

1 Professional Training in The Formal Sector & The Job Market

2 Dr. (Mrs.) Asodike¹ and Prof. (Mrs.) Ebong²

3 ¹ University of Port Harcourt

4 Received: 14 December 2011 Accepted: 4 January 2012 Published: 15 January 2012

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6 **Abstract**

7 The paper investigates the effectiveness of organisational training for the job market. It seeks
8 to find how training influences where and when people work :in terms of type, scale,
9 geographical spread of the business; the skills required for the purpose of training significance
10 and dependence; access and analyse how professional training is planned and organised for the
11 benefit and demands of the organisation ; how training relates business aims as influenced by
12 appraisals, career development, recruitment, information dissemination, connection with
13 experts, use and development of resources, and skills. These form the bases for the six
14 research questions. The paper delimits professional training to the training that takes place in
15 the tertiary institutions in Nigeria and the job market includes all sectors of the Nigerian
16 economy that can offer employment. Literature is reviewed based on Bloom? s theory and the
17 Kirkpatrick model. Using the descriptive survey design, the study explores how professional
18 training in the formal sector influences the job market.

19

20 **Index terms**— Professional training, Formal sector, Job market.

21 **1 I. Introduction**

22 economic parity makes it necessary that employers of labour, faced with the challenges of maximizing scarce
23 resources, seek to engage the most employable labour(resources) for increased productivity. There is a
24 strong connection between education and the job market. It is through the process of education that the
25 employed workers and prospective workers(students) acquire information and skills crucial in securing comfortable
26 employment Education is universally acknowledged as a veritable tool for socioeconomic development, an
27 investment geared at producing manpower beneficial to the labour market It has been the vision of policy
28 makers in all countries of the world to have a world of educated people in learning and skilled knowledge which
29 can boost the economy of the nation.

30 The United Nations Development Programme has highlighted five human resource development energizers
31 as education, health and nutrition, the environment, employment, political and economic freedom (Hallack,
32 1990). Education is basic among the five because it links all together. It creates awareness for the improvement
33 of health and nutrition, for maintaining high hygienic environment, for expanding and improving the labour
34 sector and for sustenance in political and economic matters. It gives rise to profession. A profession arises
35 when any trade of occupation transforms itself through the development of formal qualifications based upon
36 education, apprenticeship, and examinations, the emergence of regulatory bodies with powers to admit and
37 discipline members, and some degree of monopoly rights. (<http://en.wikipedia.org/wiki/Training>).

38 It involves teaching and learning for the general good of the individual and the society and for provision of
39 skills to improve our living. One of the outcomes of teaching and learning is training which (Wikipedia 2011)
40 refers to as: the acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or
41 practical skills and knowledge that relate to specific useful competencies. It forms the core of apprenticeships and
42 provides the backbone of content at institutes of technology (also known as technical colleges or polytechnics).
43 In addition to the basic training required for a trade, occupation or profession, observers of the labour-market
44 recognize as of 2008 the need to continue training beyond initial qualifications: to maintain, upgrade and update

2 III. TERTIARY EDUCATION IN NIGERIA

45 skills throughout working life. People within many professions and occupations may refer to this sort of training
46 as professional development.

47 (<http://en.wikipedia.org/wiki/Training>).

48 is essential for any organisation because it helps to improve quality, customer satisfaction, productivity, morale,
49 management succession, business development and productivity. Professional training in a formal sector is
50 training which takes place in institutions of learning.

51 The job or labour market is all about the development of human capital. The skills one learns in the formal
52 sector (the school) is put into practice in the labour/job market. Empirical investigation into relationships
53 between education, occupations and earnings from employment since the 1960s have revealed that employers
54 recruit new entrants into occupational structure using level and type of education and formally minimum
55 educational entry requirements are set for each occupation(Hinchliffe in Psacharopoulos, 1987). This is in
56 conformity with the theory of the labour market which Hinchliffe in Psacharopoulos (1987) points out, 'is based
57 on the marginal productivity theory of demand, reflecting the profit-maximizing behaviour of employers, a supply
58 theory based on utility maximization of workers, and the notion of competitive equilibrium. . . . The human
59 capital theory points out that the labour market is capable of continually absorbing workers with ever higher
60 levels of education provided that educationspecific earnings are flexible downwards and the labour market is a
61 single continuous one '(p.142) Teaching and learning are training processes for equipping the individuals to meet
62 their desired goals in life. Schooling at different levels, primary, secondary, and tertiary, bring this vision to
63 actualisation. The structure of the school system transforms the individual from a formal learning environment,
64 which is the classroom/laboratories, to the job market. The school is mainly to develop the human capital. One
65 keeps learning even in the job market.

66 Bloom's theory, taxonomy of learning domains, which started developing since 1948, in 1956 provided the
67 basis for planning and designing training courses, lesson plans and learning materials which served as template
68 for evaluating teaching, learning, training and development. The taxonomy consists of the cognitive, affective,
69 psychomotor domains which demonstrate that teaching should be focused on mastery of subject and promotion
70 of higher forms of thinking, instead of facttransfer and information recall which is the lowest level of training.

71 2 III. Tertiary Education in Nigeria

72 In Nigeria most of the professional training is done in tertiary institutions. Tertiary education is the bedrock
73 of national development. The government of Nigeria, after independence from British rule in 1960, was explicit
74 about her objective to produce high-level man-power for modernising the economy (Taiwo, 1980). This led
75 to the establishment of more specialised institutions -universities, colleges of education, colleges of agriculture,
76 polytechnics and innovation enterprises institutes. The development of tertiary education in Nigeria started in
77 1948 with the founding of the University College, Ibadan, affiliated to the University of London. The College
78 became the University of Ibadan in 1962 awarding her own degree in such programmes as agriculture, arts,
79 education, social sciences and medicine. After this, the flood gate was opened for first generation universities
80 ??1960) ??1961) ??1962) ??1963) ??1964) ??1965) ??1966) ??1967) ??1968) ??1969) ??1970) ??1971) ??1972)
81 ??1973) ??1974) The students in the different faculties, after graduation (with a Bachelor's Degree) are qualified
82 to be admitted into their respective council of registered professions such as engineering, medicine, nursing,
83 teaching, accounting, law, etc These are what obtain in the tertiary institutions in the six geopolitical zones of
84 Nigeria each year .

85 The goals of tertiary education as stipulated in the National Policy on Education (FRN 2004, p.36) include.

86 - The tertiary educational institutions shall pursue these goals through.

87 -Teaching .

88 -Research and Development .

89 -Virile staff development programme .

90 -Generation and dissemination of knowledge . Education in Nigeria, using the stated goals and approaches,
91 has generated desirable changes over the years. One of such changes is the new consciousness that was not known
92 in Nigeria before (Mkpa, 2010). This consciousness is seen in the efforts made by citizens to acquire knowledge
93 and skills by which literacy level has risen and increasing number of citizens are functionally engaged in the
94 job market as teachers, lawyers, administrators and accountants in departments and commercial organizations,
95 engineers, technicians, health workers, journalists and clerical officers, etc. All these have consequences for the
96 economy and the society. This consciousness has led to the investigation on how professional training in the
97 formal sector affects the job market.

98 The final year students look forward to engaging in a gainful employment after graduation. Each year the
99 universities send out approximately 3000 to 4000 graduates with bachelors degrees and diplomas and about
100 1000-2000 post graduates (Masters and Ph.D) into the job market as shown in convocation brochures of the
101 different institutions. They undergo a one year national service after which they apply for work in their area of
102 specialization. The job market could be the public sector government owned organisations; private sector (oil
103 companies, industrial/commercial/service companies) or self employment.

104 As reported by Chechi (2008), in their study, Murnane, Willet and Levy (1995) divided the general contribution
105 of education to earnings using information on specific subjects taken during college, finding a substantial
106 increase in the return on mathematics scores. Murnane, Braatz and Duhaldeborde (2001) included among

107 the determinants of wages academic ability, the speed of problem solving and self-esteem, finding a positive
108 contribution from all three measures. Green and Riddle (2003) in Chechi (2008), proposed a model in which
109 earnings depended on cognitive and non-cognitive skills, which in turn are produced by education, experience
110 and family background.

111 In Nigeria, earnings depend on where one is employed. There is an approved salary scale for those who work
112 in the government sector which lower than earnings offered in the private sectors. The earning profile in Nigeria
113 follows more of the proposed model of Green and Riddle ??2003). Progress at work, promotions, fringe benefits,
114 retirement and other requirements are according to institutional policies. Young (1999) reporting the study
115 carried out using the graduates of North West University, Manchester on graduates' experiences and perceptions
116 of the labour market found out that graduates felt prepared for work when they had had experience of work prior
117 to graduation, achieved through employment before entering Higher Education, part-time employment during
118 studies or work experience placements. Also graduates from all disciplines expressed the view that the provision
119 of work experience and opportunities to bridge the between theory and practice within the curriculum were the
120 key to students' enterprise skill development.

121 **3 IV. Objectives of The Study**

122 The purpose of the study was to find out the extent.

123 **4 V. Research Questions**

124 **5 Year**

125 The basic reason why people send their children and wards to school is to make sure they get into jobs to bring
126 income for livelihood after school and thus school is institutionally for the young while the world of work is for
127 the adult (Ebong, 2006). The demands of the job market make it pertinent the products of tertiary education
128 be well equipped for the world of work. University education builds the would-be employees/workers into people
129 who are prepared diplomatically to face the challenges found in the job market. The education received trains
130 workers to ask questions and seek solutions to problems thus sharpening their intellects and bringing out the
131 hidden talents in them.

132 **6 To what extent do training programmes determine**

133 career development and appraisal system adopted? 6. To what extent do trainees' exposures to experts' skills
134 determine development of resources and skills?

135 **7 VI. Methodology**

136 The study used the descriptive survey design relating professional training in tertiary institutions (the formal
137 sector) with the job market. Six research questions were raised to find out how training determines where and
138 when people work; skill requirements for a job determine training decision and dependence;

139 the benefits and demands of an organisation determine access and planning professional training; training
140 programmes determine recruitment and information dissemination; training programmes determine career
141 development and appraisal system adopted; trainees' exposures to experts' skills determine development of
142 resources and skills. The paper delimits professional training to the training which takes place in the tertiary
143 institutions in Nigeria and the job market includes all sectors of the Nigerian economy that can offer employment.

144 The population was the tertiary institution in Nigeria spreading through the six geopolitical zones -North-
145 East, North-West, North-Central, South-West, South-East, South-South. There are presently 275 documented
146 tertiary institutions (See table 1). This study used purposive sampling in the strata of area of specialisation,
147 since graduates from the tertiary institutions are free to work in all parts of the federation. They are mainly
148 concentrated in metropolitan areas and big cities. The South-South Zone of Nigeria made up of Akwa Ibom,
149 Bayelsa, Cross River and Rivers States was taken as the area of study. The sample size of 2,500 workers drawn
150 from the ministries, hospitals, oil/service companies and commercial institutions and private establishments were
151 drawn from the state capitals of these States. They responded to a 35-item in a moderated 4-point Likert Scale
152 questionnaire. Cronbach Alpha Coefficient estimate was used to determine the reliability of the instrument. The
153 alpha coefficient index of 0.70 obtained was considered adequate to rely on. Simple statistics of percentage,
154 mean and ranking were used for analysis. Response on items given to the sampled groups to gather data on the
155 influence of professional training in the formal sector and the job market are shown in the moderated 4-Point
156 Likert Scale options of Very High Extent (VHE), High Extent(HE), Moderate Extent(ME). Low(Extent). 2400
157 copies of questionnaire were returned out of 2500. The percentage loss was too small to affect the overall results.
158 They are as follows:

159 8 VII. Results

160 9 E

161 10 Year

162 Table 2 revealed that posting by their employers, to a very high extent (88.5%), determined where they work
163 people are likely to be employed into jobs related to their area of specialization. This ranked 1st with mean score
164 of 3.89. Respondents also agreed, to a high extent (52.7%) that personal choice of residence affects work choice
165 (mean score of 3.25 ranking 3rd). So also was the fact that the Masters' degree was better for a starter in the job
166 market with 81.8% agreeing to a high extent. Many people agree sometimes the work they do is not related to
167 their area of training. Definitely people prefer the comfort of having their place of work close to where they live
168 (mean score of 3.21). Additional degree of diploma is better qualification into the job market also has the same
169 strength in agreement. However, the terminal degree of a Ph. D is not necessary for entry into the job market as
170 indicated by it ranking last as and having the lowest mean score (1.18 ranking 9th) and low extent of 81.8%. The
171 response to the point that professional certificate is important for the job market to a very high extent (78.3%),
172 ranked 4th with mean of 3.78 on the response scale. Also skill acquisition gives more confidence at work came
173 2nd with mean of 3.92 and very high extent (82.4%). Training should be on going after employment ranked 1st
174 with mean of 4.00 and very high extent of 100%. The item, participation in industrial training is necessary for
175 employment had ranked 5th, with mean score 3.02 and high extent of 71.9%.

176 11 VIII. Discussion

177 People are likely to be employed into jobs related to their area of specialization.

178 Definitely, employees prefer the comfort of having their place of work close to where they live. Many also
179 agreed that personal choice of residence affects work choice. Many people agree sometimes the work they do is
180 not related to their area of training. Additional degree of diploma is better qualification into the job market.
181 Ebong (2006) observed that the better educated, that is, those with additional qualification to the first degree,
182 start with higher salaries because of the social convention in employment policies. However the terminal degree
183 of a Ph. D is not necessary for entry into the job market as indicated by it ranking last and having the lowest
184 mean score. These findings are indicators to employers of labour in the job market.

185 People take up employment in their area of specialisation where they can confidently make use of their cognitive,
186 affective and psychomotor skills which Bloom pointed out in his taxonomy. They apply or take up employment
187 where they can maximize their profit in earning. They pay less for transporting themselves to work and also save
188 time and energy. Some graduates take up jobs not related to their area of specialisation as a last resort to avoid
189 the stress of unemployment. These group of employees have to benefit from on-the-job training programmes of
190 the organisation to improve their skills. A Ph. D holder is not a beginner in the job market. The experience of
191 this category of employee is that of a trainer.

192 Training should be on going after employment A professional certificate is important for job market. Also
193 skill acquisition gives more confidence at work This is in conformity with the Neoclassic labour market theory as
194 Hinchcliffe comments in Psacharopoulos (1987). This is also the reason why the demand for tertiary education
195 in Nigeria keeps increasing.

196 The possession of ICT knowledge to cope with changing technologies of the world and that training was
197 necessary for the progress of the organization. as determinants of access and planning of professional training.

198 Information and Communication Technology(ICT) is important for dissemination and consumption of
199 information as the world becomes virtual. Hard work was not regarded as a likely determinant of access and
200 planning of professional training because it is not a direct indicator of need for improvement in the organization.

201 People are of the opinion recruitment should be done at the end of session, while some agreed it should take
202 place at anytime of the year. Many people answer to advertisement only in the areas of training. Applicants react
203 faster to advertisement on the web more than on the radio and the dailies. Information on the web is taken as
204 being more authentic, easy and quick to assess and respond to. These are advantages over the radio and adverts
205 in the dailies.

206 Internal appraisals being formative and spelling out training needs of young staff. This exercise can go a
207 long way to make the new entrants into the job market gain confidence a s internal appraisals are generally
208 taken to be formative. Training programmes determine career development and appraisal systems adopted. It
209 is an ingredient for productivity Long years of appraisal period impedes training. Internal appraisal was a likely
210 determinant for career development. This strategy slows down the progress of employees. Some people may be
211 forgotten in the system. There is wastage because some of them may retire without having a chance for any form
212 of training for improvement in their performance. Training programmes should be according to years of service.

213 Professional training is necessary for recruitment into the job market.

214 Short courses for expert's skills training programmes are necessary in the organization as well as the option
215 that leadership training in ones profession is necessary for development of resources and skills.

216 12 IX. Conclusion/Recommendations

217 Learning experiences in the classrooms are divorced from real world experiences and overloaded with abstract
218 contents. The study has shown that professional training, in the opinion of those who have undergone tertiary
219 education, have considerable influence in the job market. Many graduates face high unemployment and difficulties
220 in getting established in the job market because some programmes offered in the institutions do not have direct
221 relevance in the job market. Educational planners and policy makers should include courses with requisite skills
222 needed in today's economic set up. In the formal sector, linking educational policies with industrialization and
223 employment policies through education in entrepreneurship development would foster attitudes and value among
224 students. On-the-job training should be a continuous process by suppliers and organisers of the job market to
boost productivity and keep the workers abreast with the changing economic world. ^{1 2 3}



Figure 1:

1

, second generation

Figure 2: Table 1 :

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³. Trainees' exposures to experts' skills determine development of resources and skills.

12 IX. CONCLUSION/RECOMMENDATIONS

1b

Area of Training	Number
Agriculture	82
Business/Admin Studies	78
Dentistry	59
Engineering	110
History/Diplomatic Studies	42
Languages	167
Mass Communication	154
Math/Statistics/Computer Science	145
Ophthomology	35
Psychology	153
Sociology	148
Theatre Arts	119
Accounting	151
Creative arts	42
Education	201
Geography&Environmental Studies	143
Health	45
Law	136
Management	127
Medicine	66
Pharmacy	46
Political science	96
Surgery	55
TOTAL	2,400

Figure 3: Table 1b :

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S/N	Items
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Figure 4: Table 2 :

3

S/N	Items
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Figure 5: Table 3 :

4

Professional Training.

Figure 6: Table 4 :

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2012
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Volume XII Issue X Version I
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Global Journal of Human Social Science

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Figure 7: Table 4

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S/N Items

[Note: EYear]

Figure 8: Table 5 :

6

S/N Items

[Note: X]

Figure 9: Table 6 :

7

S/N Items

[Note: EYear]

Figure 10: Table 7 :

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Figure 11: Table 7

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