

Youth Unemployment and N-Power Programme in Nigeria: An Appraisal of the Challenges of Implementation in Rivers State, 2016-2022

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Abstract

Over the years the issue of unemployment among the youthful population in Nigeria has been a challenging one. The introduction of N-Power Programme was to help mop up the array of unemployed youths across the country, designed to assist young graduates acquire and develop life-long skills that can pull them out of the circle of vulnerability. The paper explores the myriad of challenges faced in the implementation of the N-Power programme in Rivers State. With objectives to examine its achievement in the area of mitigating the problem of youth unemployment. For theoretical framework, Policy Feedback theory was adopted. Descriptive research design was utilized for methodology, while data was derived from secondary sources. Content method was used in analysing the data. The findings reveals a landscape that is marred by mismanagement, technological deficiencies, and delayed payments. Based on the findings, the paper concludes that such revelations underscores an urgent need for a holistic overhaul of the programme, a commitment to accountability, transparency and adaptability to the recipients environment, to attract more participants. The paper therefore recommends that there should be improvements in the areas of transparency, strengthening oversight, upgrading technological infrastructure, adoption of a merit-based selection process, in addition to ensuring timely disbursement of allowances to the beneficiaries of N-Power Programme. These points are so crucial for revitalizing the N-Power schemes as a catalyst for positive change and with the potentials for employment generation for the teeming youths in Rivers and Nigeria at large.

Keywords: *N-Power; Unemployment; Youths; N-Power Programme; Youth Unemployment*

Introduction

Unemployment is a pressing socio-economic challenge that plagues countries in developing world, and Nigeria is no exception to this pervasive issue. In the context of Nigeria, the problem of unemployment has far-reaching consequences, one of the most pronounced problem includes its contribution to the perpetuation of poverty. For us to comprehend or grasp the magnitude of the unemployment crisis in Nigeria, the country has experienced fluctuating unemployment rates over the years, with a recent report indicating a serious rise in the unemployment rate to 33.3% in the fourth quarter of 2020 (NBS, 2021). The socio-demographic figure for Nigeria's youth constitutes a significant portion of the unemployed population. This

surge in unemployment underscores the urgency of addressing the issue and understanding its ramifications and profound implications for households, leading to a cycle of poverty.

When individuals are unable to secure employment, their capacity to generate income diminishes, affecting their ability to meet basic needs such as food, shelter, and healthcare. The World Bank notes that unemployment is a significant driver of income inequality, with adverse effects on poverty levels (World Bank, 2020). The human development indicators in Nigeria is so poor, affecting the human Development Index of 0.534, giving the country a ranking of 158 out of 189 countries. The employment to population ratio is 50:1% (UNDP). Unemployment in Nigeria is intricately linked to structural challenges within the economy. Over-reliance on oil as the primary source of revenue, coupled with inadequate diversification efforts, which has left the economy susceptible to external shocks. As a result, the labor market is unable to absorb the growing number of job seekers, exacerbating the unemployment crisis (Okafor, 2019), and further complicating the issue.

Inability of young people to find gainful employment not only impedes their personal development, but also hampers the nation's potential for harnessing the demographic dividend. This phenomenon has been widely acknowledged as a ticking time bomb that could exacerbate poverty if not effectively addressed (Adebayo, 2018). While various policy initiatives have been implemented to address unemployment in Nigeria (Onakoya and Fabiyi, 2020), one of which is the N-Power programme, standing as a pivotal policy, initiated by the Federal Government of Nigeria, with the aim of addressing the persistent issue of youth unemployment and the eradication of poverty in the country.

Launched in 2016 as one of the components of the National Social Investment Programme (NSIP), the N-Power Programme was designed to empower Nigerian youths with employable skills and opportunity for economic engagement. The project was conceived in response to such multifaceted challenges as youth unemployment in Nigeria. The programme's primary objectives include equipping young Nigerians with necessary skills capable of enhancing their employability, fostering entrepreneurship, and reducing the rate of poverty among the youths (Osinbajo, 2016). N-Power encompasses various components tailored to address diverse aspects of unemployment. These include; i. N-Power Teach; ii. N-Agro; iii. N-Power Health; iv. N-Tech and v. N-Power Build. Each focusing on specific skill sets and sectors. For instance, N-Teach engages beneficiaries in the education sector, for an improvement in the delivery of basic education, beneficiaries are deployed to both primary and Junior secondary schools as teacher assistants in rural schools. N-Agro focuses on the development of agricultural skills amongst youths (N-Power, n.d.). Volunteers who got involved in N-Agro participated in disseminating information, providing advisory services to farmers as extension workers. Originally, implementation of N-Power programme involves rigorous selection processes, training, and subsequent deployment of beneficiaries to their respective fields and sectors. The programme utilizes online platforms for application and assessment, such is aimed at ensuring transparency and efficiency in the selection process. Beneficiaries receive stipends during the period of engagement, providing financial support as they acquire and apply new skills (N-Power, n.d.).

The programme was envisioned to address the issue of youth unemployment, provide participants with practical skills, while enhancing their employability. While the N-Power programme is seen as a social intervention programme has been lauded for its efforts in addressing

the twin problem of youth unemployment and poverty in Nigeria. Earlier evaluation suggest that the N-Power programme has made notable strides in addressing youth unemployment. By providing participants with practical skills and work experience, this will invariably enhance the employability and entrepreneurial capabilities, subsequently reducing the burden of unemployment (Okoye, 2018). The focus of the programme on key sectors aligns with the broader goal of economic diversification and sustainable development. While the N-Power programme in Nigeria has made some strides in addressing youth unemployment according to official reports, evaluations suggest that its effectiveness in skill development might be hampered by various challenges. Some of the concern about curriculum relevance, industry alignment, sustainability, and support for entrepreneurship needs careful consideration for the programme to better fulfill its objectives.

Statement of the Problems

The N-Power programme, be it as it may has been a commendable initiative, and despite its reported successes, faces significant challenges that impede its ability to fully address the problems of youth unemployment in Nigeria. Challenges such as delays in stipend payments of thirty thousand *Naira* (N30,000) to graduate beneficiaries and ten thousand *Naira* (N10,000) to non graduate beneficiaries per month. One of the persistent issues plaguing the N-Power programme is the frequent occurrence of delayed payment of stipends to beneficiaries. This delay not only creates financial uncertainty for the participants but also undermines the programme's effectiveness in providing immediate relief to unemployed youths. Existing literature and research has shed light on the perceived ineffectiveness of the N-Power programme in fostering meaningful skill development among Nigerian youths. Critics argue that the programme's approach to skill development and job placement may not be adequately aligned with the evolving needs of the labor market. The mismatch between the skills acquired by beneficiaries and the actual demands of employers can result in underemployment or a failure to secure long-term, sustainable employment.

There are concerns about the sustainability of its impact(Olawale and Adebayo, 2020). The sustainability of the N-Power programme lies in its ability to adapt to evolving economic landscapes and address emerging challenges. The programme, while impactful in the short term, faces questions about its long-term sustainability. The temporary nature of the engagement and the lack of a clear pathway for beneficiaries to transit into permanent employment has raised doubts about the programmes ability to create lasting impacts on youth unemployment and poverty alleviation. N-Power has limited coverage in terms of the number of beneficiaries and the sectors it addresses. This raises concerns about its ability to make a significant dent in the overall youth unemployment rate. Additionally, there are criticisms regarding the inclusivity of the programme, with claims that it may not effectively reach the most vulnerable and marginalized youths. Adequate monitoring and evaluation mechanisms are essential requisites for the success of any social intervention effort, and this seems to be lacking. It also faces the challenge of effective monitoring and evaluation of the progress made by beneficiaries, leading to difficulties in assessing the true impact of the programme on youth employment.

Also criticised is the administrative processes, such as application, selection and deployment of beneficiaries, marred by inefficiencies and bureaucratic bottlenecks. It has issues with the online application process, these can hinder the timely and effective implementation of the programme, as much as affect its overall successes. The challenges in the area of implementation can hinder

its ability to fully solve some of the pressing issues. Social intervention programmes needs to be seamlessly integrated into broader economic policies. Taking into cognisance the fact that N-Power does not operate in isolation, meaning that it does not operate without a clear alignment with overarching economic strategies, and efforts geared towards job creation and poverty eradication. So, asking the following questions will not be out of place. What is the nature of implementation of N-Power Programme in other to mitigate the problem of youth unemployment in Rivers State ? Which are the challenges encountered by beneficiaries during the implementation ?

Objectives of the Study

The main objective of this study is to Assess the Impact of N-Power on Youth Employment In Nigeria while other specific objectives includes to ;

- i. Examine the nature of implementation of the N-Power Programme in Rivers State
- ii. Identify the challenges faced in the Implementation of the N-Power Programme

Theoretical Framework

Policy Feedback Theory

The study adopts the policy feedback theory, the father of Policy Feedback Theory is considered to be Frank R. Baumgartner, an American political scientist. He, along with his collaborator Bryan D. Jones, played a significant role in developing and popularizing the theory of policy feedback, in their book, "Agendas and Instability in American Politics," published in 1993, delves into the idea that policies can have lasting effects on the political system and can shape subsequent policy agenda and decisions. Baumgartner and Jones (1993) argue that policies can create feedback loops, affecting the distribution of resources, power dynamics, and the very issues that enter the political agenda in the future. This theory has been influential in understanding the complex and dynamic nature of policy processes and their long-term consequences on political systems.

Policy Feedback Theory is a framework within political science that explores the reciprocal relationship between public policies and individuals or groups in society. The theory suggests that policies not only have immediate impacts on their target issues but also shape the attitudes, behaviors, and political dynamics of affected individuals and groups, creating feedback loops that influence future policy agendas and decisions (Baumgartner and Jones, 1993). Policy Feedback Theory posits that the effects of policies extend beyond their immediate impact and can influence the political landscape, shaping the preferences, beliefs, and behaviors of individuals and groups.

Key Components of Policy Feedback Theory:

Policy Feedback Theory begins with the premise that the design and implementation of a policy can have profound and lasting effects. The initial policy sets the stage for interactions between the government and the public, impacting the distribution of resources, power relationships, and social structures. Central to the theory is the concept of feedback loops. Policies can create feedback effects, influencing the beliefs, preferences, and behaviors of individuals or groups. For example, a policy providing educational opportunities might empower previously marginalized communities, leading to increased political engagement and demands for further policies that addresses social justice. Policies can bring about institutional changes, altering the political landscape. As certain groups benefit or may gain, some others may lose and face challenges due to a policy. This, in turn, affects the formulation and prioritization of subsequent policies. Policy Feedback Theory emphasizes how policies can shape the political agenda over time. Successful policies may lead to the entrenchment of certain issues on the political agenda,

while unsuccessful policies may push certain topics to the periphery. This dynamic process contributes to the evolution of political discourse.

Numerous empirical studies have provided support for Policy Feedback Theory, for instance, Mettler and Soss (2004) conducted a comprehensive analysis of policy feedback and its effect in the United States, demonstrating how social policy, once implemented, can reshape citizens' perceptions, participation, and demands in the political arena. Policy Feedback Theory offers a nuanced understanding of the dynamic relationship between policy and society. By acknowledging the long-term consequences of policies on individuals and groups, the theory provides insights into how policy decisions can influence the trajectory of political and social systems.

The implementation of the N-Power programme in Nigeria provides a rich context for applying Policy Feedback Theory to understand the reciprocal relationship between the policy and its effects on individuals and society. This application aims to illuminate how the design, implementation, and outcomes of the N-Power programme contribute to shaping the socio-political landscape in Nigeria. Applying Policy Feedback Theory, the study would analyze the design and initial implementation of the N-Power programme. This involves examining the intended goals, targeted sectors, and the skills provided to beneficiaries. It considers how the programme was structured to address youth unemployment, setting the stage for interactions between the government and the beneficiaries. In evaluating the feedback loops created by the N-Power programme, the paper investigated how the acquisition of new skills and the stipends provided to beneficiaries influenced and affected their socio-economic conditions. For instance, has the programme empowered participants to seek further education or entrepreneurship opportunities? Has its success or failure influenced the prioritization of youth-focused policies, such as addressing youth empowerment? Additionally, has it contributed to changes in public discourse regarding issues related to youth unemployment and skill development?

The study would assess the long-term implications of the N-Power programme on the political and social landscape. By considering how it has shaped the attitudes and behaviors of its beneficiaries, providing insights into potential future policies. Applying Policy Feedback Theory to the evaluation of N-Power Programme implementation in Rivers State offers a comprehensive framework for understanding the programme's impact beyond immediate outcomes. This approach enables researchers to delve into the dynamic relationship between the policy and its societal effects, providing valuable insights for policymakers and stakeholders aiming to enhance its effectiveness in addressing persistent challenges relating to youth unemployment.

Conceptual Review

N-Power Programme

The N-Power programme, initiated by Nigerian government in 2016, is a key component of the National Social Investment Programme(NSIP). This review aims to provide an in-depth analysis of N-Power, focusing on its components, and objectives.

Components of N-Power:

The N-Power programme is multifaceted, comprising several components, each targeting specific skill development areas. These components includes:

N-Power Teach: Focused on improving education and teaching skills.

N-Power Agro: Geared towards training beneficiaries in agricultural practices.

N-Power Health: Aiming to enhance skills in healthcare delivery.

N-Power Tech: Focused on technology-related skills.

N-Power Build: Centered on providing training in various artisanal and entrepreneurial skills.

These components reflect the diverse needs of Nigerian youths, aligning with the broader goal of tackling unemployment through skill acquisition (N-Power, n.d)..

Objectives:

- i. **Skill Development:** A primary aim of the N-Power programme is to equip Nigerian youths with employable skills. By providing targeted training in education, agriculture, health, technology, and vocational areas, the programme seeks to enhance participants' capacity to secure gainful employment or become entrepreneurs (Osinbajo, 2016).
- ii. **Reduction of Youth Unemployment:** One of the central objectives of N-Power is the reduction of youth unemployment. By offering opportunities for skills development and practical experience, the programme aspires to address the high levels of youth unemployment in Nigeria, contributing to economic growth and stability (N-Power, n.d.).
- iii. **Poverty Alleviation:** N-Power aims to alleviate poverty by empowering beneficiaries economically. The stipends provided during the training period serve as a financial support mechanism, and the acquired skills are expected to enhance the long-term economic prospects of participants, breaking the cycle of poverty (World Bank, 2020).
- iv. **Empowerment and Social Inclusion:** The programme seeks to empower individuals from diverse backgrounds, promoting social inclusion. By targeting specific sectors and skill areas, N-Power aims to bridge gaps and ensure that various demographic groups benefit from the program, fostering a more inclusive and equitable society.

Youth Unemployment level in Nigeria

Unemployment can be defined as the state of actively seeking work but failing to secure it. This seemingly straight forward concept holds complex realities in the context of the headline rate. In Nigeria, youth unemployment and underemployment might seem low officially, but the issue remains a very significant concern for a country that has a youthful population. While official figures present a seemingly low unemployment rate, understanding the true picture requires looking beyond just joblessness. Official statistics on current rate of unemployment according to the Nigeria Labour Force Survey Q2, 2023, stands at 40.2%. This is an increase from the previous quarter's 40.1%. It is expected to rise to 40.6% by the end of 2023. In comparison to 2020 figure, put at 33.3%, which is significantly lower, while that of Q3 of 2018 stood at 23.1%, much higher than the Q3 Of 2017, put at 18.8% (National Bureau of Statistics (2019, 2020, and 2023).

The data shows a different story for young people (15-34 years old). In Q2, 2023, the youth unemployment rate remained higher at 20.9%, highlighting a specific challenge for this demographic group. This might seem like good news, it's important to consider the fact that the youth unemployment rate is much higher. This means that young Nigerians are facing a much more difficult time finding jobs than the general population. There are a number of factors that could be contributing to this, such as a lack of education and experience, or a mismatch between the skills that young people have and the jobs that are available. The Nigerian government needs to take steps to address issues such as investing in education, training programmes, and creating more jobs for young people. A combination of these factors paint a more nuanced picture. Creating a scenario where many Nigerians, though technically employed, struggle with securing secure, well-paying jobs.

Geographical Differences: Rivers State, Nigeria

While national statistics show a decrease in unemployment, youth unemployment in Rivers State paints a concerning picture. According to the report of the National Bureau of Statistics, the labour force statistical unemployment and under-employment by State - Quarter 2, 2020, the records show that Labour force population in Rivers State is 3,921,860, while 1,714,189 work 40 hours, fully employed is 1,439,617 and work 20-39 hours, while under-employed figure is 775,974, and work 1-19 hours. Unemployed is 590,132 and work for 0 hours, those that did nothing and unemployed, is 1,124, 057. **Challenges Facing Implementation of N-Power Programme in Rivers State**

Rivers State is the treasure base of the country with diverse oil related industries located in the urban and suburban areas. In recent times the state has experienced a lot of youth restiveness in both urban and the rural areas. Port Harcourt City Council and Obio-Akpor local government areas are highly populated with a teeming number of youths. by the youth One of the objectives of N-Power is to address youth unemployment and enhance skills development for mitigating the challenges facing many youths. However, scholarly evaluations raised concerns about its effectiveness in achieving the latter goal. One of the criticism leveled against the implementation of the N-Power Programme is the perceived mismatch between the skills imparted by N-Power training programmes and the actual demands of the job market. Scholars have argued that the programme curriculum may not align adequately with industry needs, leading to a gap between the skills acquired by participants and those sought by employers (Ajide and Olotu, 2018). Meaning that there might be some shortfalls in the programme training modules, as it lacks industry relevance, particularly in rapidly evolving sectors like technology, the oil and gas industries, and oil servicing companies. The static nature of the curriculum may hinder participants from acquiring cutting-edge skills demanded by contemporary job markets (Olawale and Adebayo, 2020). The issue of short-term nature of the N-Power programme and its limited capacity to ensure sustained skill development have been identified by scholars. The short training periods may not provide participants with the depth of knowledge as well as experiences required for long-term employability or entrepreneurship (Ogunlana, 2019). Therefore, there is need to fostering entrepreneurial skills amongst participants.

Another point made is that while N-Power Programme aim to empower participants economically, it may not offer adequate support for entrepreneurship development. In other words, support for acquisitions of entrepreneurship skills are lacking. This has formed part of the criticism against N-Power. The argument goes further that its focus on temporary employment may likely overshadow the need for robust support for entrepreneurship. Okoye, (2018) argues that a more comprehensive approach is needed to foster the entrepreneurial spirit and success of beneficiaries. In addition to this view, the issue of support for entrepreneurial ventures may be insufficient, hindering the creation of economically independent beneficiaries capable of sustaining themselves in the long term (Ogunlana, 2019). Also, there is the issue of monitoring and evaluation mechanisms of the N-Power programme. Insufficient data collection and analysis may hinder a comprehensive understanding of the actual impact of the programme on skill development outcomes (Olawale and Adebayo, 2020).

N-Power Programme on Empowerment and Social Inclusion

From existing literature, there are concerns about the perceived ineffectiveness of the N-Power programme in achieving meaningful empowerment and social inclusion outcomes, as its

impact on beneficiaries has been very limited. While it provides skills training and temporary employment, evaluations suggest that a more comprehensive approach is needed to ensure that participants are genuinely empowered to take charge of their economic and social lives (Akeredolu, 2019). Critics argue that the N-Power programme may not have adequately considered the diverse needs and backgrounds of its participants. In other words, consideration to diversity is insufficient. Social inclusion requires a nuanced understanding of various demographic groups, and researches suggest that a more tailored approach may be necessary to address the specific challenges faced by different individuals (Olawale and Adebayo, 2020).

There are limitations in reaching and empowering the most marginalized populations. The effectiveness of social inclusion efforts may be compromised if the N-Power programme does not effectively target and engage individuals facing unique socio-economic challenges, such as those in remote areas or with disabilities (Ajide and Olotu, 2018). Considerations for participants is sometimes beclouded by party affiliation thereby limiting the membership, and denying targeted population and the vulnerable ones in the communities. Scholars have expressed concerns about the sustainability of empowerment outcomes, advising that a more sustained effort is required to ensure that empowerment and social inclusion initiatives have lasting impacts on the lives of participants, extending beyond the programme's engagement period (Olawale and Adebayo, 2020). While the N-Power programme of N-teach, has made some remarkable strides in developing the skills of beneficiaries and providing temporary employment, scholarly evaluation suggest that its effectiveness in closing the skills gap, monitoring these empowerment process and social inclusion may be hampered in the long run.

Methodology

The study adopts descriptive research design which is qualitative in nature. We made use of secondary data, sourced from documents such as books, journals, and government publication. The paper systematically examines these documents, thus enabling the adoption of content method to analyse the derived data, pertaining to youth unemployment and implementation of N-Power Programme in Nigeria, with specific focus on Rivers State.

Discussion and Findings

The N-Power programme in Nigeria was launched with the noble objective of addressing youth unemployment and empowering citizens through skill acquisition and job opportunities. However, a comprehensive study of its implementation in Rivers State reveals significant challenges in the implementation, pointing to widespread short comings, which has contributed to clogs in the wheel of progress and success in the programme outcome. Starting with the role of corruption in N-Power implementation, this took various forms and shapes. There are reported cases of embezzlement and misappropriation of funds designated for the programme. The issue of lack of transparency in financial transactions raises concerns about the actual impact on beneficiaries. There is also allegations of nepotism in the selection process, favoring individuals with political connections over genuinely deserving candidates. This compromises the programme's integrity and defeats its purpose of inclusivity. With instances of 'ghost' beneficiaries receiving stipends without performing any work, such allegations are rampant, compounded by weak verification systems. Such instances contributed to malpractices, as it drains resources without benefiting the intended demographic group. There is also the issue of irregular attendance and poor quality teaching by N--teaching assistants, whose activities ought to be monitored to ensure effective and efficient services.

Apart from the issue of corruption, there were reported cases of mismanagement and operational inefficiencies. Such as lack of robust strategy for effective programme execution. There were reported cases of insufficient planning, resulting in haphazard implementation, diminishing the programme's overall impact. Then the issue of limited mechanisms for monitoring beneficiaries' progress and performance. The absence of regular evaluations hampers the identification of successful strategies and areas for improvement. There is also recurrent issues with delayed payment of stipends and benefits. Such delays not only demotivate beneficiaries but also compromise their ability to invest in personal development.

Finally there is also the issue of technological challenges and data management. Insufficient technological and infrastructural support, hinder the smooth operation of the programme. Access to the online learning platforms is sometimes difficult. With reports of data breaches and security lapses compromising the personal information of beneficiaries. Such breaches erode trust and raise questions about the government's commitment to safeguarding sensitive data. These points are so crucial for revitalizing the N-Power programme as a catalyst for positive change and with the potentials for employment generation for the teeming youths in Rivers and Nigeria at large.

Conclusion and Recommendations

In conclusion, the policy evaluation of the N-Power programme in Rivers State highlights a myriad of challenges leading to ineffective implementation and poor result. From issues of corruption and mismanagement to technological shortcomings and delayed payments, the programme faces substantial hurdles that hinder its ability to achieve its intended objectives. These findings underscore the critical needs for a comprehensive overhaul of the programme's implementation strategies. To rectify the current deficiencies, it is imperative that the Nigerian government takes immediate and concerted action, with regard to involving the implementation of robust measures to enhance transparency, strengthen oversight mechanisms, and address issues related to the selection process. Additionally, upgrading technological infrastructure has become imperative to ensure seamless operations, and a merit-based approach adopted to depoliticize beneficiary selection. Addressing the issues raised will require a concerted effort from policymakers to refine the programme's design, enhance its efficiency, and ensure its alignment with broader economic goals. A continued commitment from the government, coupled with periodic reviews and adjustments, will be essential for ensuring the programme's long-term impact on reducing youth unemployment and poverty. Aligning itself with the objectives of the programme will improve the outcome.

Therefore, the paper recommends that;

- i. Government should develop a comprehensive and strategic plan for the N-Power programme, adherence to stated objectives, milestones, and performance indicators, is highly needed for proper management and implementation.
- ii. In order to close the skills gap, both federal and state governments should invest in the training and capacity-building for programme administrators and instructors, to enhance the nature of skills acquired by participants, thereby improve their long-term employability.
- iii. Government should implement community engagement initiatives to ensure its alignment with specific needs and aspirations of the communities it serves.
- iv. The authorities should invest in upgrading technological infrastructure to address challenges related to device distribution, online learning platforms, and data security. Ensure that online

learning platforms are user-friendly and accessible to all beneficiaries, considering the diverse technological literacy levels among participants in the N-Tech sector.

v. They should adopt a merit-based selection process for N-Power beneficiaries, free from political influence, to ensure that the most deserving candidates are chosen based on their qualifications and needs. Clearly communicate the selection criteria to the public, fostering transparency and trust in the fairness of the process.

vi. The authorities should implement streamlined efficient payment processes to ensure that all beneficiaries of the programme got their stipends on time. Establish a clear communication channels, inform beneficiaries about the status of their payments and any potential delays, maintaining transparency and managing expectations.

vii. The Commissioner for Youths, Social Welfare and Development should maintain regular consultations with beneficiaries, representatives of educational institutions and government establishment, community leaders, with other stakeholders to gather feedback on the programme's effectiveness and identify areas for improvement. Using the feedback received to make responsive adjustments to the programme, ensuring it remains aligned with the evolving needs of the target demographic group.

viii. There should be a comprehensive and sustained approach that considers diverse needs, foster entrepreneurship, and target marginalized population effectively.

ix. Government should ensure that the programme remains flexible enough to adapt to changing circumstances, economic conditions, and technological advancements.

Implementing these comprehensive recommendations will require a concerted effort from government agencies, stakeholders, and the beneficiaries themselves. However, by addressing the outlined areas, the N-Power programme can overcome its current challenges and fulfill its mission of improving the employability of youths, through exposures to meaningful skill and employment opportunities.

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