

# Movement From Temporary Site to Permanent Site: A Study of the National Institute of Construction Technology and Management (NICTM) Uromi, Nigeria

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**Abstracts:** *This study examined the Prospects and challenges of the movement of the National Institute of Construction Technology and Management Uromi, Nigeria, from its temporary site to its permanent facility. The study was primarily carried out to establish the factors that influenced the polytechnic's relocation, the attitude of staff members towards the movement, the challenges associated with the movement, and to determine the opportunities accruable to the movement to the a permanent structure. The descriptive survey method was used in this study. An online survey questionnaire was sent to academic and non-academic staff of the National Institute of Construction Technology and Management Uromi, Edo State, Nigeria. The entire staff of the polytechnic formed the population of the study. There was therefore no need for sampling. A total of 60 questionnaires were returned. Data were analyzed using graphical charts. The findings indicate that NICTM's relocated because of the need for space to accommodate new programmes, need for better facilities, need to overcome stereotype, and to meet accreditation requirements. The attitude of staff members towards relocation was positive. Challenges to the movement are lack of funds, lack of vehicles to convey facilities, time constraints and lack of adequate preparation. The prospects of relocation include better working environment, access to better facilities, improved patronage, improved marketing opportunities, better infrastructure and improved welfare. Based on the above findings, the study recommends feasibility study to ascertain the necessity, cost-benefit, and workability of the institution if moved to the permanent site; setting up an institute-wide relocation committee and departmental/unit sub-committees that should plan and implement the relocation project, effective communication among stakeholders, phase implementation of the movement plan, adequate funding and consulting a relocation specialist.*

**Keywords:** *Movement, NICTM, Permanent site, Relocation, Temporary Site.*

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## I. Introduction

As the population of young people continues to increase and graduation rates through primary and secondary schools grow dramatically in Nigeria, there is consequential demand for expanded access to quality tertiary education. According to the World Bank (2021), higher or tertiary education refers to all formal post-secondary education, including public and private universities, Polytechnics, colleges, technical training institutes, and vocational schools. Higher education can also be described as any of various types of education given in post-secondary institutions of learning and usually affording, at the end of a course of study, a named degree, diploma, or certificate of higher studies is awarded. Higher educational institutions include universities, polytechnics and colleges as well as various professional institutes that provide preparation in special fields as law, theology, medicine, business, music, management, agriculture, technology, arts etc. The basic entrance requirement for most higher-educational institutions is the completion of secondary education (Britannica Editors of Encyclopaedia, 2016).

Higher institutions broadly perform three complementary functions. These are teaching/learning, research and community development services. Teaching and learning take place in the classroom as well as in virtual platforms, while research is mostly conducted in the libraries, laboratories, workshops and the outer world. Moreover, higher institutions also carry out activities to ensure that accumulated knowledge is circulated directly back to society. This is termed "community development service" All three functions are closely connected and none can be considered less important to the other. Higher institutions are instrumental in fostering growth, reducing poverty, and boosting shared prosperity among the teeming youths of any education. Expanding access to higher education and the need to solve society's problems are the primary reasons for creating higher institutions in Nigeria.

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Often times, higher institutions newly approved in Nigeria, take-off academic activities from temporary structures only to move to a new location or permanent location when it has been fully developed. The process of moving from a temporary structure to a permanent one is termed "relocation". According to the Institute of Historic Building Conservation (2021), relocation is the process of moving a structure or facility (office, business) from one place to another. This is the main focus of this paper, as regards NICTM's movement of human and material resources including physical facilities, ICTs, etc, from its take-off site located at Nova Hotels structure at No 2 Oriare Lane, off Uwalor Road, Uromi, to the permanent structure located along Uromi-Ugboha Road, Uromi, Edo State, Nigeria.

### **1.1 Brief History of the National Institute of Construction Technology and Management Uromi (NICTM)**

The National Institute of Construction Technology and Management Uromi (NICTM) was established by the Federal Government of Nigeria as a specialized institution (Monotechnic) with the name "National Institute of Construction Technology (NICT), Uromi" in 2014. The then President, His Excellency Dr. Goodluck Ebele Jonathan granted the provisional approval in honour of Chief Tony Anenih, being considered as a great Nigerian and an Elder Statesman who had served the country at various capacities. The President's approval of the institution was announced by the then Vice-President of Nigeria, Alhaji Namadi Sambo at a birthday reception in honour of Chief Anthony Akhakon Anenih, the Iyasele of Esan Land on his 80<sup>th</sup> birthday anniversary, in December 2013. NICTM was saddled with the responsibility of training Nigerian youths for medium and top management positions in the construction and Information technology industries at the time buildings, and bridges were collapsing in the country.

Following the provisional approval, the Federal Government in March, 2014 set up an implementation committee to work out the modalities and requirements necessary for the take-off of the Institute. The Committee identified an appropriate area of land, measuring 1.7km by 1.7km where the institute will be sited and was subsequently gifted to the institution by the Onojie of Uromi, HRH Anslem Eidenojie on behalf of Uromi Community. The landed property is now the permanent site of the Institute. However, it was not feasible to begin academic activities in the undeveloped permanent site, prompting Chief Tony Anenih in whose honour the institution was attracted to his homeland Uromi, also unconditionally donated his private business facility known as Nova Hotels Uromi along with the facilities in the hotel for the take-off of the Institute. That venue is now known as the temporary site of NICTM.

To ensure the smooth take off of the institute, the President of the Federal Republic of Nigeria appointed a well-academician and administrator in the person of Professor Sunday Ohoasi Onohaebi, a professor of electrical engineering and Dean of Faculty of Engineering, University of Benin Nigeria in July, 2014. The upgrade of the institute from a monotechnic (i.e. NICT) to a full-fledged polytechnic (i.e. NICTM) came to limelight following the efforts of the Rector in consultation with the stakeholders. This gave impetus to the sponsorship of a Bill seeking the establishment of the National Institute of Construction Technology and Management, Uromi, Edo State. The bill was sponsored by Senator Clifford Ordia representing Edo Central Senatorial District in the National Assembly.

Increasingly, the Bill for the establishment of the Polytechnic was passed by the Senate on 28<sup>th</sup> November, 2018; and passed by the House of Representative on the 14<sup>th</sup> of May, 2019 (Placbillstrack, 2019). The passage of the Bill led to an Act to establish the National Institute of Construction Technology and Management (NICTM) to provide full-time and part-time courses and manpower training in construction and engineering technology, applied and management sciences and other fields of study, and make provision for the general administration of the Institute. This was assented to by His Excellency, President Muhammadu Buhari on the 24<sup>th</sup> day of June, 2019.

It took the engineering prowess of the Rector to structure a hotel to accommodate a higher institution. This however posed serious space challenges and stereotypes of being a former hotel facility. The Institute took-off academic activities in 2015/2016 academic session at the temporary structure which was a former hotel donated to the polytechnic by Chief Tony Anenih. The inconveniences experienced in the temporary structure influenced the Rector's massive investment on state-of-the-art permanent structures in the institution's permanent site along Uromi-Ugboha Road, Uromi, Edo State, Nigeria. Furthermore, on the 2nd day of December, 2021, after the inauguration of the institute's new principal officers namely, Mrs. Dayo Akinbowale, Registrar; Mr. Sunday Esogban, Bursar; and Mr. Isaac E. Anyira, Librarian; the institute implemented the first phase of relocation to the permanent site. On the 31<sup>st</sup> of December, 2021, the institute has completed the last phase of relocation and full academic activities have fully commenced.

### **1.2 Objectives**

The main focus of this study is to investigate the pros and cons of the movement of the National Institute of Construction Technology and Management from its temporary site at Nova Hotel Uromi, to its permanent structure along Uromi-Ugboha Road, Uromi, Edo State, Nigeria. The specific objectives are:

1. To establish the factors that influenced relocation from temporary to permanent structure.

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2. To ascertain the attitude of staff members towards the movement to the permanent site.
3. To discover the challenges associated with relocating from temporary to permanent structure.
4. To determine the opportunities accruable to the relocation to a permanent structure.

### **1.3 Research Questions**

1. What are the factors that influenced relocation from temporary to permanent structure?
2. What is the attitude of staff members towards relocating to the permanent site?
3. What are the challenges associated with relocating from temporary to permanent structure?
4. What are the opportunities accruable to the relocation to a new permanent structure?

## **II. Literature Review**

### **2.1 Conceptual Framework**

Temporary structures are those erected to aid in the construction of a permanent project. Any structure that is not designed for long-term use, but merely to serve some function in the short-term is deemed to be 'temporary'. At its most basic, a tent is a temporary structure. But it may also be a complete building that provides accommodation or storage, or it could be some form of structural sculpture. Reverso Dictionary (2021) defined temporary accommodation as provisional accommodation lasting only a short time. It refers to renting a furnished apartment, condo, or home to someone, for a short period of time (Zeus, 2021). There are various types of temporary housing, including extended stay hotels, traditional hotels, and rental homes and apartments. According to Designing Buildings Ltd. (2021), the term 'temporary structure' can include a host of buildings that can be small, medium or large in size. Such structures may be required to:

1. Provide alternative accommodation during the refurbishment or reconstruction of a permanent building.
2. Provide a signature or symbolic pavilion for a special event such as a trade fair, an annual open-air event, etc. An example is the annual Serpentine Pavilion in Hyde Park, London. These may be built of uncommon structural systems e.g fabric structures.
3. Provide temporary domestic accommodation e.g garden marquis.
4. Be required to provide daytime facilities for construction workers e.g site huts, Portacabins, etc.
5. Be required for industrial use e.g lightweight, demountable buildings – possibly modular, canopy buildings, steel roof buildings etc.

On the other hand, a permanent structure or accommodation refers to the accommodation that is not expected to change for an indefinite time (Reverso Dictionary, 2021). Permanent accommodation means accommodation which becomes the property of the employer at the end of the Defects Period (Law Insider, 2021).

### **2.2 Factors that influence relocation**

In the course of time, most organizations would discover that they have grown so vast as to be hindered by their current site, like a hermit crab that gets too big for its shell. To raise production and improve efficiency, and perhaps create room for new, updated equipment, such organization must find a more appropriately sized shell (Ryan (2018).By moving to a permanent site, you expand your organization, which in turn enables you to produce more or render more services.

Nationalpeo (2021) noted that perhaps among the most important aspects of business management is deciding where to put down roots or realizing the inadequacy of current business location. Help Moving Office (2022) noted that organizations choose to relocate because their current facility no longer has enough space to meet their requirements. The main reason a company will move to another facility is because their current facility no longer has enough space for them to do the things they need to do. One of two factors comes into play: either the surrounding property does not have enough open space to accommodate a physical expansion of the building, or management has determined that such a facility expansion on the existing site would not be cost effective (Wildwood Ranch Mixed Master Plan Community, 2014).

Another factor that influences relocation decision is when an organization requires to upgrade its facilities. Perhaps, when you started your business, you started from a small place and now with the time you've gained a larger position. And your business demands better-equipped facilities. If you're unable to find new facilities in your current city, and you cannot think of other viable solutions, then you're primarily left with two options. First, you can build a facility, and second, you can relocate your business to another city (Officechai, 2020). Similarly, corroborated that startups tend to start small and move up to larger, better-equipped facilities. Moreover, NationPeo (2021) identified the need for workers, particularly those with technical or highly skilled fields, as the factor influencing movement of organizations from one place to another. But Officechai (2020) stressed that reasons why organizations relocate are affordable cost of energy, lower rent, cheap labour, and inexpensive raw materials. Many organizations notwithstanding, relocate their operations in order to reposition in a climate where labor and market conditions favor business growth. According to Roennevig (2021) when a firm reaches a saturation point in a location, it makes sense to look for growth opportunities in another location by opening a branch office or expanding its business operations.

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### 2.3 Challenges to relocation

Moving a business or firm's operations from one place to another can be a costly, complicated and time-consuming process (Roennevig, 2021). According to Cy Movers (2021), the challenges to relocation include some facilities in the permanent structure not ready, poor relocation planning, likelihood of accidents and injuries, potential loss of important documents and items, damage of items, lack of packing materials, time constraints, pests and insects invasion, breakdown of vehicles conveying packed items, lack of communication, paperwork and administrative issues, theft, some objects cannot fit into the new facility. The process of moving is often a tedious and frustrating one, as many objects must be packed away in boxes and organized for transportation, while taking care of daily commitments and work. It is common knowledge that the details of moving not something that many people look forward to, often due to the hassle and time required to achieve the desired results(Cy Movers, 2021).

Lovering (n.d.) identified the challenges to include loss of customers, startup costs, cost of business interruption, insignificant tax incentives, environmental or regulatory concerns, and staff recruitment difficulties.

### III. Materials and Methods

The descriptive survey method was used in this study. An online survey questionnaire was sent to academic and non-academic staff of the National Institute of Construction Technology and Management Uromi, Edo State, Nigeria. The entire staff of the polytechnic formed the population of the study. There was therefore no need for sampling. A total of 60 questionnaires were completed and returned. Data were analyzed using graphical charts.

#### 3.1 Data Analysis

Research Question (RQ) 1: What are the factors that influenced NICTM relocation from temporary to permanent site?

Chart 1 below shows analysis of data relevant to answering this research question:

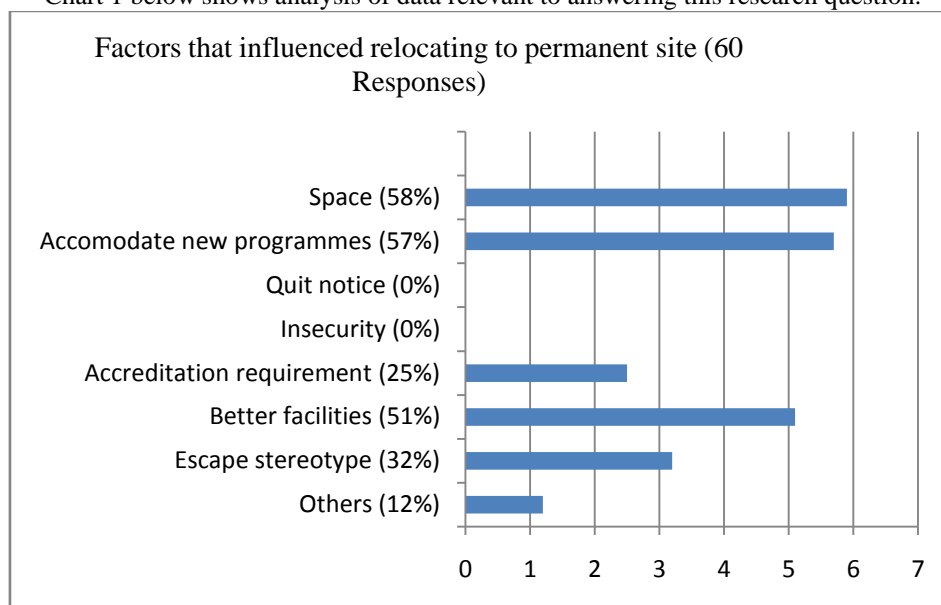


Chart 1 above shows results of data analysis indicating the factors that influenced NICTM's relocation. The factors include space (58%), accommodate new programmes (57%), better facilities (51%), escape stereotype (32%), accreditation requirement (25%), and others (12%).

RQ 2: What is the attitude of staff towards the move to permanent site?

Chart 2 below provides analysis of data relevant to answering this research question:

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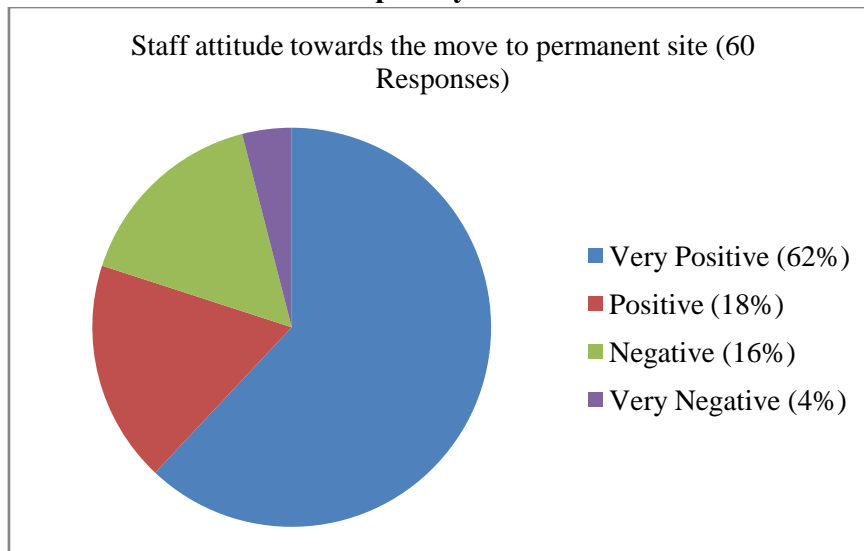


Chart 2 above shows that 62% of the staff had very positive attitude towards relocating to the permanent site. Data further indicate that 18% had positive attitude, 16 % had negative attitude, and 4% had very negative attitude.

RQ 3: What are the challenges of relocating from temporary site to permanent site?

Chart 3 below provides analysis of data relevant to answering the research question:

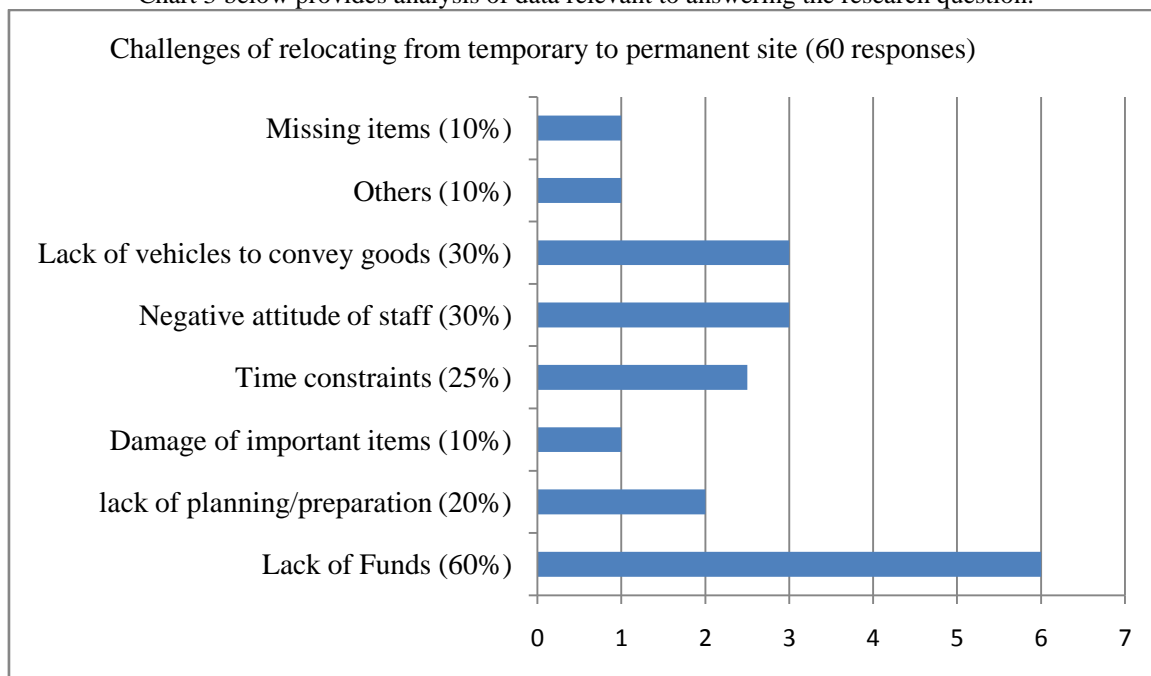


Chart 3 above indicates that lack of funds with 60% of the responses, is the greatest challenge to relocation. Other challenges are lack of vehicles to convey the goods (30%), negative attitude of staff (30%), time constraints (25%), lack of adequate preparation (20%), and missing items, damage of important item and others (10%), respectively.

RQ 4: What are the prospects for relocating from temporary to permanent site?

Chart 4 below shows analysis of data relevant to answering this research question:

## Movement From Temporary Site to Permanent Site...

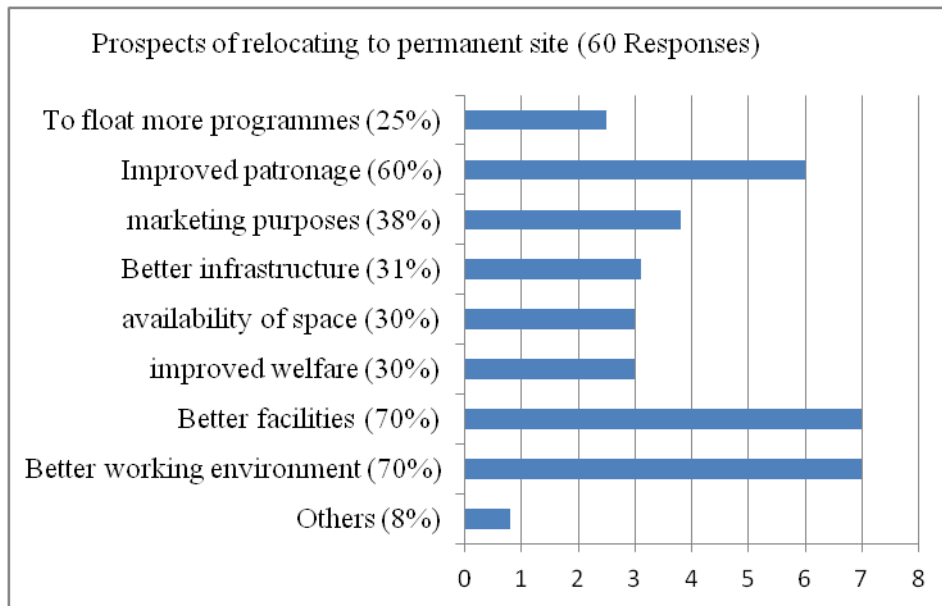


Chart 4 above shows results of data analysis indicating the prospects for relocation. They include better working environment and better facilities (70%) respectively, improved patronage (60%), marketing opportunities (38%), better infrastructure (31%), availability and improved welfare (30%) respectively, introduction of more programmes (25%), others (8%).

### IV. Summary of Major Findings

The findings of the study indicate that the factors that influenced institutional relocation include requirement for space, the need to accommodate new programmes, to enhance access to better facilities, need to overcome stereotype, to meet accreditation requirements. Moreover, the result of inquiry into the attitude of staff members towards relocation revealed that most staff demonstrated positive attitude towards the movement. Meanwhile, the main challenges to relocation were discovered to include lack of funds, lack of vehicles to convey the facilities, time constraints, lack of adequate preparation, likelihood of losing important items etc.

The prospects for relocation according to the study's findings include better working environment, access to better facilities, improved patronage, improved marketing opportunities, better infrastructure, improved welfare etc.

#### 4.1 Conclusion

This study examined the challenges and prospects of moving from a temporary structure to a permanent one with special reference to the National Institute of Construction Technology and Management from its temporary site at Nova Hotel Uromi, to its permanent structure along Uromi-Ugboha Road, Uromi, Edo State, Nigeria. Moving to a new location can be a stressful activity that comes with great amount of risk. There are different challenges attached at both ends staff and institution in the relocation process. It is a long process that requires adequate preparation to be actualized.

#### 4.2 Recommendations

Based on the findings of the study, the following recommendations were made:

1. A feasibility study should be carried out to ascertain the necessity, cost-benefit, and workability of the institution if moved to the permanent site. If the result of the feasibility study does not favour the relocation agenda, the proposed movement plan should not be implemented.
2. If however, the result is favourable, an institute-wide relocation committee and departmental/unit sub-committees should be set up to plan and implement the relocation project at their various levels.
3. Adequate relocation plans should be designed and communicated to all stakeholders before movement to the permanent site is implemented.
4. Adequate enlightenment should be made to ensure that all stakeholders (staff, students, customers, etc.) are informed of the movement in advance and necessary provisions made for hitch-free movement.
5. Movement should be implemented in phases to avoid disruption of the system.
6. Adequate funds should be budgeted for the movement.
7. A relocation specialist should be engaged if the staff on ground do not possess relevant skills.

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