulfil other personal and economic needs.

Table 2. Regional Representation

Region	Number (N)	Percent (%)
Greater Accra	115	29%
Northern	114	29%
Central	43	11%
Ashanti	34	9%
Western	33	8%
Eastern	22	6%
Brong Ahafo	15	4%
Upper East	11	3%
Volta	8	2%
Upper West	4	1%
Total	399	100%

Source: Field Data, 2019

NABCO Trainees who participated in the study are scattered all across the 16 regions of Ghana as shown in table 2 because the program employs 100,000 across the regions of Ghana. For the simplicity of this study, the researcher aggregated the newly created regions into the old regions to attain a total of the 10 regions for the purpose of this study. It is therefore obvious that, the Greater Accra and Northern Regions of Ghana had the highest representation with 115 and 114 respondents representing 29 percent for each. Central Region, Ashanti Region and Western region followed suite with 43, 34 and

33 respondents representing 11 percent, 9 percent and 8 percent respectively.

Table 3. Academic Qualification and Graduation Years
Source; Field Data, 2019

Qualification		
	Number (N)	Percent (%)
Higher National Diploma	185	46%
Undergraduate	141	35%
Diploma	41	10%
Certificate	29	7%
Masters Degree	3	1%
Year of Graduation		
2016 – 2019	216	54%
2011 – 2015	170	43%
2005 – 2010	13	3%
Total	399	100%

From table 3 above, the study uncovered that, NABCO trainees graduated with varied qualifications including Masters Degree, Undergraduate, Certificate, Diploma and Higher National Diploma (HND). Out of the 399 respondents, 185 were holders of the HND qualification representing a 46 percent. Undergraduate and Diploma holders totaled 141 and 41 representing 35 and 10 percent respectively whilst the least participants were Masters Degree holders with a representation of 1 percent. Most of the sampled trainee respondents from table 3 graduated between the year 2016 and 2019 with a total number of 216 representing a 54 percent whilst the remaining graduated in 2011-2015 and 2005-2010 with a number of 170 and 13 representing 43 percent and 3 percent respectively. Trainees who graduated within last 4 years were more involving in the Nations Builders Corps program as perhaps they may have been idle at home for a long time since graduation. NABCO has therefore come to alleviate their plight of unemployment.

Table 4. Nabco Module Distribution

Module	Number (N)	Percent (%)
Revenue Ghana	108	27%
Educate Ghana	101	25%
Digitise Ghana	67	17%
Civic Ghana	56	14%
Civic Ghana	56	14%
Enterprise Ghana	28	7%
Feed Ghana	23	6%
Heal Ghana	16	4%
Total	399	100%

Source: Field Data, 2019

From the analysis in table 4, the study recorded the participation of NABCO trainees under all the 7 modules of the Nation Builder's Corps program. The highest number of respondents was the Revenue Ghana module with 27 percent whilst Educate Ghana and Digitize Ghana recorded 25 percent and 17 percent respectively. The

lowest participants of the study were the Heal Ghana module with only 16 participants representing a 4 percent of the sample size.

Table 5. Trainees Skills Acquisition and Employment
Certainty

Practical Skill Level Acquired		
	Response (N)	Percentage (%)
High	195	49%
Moderate	112	28%
Very High	75	19%
Low	10	3%
Very Low	4	1%
Employability Certainty		
Very Certain	133	33%
Certain	114	29%
Normal	125	31%
Uncertain	21	5%
Very Uncertain	6	2%
Total	399	100%

Source: Field Data, 2019

Skills acquisition and its practical usage question in table 5 by the NABCO trainees recorded positive response rate. 49 percent of the participants rated a 'High' level of their skills acquisition in readiness for the job market (employment) in just the first year of their engagement. 112 and 75 participants of the study rated their skills acquisition as "Moderate and Very High" representing 28 percent and 19 percent respectively. Only a handful of 10 and 4 participants representing a percentage of 3 and 1 respectively rated their skills acquisition as "Low and Very Low" in the first year out of the three year contract with the Nation Builders Corps Program which started in October 2018.

Table 5 again shows emphasis on the fact that, due to the skills and experience the trainees have currently acquired and will acquire before their exit, 33 percent of the trainees rated as "Very Certain" their employability certainty in the job market (employment) after NABCO. 31 percent and 29 percent rated their employability certainty as 'Normal and Certain' respectively. Only a few of 5 and 2 percent rated their employability certainty in reference to their skills acquisition as "Uncertain and Very Uncertain".

From this, it clearly tells that the NABCO program has had a high impact of fulfilling its second objective of "Improve skills and employability for transition from the programme to permanent employment". Beneficiaries of the NABCO program have high hopes in their employability status as they will transition in the next two years when they exit the program in 2022.

Table 6. Lessening Of Graduate Unemployment

Extent to which the NABCO program has reduced your burden of unemployment?		
	Response (N)	Percent (%)
Very Much	180	45%
Much	128	32%
Normal	81	20%

Not at All	10	3%
Total	399	100%

Source: Field Data, 2019

Trainees who have completed Tertiary Education Institution and have been unemployed for some time when asked if the NABCO Program has alleviated their burden of unemployment, 180 participants representing 45% rated the question as "Very Much". The score for "Much and Normal" on the same question had a representation of 32 and 20 percent respectively. The least participants representing 3 percent of the sample size didn't see any effect of the NABCO program in lessening their unemployment burden after completion from school as shown in table 6.

OVERALL SATISFACTION OF THE NABCO PROGRAM

Table 7. Mean scores of the respondents to the items measuring their overall satisfaction of the NABCO Program.
Scale (Mean): Least in Agreement 0-1.9, Moderate= 2-2.9, 3-5=Highest in Agreement

	Mean Score	Least in Agreement	Moderate	Highest in Agreement
I receive enough practical training/skills development	3.87	9%	17%	74%
There are cordial relations with supervisors/line managers.	4.21	5%	12%	83%
Consistent payment of allowances.	2.83	41%	27%	32%
Conducive working environment.	3.73	12%	25%	63%
Conducive office/department space	3.54	18%	26%	56%
I WILL acquire enough practical skills and experience to make me competitive for the job market after the NABCO training.	4.15	7%	12%	81%
Overall Mean	3.73			

Source: Field Data, 2019

Table 8. Sector Employment Expectation

Employment Sector	Number (N)	Percent (%)
Public	339	85%
Private	22	6%
NGOs	13	3%
Entrepreneurship	25	6%
Total	399	100%

Source: Field Data, 2019

When respondents were asked about where they intend to utilize the skills and experience they will acquire after the 3 year period, thus when they exit the program, it was astonishing to note that a whopping 85 percent of the sampled population for the study indicated their hope to be employed into the public sector as 6 percent will be aiming to be employed into the private and entrepreneurship sectors respectively. The remaining 3 percent of the

The findings from table 7 below indicate that NABCO trainees who have been engaged by the Nation Builders Corps program for this first year were highest in agreement with being satisfied with the program they are currently benefiting from. The mean score after aggregating all the items measuring their satisfaction with the program scored a highest value of $\bar{x}=3.7256$. The analysis found that, out of all the items used as indicated in the table 7, high number of 41 percent of trainees (respondents) expressed "Least in Agreement" when they were asked about the consistency payment of their allowance. NABCO trainees also have very high confidence in the program as the skills they will acquire between now and the next two years will be phenomenon enough to make them competitive and employable for the job market as 81 percent were "Highest in Agreement".

respondents indicated their intent to join NGO's as shown in Table 8.

VII. CONCLUSIONS AND RECOMMENDATIONS

This study was conducted to ascertain the relevance of the NABCO program to graduates and objectively if the program is indeed offering enough training and skills to trainees so to make them employable in the market after a 3 year skills and experience development. However, the data collected and analyzed proved that, the first objective of the study which was "ascertain the skills level and experiences NABCO trainees are acquiring in readiness for the transition" was truly achieved by the Nation Builders Corps program. It appears that trainees in all the various modules were benefitting from the program and will certainly become more employable competitively in the country's job market after their exit.

Again, the study found out that, the Nation Builders Corps program has had an immense influence on reducing the burden of unemployment amongst graduates. Trainees who have stayed home unemployed since 2010 could sigh a relief as they can now go to work and put their knowledge into perfect use to become employable as is the objective of NABCO. For the vast majority of respondents to attest to the fact that, the program has helped them by gaining employment is therefore a great initiative by the government by employing 100,000 unemployed graduates. Finally, trainees after their exit will have the duty to seek for employment again in the job market and might end up being “unemployed graduates” again. This is obvious as the data analyzed indicated that, high numbers of the NABCO beneficiaries are hoping to be absorbed (employed) into the public sector. This will not go down well as obviously, the public sector cannot offer them employment.

The Nation Builders Corps is therefore a wholesome program that has indeed alleviated partly the burden of graduate unemployment in Ghana. It is highly recommended that governments ahead irrespective of whichever political party will retain and sustain the program. This will go a long way to offer adequate skills and training to freshmen and women from tertiary institutions that require experience to fit in to the job market.

The program is highly a beneficial one to the graduate unemployed and so it shouldn't be politicized. Politicians, social commentators, professional in academia and entrepreneurs shouldn't downplay it as they have done so after its launching. NABCO should strictly be headed by a professional and not a politician.

Again, the Government of Ghana in collaboration with the NABCO secretariat should find a way of preparing current trainees to be more of entrepreneurship focused and not to be hoping for public sector employment. If this isn't checked in its earnest, we are likely to find an “Unemployable NABCO Trainees” after the 3 year contract. It may actually seem like a “merry-go-round program” where a badge of old 100,000 trainees exit to become unemployable again and a badge of new 100,000 trainees enroll into the program.

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AUTHORS' PROFILE

ATIEMO, Patrick is a lecturer in Marketing and Business Administration, Health Management College, Ghana. His areas of research interests include Customer Relationship Management, Customer Satisfaction, Social Issues and Education among others.

QUAYNOR, Daniel is a consultant in Small and Medium Business development in Ghana. His research areas include Education, Social Economic issues, Small and Medium Business Development, Sustainable Design and Development among others.

ASANTE, Yaa Serwaa Priscilla is a current student studying Languages at Association Steredenn, Dinan, Bretagne, France. Her areas of research interests include Languages, Economic development and Social Issues including Health.