

Re-Examination of Effectiveness of Oyes On Youth Unemployment and Poverty Reduction in Osun State, Nigeria

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Abstract: The study examined the Effectiveness and implementation of Osun Youth Empowerment Scheme (OYES) on Youth Unemployment and Poverty Reduction in the Osun State. This scheme was introduced in order to tackle the level of unemployment and poverty reduction in the Osun State as well as Nigeria has been going on for a long time. The past administration has made several attempts to address the problem of poverty which have often been focused on rural communities given the fact that majority of Nigerians reside in the rural areas. This paper discusses the concepts of Osun Youth Empowerment Scheme, Unemployment, Poverty, and Youth Empowerment in Nigeria with the objective to examine the Effectiveness of OYES on Youth Unemployment and Poverty Reduction in the Osun State. Behavioural and normative models are the theoretical framework adopted and preferred for the purpose of this study. The normative approach therefore provides a viable alternative to the behavioural model and is particularly relevant and preferred because it is future oriented and directed at providing solution to societal problems. The paper made some suggestions towards effectiveness of Youth Empowerment as a means of reducing the level of poverty and unemployment in the country, if it cannot be totally eradicated. The study concluded that the Osun State Youth Empowerment Scheme (OYES) was successful as it impacted positively on youth empowerment and reduced unemployment in Osun State.

Keywords: Youth Empowerment; Osun State Youth Empowerment Scheme (OYES); Poverty; Unemployment

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I. INTRODUCTION

Sufficient truth exists in the aphorism that a large number of Nigerians are persistently trapped in chronic, long-term unemployment and poverty transmitted from generation to generation. A 2004 survey by the Nigerian Bureau of Statistics (NBS) puts the estimated percentage of Nigerians living in poverty at 54%, while 22% were living in abject poverty (NBS, 2005). Despite the 7.8% marginal annual economic growth rate captured in 2010, the poverty profile of Nigeria has not improved (NBS, 2013). As at October 2012, the Nigerian Bureau of Statistics puts Nigeria's poverty rate at 69% meaning that over two-thirds of Nigerians are still living in extreme poverty (NBS, 2013). This decline in the welfare status of Nigerians despite a fair economic growth experienced by Nigeria GDP especially in the non-oil sector points to the fact that protection and coordination platforms are essential in order to realize predictable and timely benefits. This is because the oil sector and others like telecommunication, finance and insurance have adversely affected employment and motivation in the traditional sectors (Olaiya, 2016). Consequently, this leads to a growing level of urban poverty and the pauperization of the other sectors. This analysis shows that growth experience in the past decade has neither produced any improvement in job provisions nor reduction in the level of poverty and income inequality.

Job and wealth creation are the antidote to poverty. An empowered youth is a fortified youth. The youth so empowered and given new orientation and skill is liberated from the shackles of extreme poverty. He is exposed to regular training in various vocational skills and re-orientation in various values such as industry, perseverance and virtuous comportment. In all intent and purposes, the Osun Youth Empowerment Scheme (OYES) aims at creating a bridge to unemployment by equipping as many young men and women with positive work ethics and culture, self-sustenance, resourcefulness and respect for the environment. The design is to develop youth with character and competence infusing in them honour and integrity in life, civic responsibility, correct life attitudes, self-confidence, improved skills, handwork, probity, discipline, leadership and loyalty. As part of the exit strategy, the youth are armed with new skills, entrepreneurship training and mentoring to prepare them for gainful exit from the scheme. The exit programme as it were, would create a healthy flow into the state and national economies while at the same time creating opportunity for another batch of 20,000 volunteers to enter the scheme.

Youth empowerment programmes feature on the international agenda and have international bodies and donor agencies investing resources and money into encouraging youth empowerment initiative particularly in the developing world. Youth empowerment has therefore been identified by International agencies like the World Bank, the DFID, and USAID among others, as a veritable tool towards the provision of comprehensive support for low-income youths.

At the Federal level in Nigeria, youth empowerment initiative is tagged Youth Employment and Social Support Operation (YESSO). In the YESSO, 20 states across the six geo-political zones are participating in the operation namely: Osun, Niger, Kwara, Cross River, Bauchi, Ekiti, Oyo and Kano (First phase beneficiaries). Other states in the second phase are Kogi, Abia, Adamawa, Borno, Ondo, Enugu, Gombe, Kaduna, Katsina, Imo, Yobe and Ogun States (Duru & Ogbonnaya, 2012).

The states in the first/pilot phase of YESSO operation already have on-going versions of the YESSO. In fact, they have already demonstrated pro-activeness on these programmes. Osun like some of the leading states in the implementation of YESSO tagged its initiative OYES and has demonstrated a robust capacity to implement social protection scheme as evidenced by more than four years of operation. Osun Youth Empowerment Scheme (OYES) is a social-economic intervention arrangement intended to address the problem associated with social exclusion -predisposition factors such as extreme poverty and vulnerability, physical challenges, family dislocation, and adolescents' trauma occasioned by intolerable social and economic policies.

These factors, which are characterized by diminished self-esteem, frustration, social exclusion, and life of crime, have been responsible for the restiveness of the Youth, who constitute 60% of the population of which 40% of them are unemployed, idle and abandoned. OYES aims at creating a bridge to employment by equipping as many young men and women with positive work ethics and culture, self-sustenance, resourcefulness and respect for the environment. Usually, stipends paid to beneficiaries are set below the market wage to ensure that the labour market is not distorted and also that only those who cannot find any other employment apply for the programme (OYES Bulletin, 2013).

STATEMENT OF THE PROBLEM

Osun Youth Empowerment Scheme (OYES) is aimed at addressing the endemic incidence of joblessness, as well as providing laudable solution to the challenge of unemployment among the youth in Nigeria. The ever-growing army of jobless youth with the attendant frustration and desperation is posing a major threat to development in the country. Youth that are untrained and alienated become agents of anti-social activities such as armed robbery, political thuggery, communal crisis (conflicts), terrorism, insurgency, prostitution, internet fraud, ritual killing, kidnapping, vandalization of oil pipelines and other public utilities, drug and human trafficking, syndicates impersonation, document racketeering, among other vices.

Youth living in the rural areas are particularly more disadvantaged than their peers in the urban settings. The predicaments of these unemployed youths call for special attention by all stakeholders. This development informed the decision of the Governor of Osun to include "banishing unemployment" as one of the items of the Six-Point Integral Action Plan (Blue print). Towards this end, the OYES Scheme took off within the first 100 days of the Aregbesola administration, precisely in February 2011. 250,000 unemployed youth across the State applied for placement in the scheme. After thorough screening, 20,000 of them were recruited, trained and absorbed into the scheme. This figure covers the 30 Local Government Areas and the Ife East Area Office in Modakeke, Ile-Ife in the State. OYES is a revolving volunteer scheme, which lasts for two years for each batch. The 2011-2012 teams left in February, 2013 and another batch of 2013-2015 has just exited the scheme (OYES Bulletin, 2013).

The youths engaged through OYES are distributed to Public Works Brigades, Sanitation Czars, Green Gangs, Osun Sheriffs, Osun Paramedics, Traffic Managers and Relief Teachers. By and large, OYES is not a destination but a halfway house for graduates and school leavers to acquire practical skills and real life experience before securing permanent jobs or full empowerment. At the global level, the World Bank and other International agencies concerned with social protection and welfare of the down trodden like DFID, ADB, EU, UNDP, USAID among others have championed the course of implementing Youth Empowerment Schemes. OYES is comparable to the Caribbean Youth Empowerment Programme (CYEP) launched in 2008. The CYEP equips vulnerable youths with the technical, vocational, entrepreneurship and life skills needed to develop sustainable livelihoods. According to the website of the Youth International Foundation, this programme (CYEP) targets school leavers, ages 17 to 25 with particular attention given to young males who are currently unemployed, under-employed, lack the skills to participate in an increasingly service-oriented economy or are unable to successfully launch and sustain small business enterprises. The CYEP participants receive job and placement services and are supported in serving as positive agents of change in their communities (World Bank Publication, 2003). The Kenyan Youth Empowerment Project is another homologue of the OYES. In its own case, the initiative is to support the Government of Kenya's efforts to increase access to youth targeted temporary employment programmes and to improve youth employability. The scheme also provides opportunity

for the promotion of education, job training, job creation and moral development of youth in Kenya (World Bank Publication, 2003).

The National Bureau of Statistics (NBS) puts the unemployment rate in Osun State in the year 2007 at 6.3% while it has risen to 12.60% by 2009 and dropped to 3% in year 2013. Unlike other youth empowerment programmes adopted in Osun State, the Osun Youth Empowerment Scheme (OYES) is a well thought-out in that it allows for identification of unemployed youths on local government basis and combining training with remuneration. By so doing, it appears that the scheme offers solution to the perennial youth restiveness and negative tendencies common among unemployed youth. The OYES Scheme is an attempt to treat the youths as an asset and a creative force rather than viewing them as the problem. The programme has been in existence since early 2011 and has successfully engaged over 100,000 youth (cadets) up till date. Yet, there has been no coherent study aimed at assessing the modus operandi adopted for implementing the programme, as well as evaluating the extent to which the programme has achieved its set goal and analysing the possible challenges militating against its smooth implementation, hence this study.

SCOPE AND JUSTIFICATION OF THE STUDY

This study covers the effectiveness and implementation of Osun Youth Empowerment Scheme as a contemporary method for poverty eradication in the whole of Nigeria. Osun State is specifically targeted for the study. The different approaches and the instrument of implementation are to be clearly elucidated. The reason for choosing Osun state is that the scheme is a vital part of the electoral promises of the government in the state and a strategy adopted by the government to combat unemployment. The Osun Youth Empowerment Scheme (OYES) model is being used as a template for the World Bank supported YESSO of the Federal Government of Nigeria. The study is necessary at this time when issue of unemployment is on the increase in Nigeria. It is then necessary to appraise the six years of his tenure and the issue of employment and empowerment.

II. CONCEPTUAL REVIEW

The following concepts are required to be reviewed for a better understanding of the subject matter. They are as follows:

I. Unemployment

Unemployment is one of the challenges confronting most countries of the world, Nigeria inclusive. Despite the fact that Nigeria is boasting to be the giant of Africa in terms of population, economy, security and other important factors that make a country a great country, her population which can be said to be a great advantage for her economically- in attracting investors and manufacturers, this same economic advantage is also a contributing factor to the rate of unemployment in the country.

The International Labour Organization (ILO) described unemployment as numbers of the economically active population who are without work but available for and seeking work, including people who have lost their jobs, and those who have voluntarily left work (World Bank 1998:63). Unemployment occurs when people are without jobs and they have actively sought for within the past four weeks (ILO, 2007). In the same vein, Fajana (2000) referred to unemployment as a situation where people who are willing and capable of working are unable to find suitable paid employment. Abefe-Balogun & Nwankpa (2012) defined unemployment as a situation in which people who are capable of working and who are qualified by age to work but cannot find employment. It is a situation in which people who are capable of working on wage employment or self-engagement, and who are qualified by age to work legally but cannot secure employment. Such employment can be of permanent, contractual or part-time nature.

Existing studies have shown how millions of graduates are produced annually with hundreds of thousands of these youths ending up unemployed. More disturbing and painful is the fact that there is a worrisome bond between poverty and unemployment. A country where unemployment is at a high index is likely to be confronted and occupied with the questions of how to curb insecurity and how to tackle poverty. This makes it a point of necessity, urgency and duty for most governments to see unemployment as a challenge that has to be fought to a logical conclusion.

Types of Unemployment

Fajana (2000) and Alao (2005) identify the following types of unemployment and their implications:

- i. Structural Unemployment:** This occurs when there is a change in the structure of an industry or the economic activities of the country. This may be because people's tastes have changed or it may be because technology is outmoded and the product or services is no longer in demand. This type of unemployment is mostly found in the developing countries. It is due to the deficiency of capital resources in relation to their demand. In other words, structural unemployment results from a mis-match between the demand for labour and the capacity of the workers.

Implications of Structural Unemployment

- a. Bankruptcy of large companies is often devastating for the economy of towns where a single site accounts for much of the local income.
- b. The local economy does not necessarily generate jobs fast enough to employ the laid off workers, forcing them to either move or go unemployed.
- c. Many of the displaced workers are “left behind” due to cost of training and moving and inability to find new jobs.

ii. Frictional Unemployment: This is caused by industrial friction in which jobs may exist, yet the workers may be unable to fill them either because they do not possess the necessary skill, or because they are not aware of the existence of such jobs. The employable may remain unemployed on account of shortage of raw materials, or mechanical defects in the working of plants. Therefore, the better the economy is doing, the lower this type of unemployment is likely to occur.

Implications of Frictional Unemployment

- a. Frictional unemployment is actually a benefit for the economy. It allows companies the opportunity to find qualified workers. If there are no unemployment, if everyone stayed in their jobs until they found a new one, it would be more difficult, time consuming and expensive for companies to bring on good workers.
- b. It is not as harmful to an economy as the other types of unemployment such as cyclical and structural unemployment because a rise in frictional unemployment is simply an increase of workers moving toward better positions.

iii. Cyclical Unemployment: This is also known as Keynesian unemployment or the demand deficient unemployment is due to the operation of the business cycle. This arises at a time when the aggregate effective community demand becomes deficient in relation to the productive capacity of the country. In other words, when the aggregate demand falls below the full employment level, it is not sufficient to purchase the full employment level of output. Cyclical or Keynesian unemployment is characterized by an economy wide shortage of jobs and last as long as the cyclical depression lasts.

Implications of cyclical unemployment

Cyclical unemployment can become a self-fulfilling, downward spiral. The newly unemployed now have less disposable income to spend. This further lowers demand and business revenue, leading to even more layoffs. Without intervention, this spiral will continue until supply has dropped to meet the lowered demand.

iv. Seasonal Unemployment: This is due to seasonal variations in the activities of particular industries caused by climatic changes, changes in fashion or by the inherent nature of such industries. In tropical region, ice factories are less active in rainy season because demand for ice is low. Seasonal oriented industries are bound to give rise to seasonal unemployment.

Implication of Seasonal Unemployment

A common effect of seasonal unemployment is that a large group of people, in spite of a good amount of skill sets, routinely face unemployment at a fixed time of the year.

v. Residual Unemployment: This type of unemployment is caused by personal factors such as old age, physical or mental disability, poor work attitudes and inadequate training.

Implications of residual unemployment

- a. Uneven effectiveness of the employee.
- b. Frustration on the part of employee.
- c. They are less attractive to the employers because of their physical or mental disability.

Factors Responsible for Unemployment in Nigeria

In Nigeria, several factors have been identified to be responsible for unemployment by Adebayo (1999), Alanana (2003), Echebiri (2005), Ayinde (2008), Morphy (2008) and Awogbenle and Iwuamadi (2010), these factors include:

a) **Population growth:** The increasing population growth has produced an overwhelming increase in young population thereby resulting in rapid growth of labour, which is outstripping the supply of jobs. Lentons (1989) sees population as the summation of all the organisms of the same group or species, which live in a particular geographical area and have the capability of interbreeding. Going by this position, it shows that the population of a given state is not static and thus subject to influence through death, birth, migration and emigration. Any increase in the population of a country or state may affect its economy either positively or negatively. Over population can lead to high rate of unemployment, most especially countries where their youth depend largely on white collar jobs. According to National Population Commission, Osun State has over three million residents and the civil servants of the state are the major factor that determines the economy of the state as there are no clear-cut industries or factories that can serve as a means for job creation in boosting the state’s economy. Those that are already employed are not ready to leave the system

despite their old age and the state parades great number of ghost workers as it obstructs ways for new graduates and employable youth from being employed.

- b) **Poor educational planning:** The high rate of unemployment among graduates is traceable to our educational system. The architects of this view believe that our educational system does not equip our graduates with adequate skills and tools necessary for them to meet societal needs.
- c) **Wrong impression about technical and entrepreneurship studies:** There is an enduring societal based attitude against technical and entrepreneurship education (Damachi, 2001) people believe that technical entrepreneurship education are meant for less brilliant students.
- d) **Lack of training facilities:** Another vital cause of unemployment in Nigeria, particularly among the youth, is due to the absence of training facilities and sufficient vocational guidance.
- e) **Inability of public and private owned companies to hire the growing army of job seekers due to economic meltdown resulting to higher cost of production and closure of some establishments.**
- f) **Overdependence on white-collar jobs.**
- g) **Students at college and tertiary levels were theoretically trained for clerical/technical duties but not to start new business on their own.**

Consequences of Unemployment in Nigeria

- a) **Pressure on other forms of government spending:** Greater unemployment leads to social crimes such as prostitution, armed robbery, kidnapping, vandalization of government institutions and installations, rape among others. It is believed that large numbers of people that engage in criminal activities are those without gainful employment.
- b) **Urban-rural migration:** Unemployment can also serve as motivation for young people by moving from a particular part of the country to another.
- c) **Low level of personal well-being:** Unemployment in Nigeria has a very serious negative effect on the personal well-being of the unemployed. Until recently when a very small number of the affected people benefited from the poverty reduction programme of the government, the effect was quite serious on those involved.
- d) **Poverty:** One of the core causes of poverty in Nigeria today is the inability of many job seekers to secure gainful employment. This has further worsened the income inequality crisis that characterizes most African economies. High level of unemployment has conditioned many people to a very low and undignified standard of living in Nigeria.

II. Poverty

Poverty in Nigeria results from disproportionate distribution of opportunities, income, and national wealth by the ruling few (Duru & Ogbonnaya, 2012) All empowerment policies and poverty alleviation programmes have fundamentally failed to enhance the productive base of the society by providing productive employment for the people especially the youths. They were of the opinion that empowerment policies in Nigeria must seek to provide not just employment for the people but productive employment that can enhance the productive capabilities and base of the society, especially at the rural level.

Aluko (2003) refers to poverty as a lack of command over basic consumption needs. There is an inadequate level of consumption such as rise of insufficient food, clothing and shelter. He further notes that the conventional notion depicts poverty as a condition in which people are below a specific minimum income level and are unable to provide or satisfy the basic necessities of life needed for an acceptable standard of living. This explanation however has, failed to provide the graphic picture of those who are poor, how to change their conditions and what to do.

Fayemi (2012) opines that the primary cause of poverty which has caused living standard below the National poverty level is failure to distribute the country's vast oil revenue more equitably. He suggested that there is need to empower the youths by giving them functional educational training and motivation. Ilemona and Akoji (2013) on the contrary posit that poverty has been so endemic as a result of high rate of unemployment that has become the major characteristic of developing and underdeveloped countries of the world. Poverty arising mostly due to unemployment can be alleviated through empowerment scheme. Similarly, in the view of Awogbenle and Iwuamadi (2010), youth development and empowerment are vital stages in life for building the human capital that allows young people to avoid poverty and lead a better, and possibly have a more fulfilling life. They noted that youth unemployment is highly dependent on the overall status of the economy. Gita (1997) argues that governments do not empower people, people empower themselves. What governments' policies and actions can do is to create a supportive environment or act as a barrier to the empowerment process. He asserts that empowerment is often about both groups and individuals. Because the poor and powerless in today's world lead such fragmented and marginalised lives, group solidarity can be a powerful fostering force.

There is always the difficulty in deciding where to draw the line between the 'poor' and the 'nonpoor'. According to World Bank Report (2002), poverty is the inability to obtain a minimum standard of living. The report constructed some indices based on a minimum level of consumption in order to show the practical aspect of poverty. These include, lack of access to resources, lack of shelter, poor access to water and sanitation, vulnerability to shocks, violence and crime, political discrimination and marginalization. Similarly, the United Nations Human Development has introduced the use of such other indices such as life expectancy, infant mortality rate, primary school enrolment ratio and number of persons per physician to measure poverty in a country.

Poverty is multi-dimensional in meaning, magnitude and scale (Duru & Ogbonnaya, 2012). Nweze & Ojowu (2002) assert that poverty can be categorized into three namely: absolute poverty, relative poverty and subjective poverty. These three concepts formed the basis of poverty alleviation programmes in Nigeria. Absolute poverty is a situation where an individual or household is faced with limited financial resources and as a result, unable to meet his/her or its basic necessities of life such as food, clothes, shelter and health is the nucleus of our study. In the view of Wedderburn (1974), individuals, families or groups are considered to be in absolute poverty when they lack the resources particularly real income to obtain the types of diets needed to enjoy some fixed minimum standard of living determined by a given society. Relative poverty is a situation where an individual's or a household's income is less than the average income of the population in the society being considered. The result is that the individual or household has goods and services which are lower than those of other persons or households in the society, Akeredolu-Ale (1975).

In the words of O'Donnell (1997), those who are in relative poverty have their resources far lower than those possessed by average individuals or households to the extent that, they are, in effect excluded from ordinary living patterns, customs and activities. Also, relative poverty is not being able to do much about improving one's own outcome so that one has to adapt one's aroused aspirations to one's inescapable unsatisfactory outcomes instead of through innovation.

The feeling of whether one is poor or not depends on the absolute minimum standard of living below which one is categorized as poor (Haralambos & Holborn, 2004). Poverty must be conceived, defined and measured in absolute quantitative ways that are relevant and valid for analysis and policy making in that given time and space (Babasanya, Balogun, Zunglum & Olowohuwa, 2008). Absolute poverty is the focus of this study because attempts made by the government to reduce poverty have led to the establishment of empowerment schemes aimed at attacking absolute poverty. Furthermore, in Nigeria and many developing countries, attempts by governments to address poverty have focused more on reducing absolute poverty.

Providing more insight, Shaffer (2001) asserts that the concept poverty has undergone four changes over the past decade. First, there has been a shift from a physiological model of deprivation to a social model of deprivation. The social model is about incorporating issues of political and economic rights and social justice into the anti-poverty programmatic framework. Second, there has been renewed emphasis placed on the concept of vulnerability and its relationship to poverty. Third, the concept of inequality and its relationship to poverty has re-emerged as a central concern. Fourth, the idea that poverty should be conceptualized as the violation of basic human rights has been painstakingly argued by UN system agencies.

Available empirical studies have revealed that poverty is a universal occurrence. The United Nations Development Programme (UNDP) and the World Bank reported that more than one billion people or one-fifth of the world's population lived in extreme poverty and that such poverty was a leading cause of mortality. The World Bank referred to poverty as an economic situation where a household income is insufficient to meet the minimum nutritional need for growth and long-term survival. It is referred to as a vicious circle of multiple adverse circumstances that limit the choices of the poor. People in this category hardly experience any improvement from year to year or sometimes from one generation to another. In recognition of the global magnitude of poverty, the United Nations declared 1996 as the International Year for the Eradication of Poverty. This renewed the attention of the international (development) community on poverty reduction. Policies and programmes that would improve incomes and standard of living of the poor were emphasized. The Nigerian government has recognized the prevalence of poverty among its people, especially in the rural areas.

In Nigeria and other African countries, poverty is described as a socio-economic problem that affects growth and development in the region. The government of these countries have designed and embarked on several measures to reduce the degree of poverty and improve the social well-being of the people. Nigeria's poverty profile deteriorated in 2012. According to Oyeranti & Olayiwola (2005) poverty in Nigeria is a paradox because the poverty level appears as a contradiction considering the country's immense wealth; huge human capital and material resources. In Nigeria, the federal government has initiated several measures and policies to reduce the level of poverty among the masses. However, most of the poverty alleviation measures or initiatives have suffered several challenges culminating into their failure. Some of the schemes include Directorate of Foods, Roads and Rural Infrastructure (DFFRI), Better Life Programme (BLP), National Directorate of Employment (NDE), Family Support Programme (FSP), National Poverty Alleviation Programme (NAPEP),

Youth Empowerment Scheme (YES), Rural Infrastructural Development Scheme (RIDS), Natural Resources Development and Conservation Scheme (NRDCS) among others. Their aims are to ameliorate the suffering of the people by providing them employment opportunities and accesses to credit facilities to enable them establish their own business (Arogundade, Adebisi & Oguro, 2011).

The National Directorate of Employment (NDE) was established by the federal government in 1986 and was accommodated in 1987 budget. In this respect, government aimed at setting the teeming unemployed youths on various small scale industries. The following objectives are set: it is meant to aid applicants in setting up their own ventures; to encourage the small scale entrepreneurs in employing additional hands, after successful establishment of business thereby assisting to minimize the level of unemployment; to ensure effectiveness and optimum use of the available resources and prompt response to the need of the society; and to design and implement programmes to combat mass unemployment.

Small and Medium Scale Enterprises Development Agency of Nigeria was established by SMEDAN Act of 2003 to promote the development of micro, small and medium scale enterprises (MSMES) sector of the Nigeria economy. To conduct seminars; promote small scale enterprises; develop, test and disseminate new businesses; encourage and facilitate productivity; and liaise with financial institutions.

Ike (1996) explained that before the introduction of National Poverty Education Programme (NAPEP), a temporary Poverty Alteration Programme (PAP) in year 2000 was put in place to cushion the effect of terrible economic hardship faced by a large number of unemployed people in the country. The programme was structured to benefit three categories of people, namely: skilled unemployed, unskilled and semi-skilled unemployed, and unskilled and uneducated. The objectives are to fight against poverty and improve economy in various communities; improve the skills of the less privileged in the society; enhance rapid economic growth, equity, sound economic management and good governance; and train youth and engage people in trading and other business in the communities.

The National Economic Reconstruction Fund (NERFUND) was established in 1983 Act Cap 25, 1990 laws of the Federal Republic as an apex institution to help catalyze the development of SMES. It was established to provide medium to long-term loans to participating commercial and merchant banks for on-lending to small and medium scale enterprises; facilitate the provision of loans with five-to-ten years maturity, including a grace period of one to three years, depending on the nature of the enterprises; act as a catalyst for stimulating the rapid rise to real production enterprises in the country; and correct any observed inadequacies in the provision of medium to long term financing to small and medium scale enterprises, especially manufacturing and agro-allied enterprises and auxiliary service.

The concept of poverty does not have a precise definition as it varies from person to person. Poverty is generally seen as a state of being very poor. According to UN, Poverty is manifested by conditions that include malnutrition, inadequate shelter, military living conditions, unsatisfactory and insufficient supplies of clean water, poor waste disposal, low educational achievement and the absence of quality schooling, health, and widespread common crime. Poverty is a state where an individual is neither able to cater adequately for his/he needs of food, clothing and shelter, nor meet social and economic obligations as of lack of gainful employment, skills, assets and self-esteem. In Nigeria, poverty has been on the increase; the situation has worsened and can be described as “inflammable” (Ukpere & Ugoh, 2009).

Causes of Poverty in Nigeria

The federal office of statistics identified the basic causes of poverty as follows:

- i. Inadequate access to education, health, sanitation and water services. This was attributed to inequitable social service delivery, which resulted in the inability of the poor to live a healthy and active life and to take advantage of employment opportunities.
- ii. Low level of technology.
- iii. Inefficient use of resources.
- iv. Poor macro-economic and monetary policies resulting in low economic growth rate and continuous devaluation of the naira.
- v. Bad governance over the years has deprived Nigerians of the ideals and dividends of democracy.
- vi. Unemployment in Nigeria has assumed crisis level since the 1980s and early 1990s, especially among school leavers and graduates of tertiary institutions. A survey by the Centre for Investment, Sustainable Development, Management and Environment in 1998 put a rough estimate of unemployment figure at 5 million.
- vii. Poor Human Resources Development- Traditional and formal education not targeted and integrated to empower the people with the relevant skills to improve the pace of development.

III. Youth

According to the United Nations Educational Scientific and Cultural Organization (UNESCO), youth is best understood as a period of transition from the dependence of childhood to adulthood's independence and awareness of their interdependence as members of a community. It is believed that age is the easiest way to define this group, particularly in relation to education and employment. Therefore, according to UNESCO, "Youth" is often indicated as a person between the age where he/she may leave compulsory education, and the age at which he/she finds his/her first employment. African Youth Charter (AYC) "youth means every person between the ages of 15 and 35 years". The National Policy on Youth Development (NPYD) also said anyone that falls within the age bracket of 18 to 35 years is a youth. The Food and Agriculture Organization (FAO) of the United Nations defined youth as young men and women between the ages of 15 and 24 years. In Nigeria, university graduates, aged 30 years and below, are recognized by the National Youth Service Corps (NYSC) as eligible to serve the nation under the National Youth Service Corps (NYSC) scheme (Ngwoke, 1992). Youth according to Jega (2012) can be defined as a special group of people with a strong stamina and passion for realizing certain set goals and objectives. He went further to say that this category of people possesses the following distinct characteristics: impatience for change, zealotry, radicalism, rebellions, curiosity, hard work, ego and ambition etc.

According to Aiyede (2009) youth population in Nigeria constitutes more than two thirds of the country's population of over 140 million. Therefore, if Nigeria is to be sustained as a viable entity, there must be a very good plan to tap the energy and resourcefulness of the youth population so as to prepare them for the position of leadership and to fast-track economic development. Similarly, Jega (2012) writing on the roles and importance of youth in the society, asserts that it is important for policy makers and parents to understand and appreciate that youth are the future of this country; therefore, their mindset and creativity should be a major concern to the nation. There is need for the government to create atmosphere favourable for the youth to achieve their desired objectives. The agonies of Boko Haram, Niger-Delta, the Shiites adventures, militancy, armed robberies, cultism, scams, and other social deviance are the product of lack of guardianship and vision for national development.

IV. Empowerment

The World Bank (1994) defines empowerment as the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. According to Nanette & Cheryl (1999), empowerment is a multi-dimensional social process that helps people gain control over their own lives. It is a process that fosters power in people for use in their own lives, communities and societies, by acting on issues they define as important. According to them, three components of this definition are basic to any understanding of empowerment. Empowerment is multi-dimensional, social and a process. It is multi-dimensional in that it occurs within sociological, psychological, economic and other dimensions. Empowerment also occurs at various levels such as individual, group and community. Empowerment, by definition, is a social process since it occurs in relation to others.

According to Omotere (2011), there are various forms of empowerment; there is financial empowerment where financial resources are given to an individual or group to boost their financial power. There is also employee empowerment which means the process of allowing employees to have input and control over their work, and the ability to openly share suggestions and ideas about their work and organization as a whole.

V. Youth Empowerment

Youth empowerment is the process of enhancing the capacity of youths to make choices and then transforming those choices into the sought after outcome. The lion's share of Nigerian youths faces unemployment, underemployment and poverty. This demonstrates that youth empowerment is essential for checking unemployment and underemployment among Nigerian youths, by equipping them with fundamental professional and technical aptitudes, applicable instruction that prompts confidence and self-work and enabling them with money to start up their business. Subsequently, with the right ability and specialized knowledge, one can start up his or her business without a lot of cash.

According to the Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006-2015, developed through wide consultation with key stakeholders in all regions of the Commonwealth, Youth empowerment is to empower, engage and create value so that young men and women can contribute to the economic, social and cultural advancement of their families and countries and to their own fulfillment. To PAYE, young people are empowered when they acknowledge that they have or can create choices in life, are aware of the implications of those choices, make an informed decision and accept responsibility for the consequences of these actions.

Empowering youth according to scholars, means creating and supporting the enabling conditions under which young people can act on their own behalf and on their own terms, rather than at the direction of others. According to Reiss (1988), Youth empowerment means involving young people in decision-making processes on issues that affect them as well as entrusting them with the knowledge and skills necessary for them to effectively and meaningfully participate in the activities of their own affairs.

Omotere (2011) defines youth empowerment as a process through which adults begin to share responsibility and power with young people. Omotere, defining youth empowerment within the African and Nigerian context, asserts that it is a means of encouraging young people to gain the skills and knowledge that will allow them to overcome obstacles in life. Writing on the importance of youth empowerment, Ojikutu (1998) asserts that youth empowerment in any development is imperative not only for national development but also because the transitional period from childhood to adulthood is unquestionably a challenge for many youth. Ifenkwe (2012) also states that the youth in Nigeria need to be nurtured and catered for. Reasoning along Ifenkwe's claim, youth characters are influenced by both genetic inheritance and learning.

Youth empowerment is one of the measures embraced by the government to reduce mass poverty and unemployment in the country. In the attempt of the Osun State government to alleviate poverty, the Osun Youth Empowerment Scheme (OYES) was introduced. OYES is a revolving volunteers' scheme designed to eliminate the frustration and paralyzing effect of unacceptably high and seemingly intractable youth unemployment pervasive in Osun state. It aims at creating a bridge to employment by equipping as many young men and women with positive work ethics and culture, self-sustenance, resourcefulness and respect for the environment. It is designed to develop youths with character and competence. Osun by 2011 had unemployment rate of 3.0 percent and in 2010 had unemployment rate of 27.60 percent (CBN Annual Report, 2011).

The role of youth empowerment cannot be over emphasized particularly in a high-poverty country like Nigeria. Youth empowerment is integral for national development especially as the youth constitute majority of the overall population. If Nigeria focuses on youth development and empowerment, this will lead to long term prosperity and high returns on investment in every sector.

Kibii & Kapunda (2006) rightly stated that although employment was relatively statistically insignificant, this carries the correct sign and has the largest magnitude of impact on poverty reduction. The effort of poverty alleviation strategy should be geared towards empowerment (Oyeranti & Olayiwola, 2005). Empowerment policies in Nigeria must seek to provide not just employment for the people but productive employment that can enhance the productive capabilities and base of the society, especially at rural level (Duru & Ogbonnaya, 2012). The target population for policy making of poverty alleviation must be known in relation to each specific service. Service must be capable of differentiating between the poor and those not poor, so that benefits can be directed to their intended recipients (Obayelu & Ogunlade, 2006).

VI. Osun State Youth Empowerment Scheme (OYES)

In Nigeria, unemployment is no doubt a great burden that the carriers are praying for a relief. Being a county that practices federalism as one of her systems of government, the country has thirty- six states and one federal capital territory. In a bid to salvage the youths in the Osun State from unemployment, the incumbent governor, Governor Rauf Aregbesola after clocking hundred days in office during his first tenure in office took a bold step of employing twenty thousand youths in the state under a programme tagged: OYES (Osun State Youth Empowerment Scheme) without making any recourse to ethnicity, political leaning or State of origin. Ayinde (2008) postulates that "only a matter of coincidence if the policy decisions of the elite reflect the interests of the masses", as they sometimes do. For instance in Osun State, the OYES policy to a reasonable extent has reflected interests of the masses as large chunk of activities in the scheme is service and rural based.

OYES is a revolving volunteers' scheme designed to eliminate the frustration and paralyzing effect of unacceptably high and seemingly intractable youth unemployment pervasive in Osun state, Nigeria. It aims at creating a bridge to employment by equipping as many young men and women with positive work ethics and culture, self-sustenance, resourcefulness and respect for the environment. It is designed to develop youths with Character and Competence. The OYES corps are deployed to productive services in identified areas of socio-economic life and paid a basic allowance to help cover basic needs. They are also smartly kitted for group identity and high morale. Areas of deployment include Public Works, Sanitation, Paramedics, Green Gang, Sheriff Corps, e-payment vendors, Traffic Marshalls and also the teachers' corps.

A new corps, Farmers Corps also emerged as fallout of OYES massive involvement in agricultural programmes and training by the State. Over 250,000 youths applied to join the Osun Youth Empowerment Scheme (OYES) as Volunteers in December 2010. Majority of these were high school and tertiary institution graduates who had not found work for eight to ten years after graduation. But the scheme is meant for 20,000 at take-off batch. The volunteer cadets were disengaged after they had been successfully trained in various vocational, apprenticeship and entrepreneurship skills for future opportunities.

The implementation of this scheme in the year 2010 brought hope to the downtrodden and pessimistic youths in the Osun State owing to the fact that it has a grass root approach and the fact that the programme is to a large extent, an all-inclusive one. Ifaturoti (2012) opined that OYES is a grassroots driven youth empowerment scheme that seeks to direct the bursting energy of this army of unemployed youth towards the good of the society. The scheme was inaugurated in 2010 by Governor Rauf Aregbesola where he declared to engage 20,000 youths across the state in a blend of community service and social welfare models. Osun Youth Empowerment Scheme (OYES) is a strategic youth's management for social support operation in public work

fare. It is a revolving volunteer's scheme designed to eliminate the frustrating and paralyzing effects of youth unemployment in the Osun State, Nigeria. It aims at empowering youths by equipping them with positive work ethics and culture, thus making them employable or employers of labour, with respect for the environment. It is designed to develop youths with Character, Innovation and Competence (the CIC); infusing them with honour and integrity in life.

However, in making sure that the programme achieves its target purpose, the government of Osun state organized training sessions for the employed youth across all the local government in the state. Why we identify with the need for the empowerment scheme, it is also important to evaluate why these training sessions are crucial to the scheme. Adebisi and Oni (2012) opine that training is very germane to the acquisition of technical/vocational skills. Dike (2009) as cited by Adebisi and Oni (2012) observed that vocational education and job training programmes have been an integral part of national development strategies in many societies because of its impact on human resource development, productivity and economic growth. Training, according to Coombs (2003) as cited by Adebisi and Oni (2012), is a scheme designed to generate expertise or skills needed to perform a particular job or series of jobs. Vocational education is designed to offer training to improve individuals' general proficiency, especially in relation to their present or future occupations (Dike, 2009).

Training is to educate, teach, change the behavior and make people acquire new knowledge and new skills. Training also teaches people to change their attitudes. Training in the deepest sense is to teach thinking, creating and learning to learn (www.hubpages.com). Training is generally through practical exposure, either informally by practical exposure to job, or in formal institutions established for the purpose of providing exposure to required skills (Ogbimi, 2006). Training imparts an individual with skill required to function profitably in a particular job. A skill could be said to be an action required in order to perform a task that involves coordination of body movements. Knowledge is defined as an understanding of facts, principles, or concepts, including the cognitive process necessary to process information. The emphasis in training is on practical work and demonstration, that is, what the individuals can do with their hands applying vocational or technical skills while education prepares the individual for eventual skills.

III. THEORETICAL FRAMEWORK

This research is hinged on the Theoretical Model of Policy Analysis. Two broad theoretical models are devised to help in the process of policy analysis by scholars. They are:

- a) Behavioural Model; and
- b) Normative Model.

The behavioural model is characterized by systematic investigation of a particular policy without either approving or disapproving of such policy. The analysis, explanation of causes and consequences of such a policy were done through the use of scientific standards to increase knowledge about the policy and to promote scientific scholarship. Major proponents of this idealistic construct include Lewis Froman, Ira Sharkansky and Thomas Dye. The behavioural model is descriptive, explanatory, analytical, empirical and based on experience and observation. It mainly seeks to bring about the understanding of complex policy process, but less concerned with passing value judgments. Egonmwan (1991:46) summarizes the behaviorist attributes as follow:

Behavioral models are prompted mainly by a desire to attain academic or intellectual excellence by developing and testing general proposition about policy making rather than a desire to apply knowledge to the solution of practical problems of the society.

In spite of the widely acknowledged fact that behavioural theoretical modelist not useful in solving practical social problems as noted above, Nevil Johnson has been able to identify two benefits of the theory, namely:

- a) It can contribute to the awareness of conditions likely to be present in governmental and administrative contexts, and which may exert a powerful influence on available policy options; and
- b) It is a form of conceptualization of policy processes, which could make it possible to control such processes and guide them in desired directions.

Despite aforementioned benefits of behavioural models, the normative theoretical model is still preferred for the purpose of this study. Proponents of the normative approach include Y. Dror, E. S. Quade, M. Arnold, G. Kent, R. F. Ericson, G. Vickers and C. Lindblom. The normative model is primed for the use of analytical knowledge in finding solutions to the practical problems of the society. It also aims at asserting some control over future pattern of development. In effect, application of the normative theoretical model will not only make it possible to analyze the implementation of the skills acquisition programme of youth empowerment scheme in Osun State to determine its effectiveness, it will also allow prescription of appropriate alternative solution to identified problems of policy formulation, implementation and monitoring. Its futuristic attributes will enable us chart a new course of action for developing empowerment programmes for the youth in Nigeria. It is advantageous that the normative approach is analytical like the behavioural approach but surpassed it by being prescriptive. The normative approach therefore provides a viable alternative to the behavioural model and is particularly relevant and preferred because it is future oriented and directed at providing solution to societal problems.

IV. METHODOLOGY

In carrying out this study, sources of data collection adopted were primary and secondary. The research method was a descriptive study that adopted a cross-sectional survey design on the variables: empowerment, employment and implementation of Osun Youth Empowerment Scheme. Primary and secondary data were utilized for the study. Primary data were generated using questionnaire administration and conduct of in-depth interviews. The study population consisted of local government officials, OYES volunteers and OYES management team in six of the 30 Local Government Areas (LGAs). The sample consisted of 577 respondents comprising 73 senior staff (Grade level 7 and above) and 504 OYES volunteers selected using multi-stage sampling technique. At the first stage of the sampling, stratified random sampling technique was used in selecting two LGAs in each Senatorial District of Osun State, totalling six in all. At the second stage, proportionate random sampling technique was adopted in which Senior Staff in each Local Government Council had a proportion corresponding to its size within the study population using a sample fraction of 5%. At the third stage of the sampling, the proportionate random sampling technique was also adopted in which OYES volunteers in each LGAs had a proportion corresponding to its size within the study population using a sample fraction of 5%. In all, a total number of 577 copies of questionnaire were administered. Interviews were conducted using two purposively selected Directors in each local government council totaling 12. Also, four officials of OYES management team (Mentor, Prefect, Deputy Prefect and Provost) in each of the six LGAs and six members of the OYES management team at the state level were also interviewed. Secondary data were collected from reports, documents and publications of OYES, journal articles, books and the Internet. Data collected were analysed using simple percentages, content analysis, Chi-Square and simple regression analysis.

V. DATA ANALYSIS AND DISCUSSION

This section examines major Effectiveness of OYES on Youth Unemployment in the Osun State despite the operation of State governments organised various scheme to reduced the level of unemployment and poverty among the youth in Nigeria at large. Here, eight items were raised in the questionnaire. It is from these results that the study helped the researchers to draw conclusions and make recommendations that can be useful for the stakeholders and government in particular. This is an empirical study, which involved OYES members of the three senatorial districts of Osun State and their Local Government Areas. The study is aimed at revealing a number of issues relating to the implementation and Effectiveness of OYES on Youth Unemployment in Osun State, Nigeria because the operation of the scheme at present is more than five (5) years. However, the extent of its achievements in terms of ensuring youth empowerment was evaluated in this section.

Effectiveness of OYES on Youth Unemployment in the Osun State

Table 1 shows target population of the focus of the scheme. The results shows that 289 (55%) of the respondents who strongly agreed that OYES targets the youthful age-group mostly, substantial of the respondents also agreed to the question statement. In addition, eleven (11) respondents representing 2.1% disagreed that OYES targets the youthful age-group mostly and less than four percent also follow suit. Only 5 respondents out of 525 valid respondents were indifferent. To ascertain if OYES develops character and competence among the volunteers, the data show that 173 (32.9%) of the respondents strongly agreed that OYES develops character and competence and 282 (53.7%) of the respondents agreed to it. Forty-five (8.6%) of the respondents strongly disagreed with it, and fifteen out of 525 of the respondents, representing 2.9% disagreed that OYES programme develops character and competence on volunteer youths. Only ten of the respondents were indifferent. In other to test whether the scheme is well coordinated, the results show that more than half of the respondents, representing 54.9% strongly agreed that OYES is well-coordinated. A substantial proportion of the respondents, representing 30.1% agreed that the scheme is well organized and coordinated. However, a small proportion of the respondents, representing 0.8%, strongly disagreed with it and only 5% of the respondents did not take any side. Apart from that, a sizeable proportion of the respondents, representing (71.0%) believed that OYES includes character tutorship, nineteen (19.1%) of the respondents strongly agreed to it. However, small proportion of the respondents, representing 3.2% disagreed while only sixteen of the respondents, representing 3.0%, did not take side.

To determine if OYES involves necessary physiological and psychological training, the results show that close to have half of the respondents, representing 44.%, strongly agreed that OYES involves necessary physiological and psychological training. A substantial proportion of the respondents, representing 35.2%, agreed that the scheme involves needed physiological and psychological training. However, a small proportion of the respondents, representing 3.2%, were indifferent while the remaining 18% of the respondent are of contrary opinion.

Ascertaining whether OYES encompasses specialized vocation acquisition, the outcome of the analysis show that, a large proportion of the respondents, representing 56.4% strongly agreed that OYES encompasses specialized vocation acquisition, while one hundred and seventy-four (174) representing 33.1% of the respondents agreed on that too. Thirty-two (6.1%) of the respondents strongly disagreed that OYES encompasses specialized vocation acquisition, and a handful of the respondents (2.5%) also disagreed with this fact, while about 3% of the respondents are undecided.

To establish whether OYES has commendable disengagement plans for the volunteers' youths, the results output show that the bulk of the respondents, representing 46.5% strongly agreed that OYES has commendable disengagement plans. Also seventy-nine of the respondents, representing 15%, agreed that OYES has commendable disengagement plans. However, a small proportion of the respondents, representing 1.9%, were indifferent and 14.1 percent and 18.3% disagreed and strongly disagreed respectively that OYES has commendable disengagement plans. Finally, a sizeable proportion of the respondents, to the tune of 40% strongly agreed that OYES cadets are mostly gainfully engaged after disengagement. Also sixty-eight representing 12.9% of the respondents, agreed on that too. More than eighty (16.8%) of the respondents strongly disagreed and eighty-two 15.6% disagree respectively that OYES cadets are mostly gainfully engaged after disengagement and the remaining respondents (14.7%) were undecided. The efficacy of the scheme has been wonderful and timely, OYES was inaugurated purposely for the development of Osun State which cannot be achieved in a day but through a gradual process which could take a couple of years. With aggressive agricultural practice, massive road networks construction, rural towns and urban cities renewal, establishment of Community Development Associations (CDAs), provision of electric power transformers, tourism destinations and formal launching of Omoluabi Garment Factory, Abere which has capacity to engage 3,000 workers in September 2013 signaled a brighter future, job security and sustainable development, not only for the people but also the state in particular. OYES schemes have been able to reduce tremendously the rate of crimes associated with society urchins, joblessness and multi-faceted insecurity in the state. The story has changed for better clean environment, diseases epidemic free, sustainable employment opportunities, peace and harmony, physical development as well as reliable security, for life and properties, required for thriving socio-economic and political activities in the state. Through OYES, over N4.8 billion was injected into the Osun State economy for five years under review.

Ifaturoti, (2012) recounted the other prospects of Osun Youth Empowerment Scheme as follows: "Full infrastructural maturity of the on-going vocational training programmes for the cadets. Access to donor or development funds and increased global recognition. The development programme is targeting to bring 500,000 youths of Osun State into the scheme to boost employment among the youngsters to the highest stage." OYES is economic empowerment, par excellence, which reduced social inequalities, improved standard of living as well making the youths better-off and reduced crimes that are often associated with idle hands.

Table 1: The Effectiveness of OYES on Youth Unemployment in Osun State

S/N	Variables	SA		A		U		D		SD		Remarks
		Freq.	(%)	Freq.	(%)	Freq.	(%)	Freq.	(%)	Freq.	(%)	
1	OYES targets the youthful age-group mostly.	289	55.0	201	38.2	05	0.9	19	3.6	11	2.1	Strongly agree
2	OYES develops character and competence.	173	32.9	282	53.7	10	1.9	15	2.9	45	8.6	Agree
3	OYES is well-coordinated.	288	54.9	159	30.1	24	4.6	50	9.5	04	0.8	Strongly agree
4	OYES includes character tutorship.	90	17.1	373	71.0	16	3.0	17	3.2	29	5.5	Agree
5	OYES involves necessary physiological and psychological training.	231	44.0	185	35.2	17	3.2	33	6.3	59	11.2	Strongly Agree
6	OYES encompass specialised vocation acquisition.	296	56.4	174	33.1	10	1.9	13	2.5	32	6.1	Strongly Agree
7	OYES has commendable disengagement plans.	79	15.0	244	46.5	32	6.1	74	14.1	96	18.3	Agree
8	OYES cadets are mostly gainfully engaged after disengagement	210	40.0	68	12.9	77	14.7	82	15.6	88	16.8	Strongly Agree

Source: Field Survey, 2017

TEST OF HYPOTHESIS

The null hypothesis stated that: “there is no significant relationship between effectiveness of the OYES schemes and youth unemployment in the state”.

The relevant questions that were posed to test the hypothesis bear relevance of this hypothesis were questions rose which were presented in Table 1 above. However, to test this hypothesis, simple regression analysis was employed. Table 2 presented below indicated the calculation of the regression test that predicted significant relationship between effectiveness of the OYES schemes and youth unemployment.

The model summary table provides useful information about the regression analysis. First, the ‘simple R’ column is the correlation between the actually observed independent variables and the predicted dependent variable (i.e., predicted by the regression equation). ‘R square’ is the square of R and is also known as the ‘coefficient of determination’. It states the proportion (percentage) of the (sample) variation in the dependent variable that can be attributed to the independent variable(s). In this study, 96% of the variations in the youth reduced unemployment in the state could be accounted for by the effectiveness and efficiency of OYES scheme in the study areas. The ‘adjusted R square’ refers to the best estimate of R square for the population from which the sample was drawn.

Finally, the ‘standard error of estimate’ indicates that, on average, observed efficacy of scheme deviate from the predicted regression line by a score of 187. The hypothesis which stated that “no significant relationship between effectiveness of the OYES schemes and youth unemployment in the state was rejected at $R = .96$, $R^2 = .939$, $F(6, 2) = 1.4566$; $p < 0.05$. This implies that there is significant relationship between effectiveness of the OYES schemes and youth reduced level of unemployment in the state.

Decision rule

If F-value (1.4566) is greater than F-tab and $p < 0.05$, the null hypothesis is thus rejected. The null hypothesis states that there is no significant relationship between effectiveness of the OYES schemes and youth unemployment in the state. It thus follows that there is significant relationship between effectiveness of OYES and youth reduced level of unemployment in the state. The outcome of this analysis showed that there is strong significant influence of the effectiveness of the OYES schemes and youth reduced level of unemployment in the state. This outcome is in line with many scholars on youth empowerment, if the scheme is well articulated and implemented, there will be drastic reduction in the level of unemployment among the youths which will also result into reduction in crime rate and militancy in such state. The researcher discovered that if youths are not engaged productively, there won’t be any meaningful development in such a State.

Table 2: Model Summary - Regression analysis

Model Summary						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate		
1	.969 ^a	.939	.36	.187		
a. Predictors: (Constant) efficacy of OYES programme						
Summary of Analysis of Variance						
ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	65.036	6	10.839	1.4566	.000 ^a
	Residual	14.882	2	7.441		
	Total	79.918	8			
a. Predictors: (Constant), efficacy of OYES programme						
b. Dependent Variable: level of youths unemployment						

Source: Author’s Calculation from SPSS

VI. ANALYSIS AND DISCUSSION OF INTERVIEW

Two questions were asked from the interviewed respondents to elicit information on the effectiveness of OYES on youth unemployment in the state.

Name the areas of deployment (corps) of OYES

Areas of deployment include Public Works, Sanitation Czars, Paramedics, Green Gang, Sheriff Corps, e-payment vendors, Traffic Marshalls and also the teachers’ corps. A new corps, Farmers Corps also emerged as fallout of OYES massive involvement in agricultural programmes and training by the State.

How will you describe the conduct and prospect ahead for the volunteers of OYES?

Respondents recounted the prospect ahead for the volunteers of OYES as follows; “Full infrastructural maturity of the on-going vocational training programmes for the cadets. Access to donor or development funds and increased global recognition. The development programme is targeting to bring 500,000 youths of Osun State into the scheme to boost employment among the youngsters to the highest stage.” OYES is economic empowerment, par excellence, which reduced social inequalities, improved standard of living as well making the youths better-off and reduced crimes that are often associated with idle hands.

VII. CONCLUSION

The study concluded that the implementation of Osun State Youth Empowerment Scheme (OYES) was successful as it impacted positively on youth empowerment and reduced unemployment in Osun State. This study assessed the implementation of Osun Youth Empowerment Scheme in Osun State with a view to identifying gap between its expected outcomes and its achievements with the mode of implementation. The results showed that substantial respondents were of the view that OYES was a palliative measure that has helped to create jobs and empower youth in the state. In addition, other respondents were of the opinion that the implementation of OYES was faulty with some challenges. Conclusively, the study shows that there was gap between expected outcomes of OYES and its achievements so far in relation to its mode of implementation in Osun State. Be that as it may, the implementation of the scheme has positively affected youth empowerment and eventually reduced unemployment in the state.

VIII. RECOMMENDATIONS

In respect of the findings from the study, Youth Empowerment Scheme has lived up to expectation. From the way it has operated, it has helped youth to gainfully employed which is the objective achieved. This paper therefore puts forward the following recommendations to help the Osun State Youth Empowerment Scheme (OYES) and tackle its aforementioned effectiveness. These includes

- a) At the heart of the Osun State Youth Empowerment Scheme (OYES), as the study has rightly pointed out, is the attempt to create more jobs, eschew unemployment, poverty and enhance youth capacity building in Osun State. Understandably, there are provisions which tend to guarantee the empowerment of youths. But there is no legally backed affirmative law or Act to back the OYES policy in Osun State.
- b) The fact of rigidity of constitutional provisions is not lost on this study. To constitutionalize a guaranteed minimum number of OYES cadets for job placement according to skills acquired and qualifications in certain public offices in the public sector may make such provision rigid. Rigidity in itself is not necessarily evil. The need for strict adherence to certain provisions may justify the rigidisation of such provisions.
- c) Osun Youth Empowerment Scheme should be totally supported, and expanded for continued promotion of employable skills, value orientation and leadership training aimed specifically at empowering youth for self-sustainable job/trade not only to banish poverty and hunger but also check the ugly trend of crimes within and outside the Land of the Virtue (Ipinle Omoluabi).
- d) Osun State Government should reach out to more youths, regardless of their ethnic, cultural, religious, and educational background, and geographical or political affiliation. State government should as a matter for sincerity of purpose and necessity legislate OYES developmental programmes so that new or succeeding governments would not obstruct its continuity for sustainable development.
- e) Osun State Government should embrace Public-Private-Partnership on which the sustainability of OYES is benched, with reputable organisations and/or groups to join hands in bringing succour to the burdens and challenges facing its management on financial, technical and managerial issues for the benefits of all stakeholders.
- f) Finally, all other tiers of government in Nigeria should emulate the Osun State Government hands-on approach to youth’s empowerment and peoples’ programmes to check the rate of unemployment and fast-track building the nation, meet the Sustainable Development Goals (SDGs) and collectively become one of the world’s 20 Strongest Economy Nations in the year 2020.

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