# PRODUCTIVE JOBS CREATION IN NIGERIA: HOW CAN HIGHER EDUCATION INSTITUTIONS INVOLVE INDUSTRY EXPERTS TO DIRECT LEARNING?

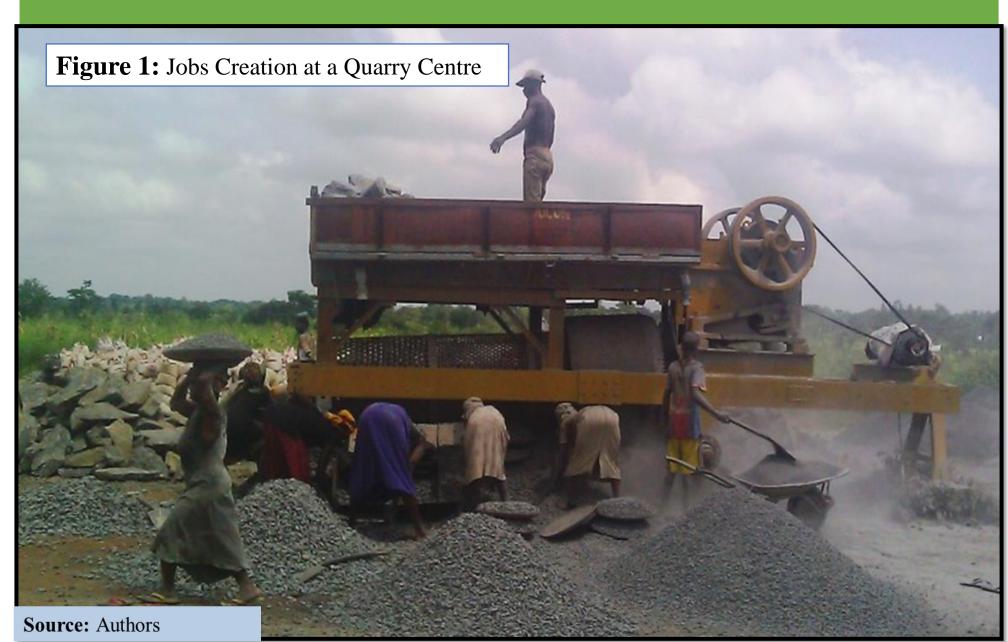
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# INTRODUCTION

- This study adopts qualitative research approach to learn how the Nigerian higher education (HE) institutions can involve industry experts to direct learning- an approach that can facilitate productive jobs creation in Nigeria.
- Higher education (HE) graduates are expected to have acquired the
- right skills through effective learning that prepares them for productive jobs creation
- Majority of the Nigerian HE graduates are unemployable, unable to either start small businesses, become self-employed or paid employment due to poor skills development.
- Even a greater number of the HE graduates roam the streets in search for white-collar jobs which are not readily available.



# **METHODOLOGY**

- Qualitative research approach (interviews conducted through face-to-face and phone calls) was adopted.
- Semi-structured interview was adopted.
- Participants include, 12 Nigerian Higher Education Teachers, 11 industry executives, 6 executives of National Directorate of Employment, and 21 final year undergraduates.
- All interviews were recorded and transcribed verbatim.
- Thematic Analysis was adopted.

## Figure 2: Results from Thematic Analysis

Main Categorized Codes **Minor Order Codes** Collective Framework - Jobs specific skills content - 50% theory and 50% practical teaching - involve industry experts during curriculum designs - Include more business development related courses based on demands of labour market Curriculum Restructuring - entrepreneurship education should be more practical than theory. - Quality of teaching and learning - Engaging the students - Knowledge of subject matter - Adopt problem-based learning approach - Adopt work-based learning approach - Adopt pactice-based learning approach **Pedagogical Approaches** -Ability to interpret the curriculum and Competencies - Collaborative learning approach - Bring the industry experts to supervise learning Encourage school-to-industry learning Allow industries to direct Jobs specific learning Entrepreneurship education should be handled and managed by the industry and business **Building Linkages** experts. between higher education - Have industry liaison office in the institution and Industries - Encourage students' internships to industries - Lifelong learning - Improved labour market outcomes - Reduce mismatches between labour supply and demand - Social equity and social inclusion Career Training and Right career and jobs related advice Mentoring - Establish career development unit - Employ career trainers and counselors - Place emphasis on skill acquisition instead of certificates accusation. - Graduate students based on skills-based tests Pedagogical Re-engineering from certificate driven instead of paper examination-based tests. - Encourage various skills mastery to skills driven

### CONCLUSION

Our study provides significant suggestions on the improvement needs of the Nigerian HE system to inspire and motivate students to increase their knowledge (know-how), skills (how to do), self-efficacy (effectiveness) and qualities (technical and creative knowledge) required by the 21st-century labour.

Involving Employers in Directing Higher Education Learning

Facilitating Productive Job Creation

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