IMPLEMENTATION OF MOTIVATIONAL EVENT CATERING PROGRAMME FOR UNEMPLOYED SECONDARY SCHOOL LEAVERS IN PARTNERSHIP WITH NATIONAL DIRECTORATE OF EMPLOYMENT IN ENUGU STATE

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Abstract

The study determined the motivational incentives that could be put in place by National Directorate of Employment (NDE), in partnership with other stakeholders, like community leaders, local government chairmen and NGOs for effective implement of event catering programme for secondary school leavers for employment in Enugu state. The study adopted survey research design. Four research questions and four hypotheses guided the study. The study was carried out in five local government areas in Enugu State. The sample for the study was 70 respondents. Questionnaire was used for data collection. The questionnaire was validated by three experts from Department of Home Economics and Hospitality Education, in University of Nigeria, Nsukka. The data were analyzed using mean and standard deviation to answer the research questions and Analysis of Variance (ANOVA) to test the hypotheses at p>0.05 level of significant. It was found out among others that six(6) motivational incentive are required from the community leaders for implementing event catering programme for training secondary school leavers for employment. It was recommended that the community leaders and local government chairmen should plan and organize skill training as a holiday programme for skill acquisition for all children from junior to senior secondary school, so that when they graduate they will have jobs to do.

Keywords: Catering, Motivation, Implementation, Partnership, School Leavers.

Introduction

Catering is the day-to-day effective running of food activities in serving food, beverages and snacks in bars, restaurants and rooms. Bama (2013) posited catering as an occupation that involves solely the provision of food, drinks and other privilege services like music, decoration, shades to its numerous guests or clients. Hard (2014) advanced that catering is the activity of providing food and beverages for events. Catering has many areas, such as hotel catering, restaurant, bar, prisons, institution and event catering.

Event catering in the view of Forkest and Patrick (2013), is the type of catering service which its function is not within the scope of normal catering routines. Rippinton (2012) explained that certain amount of adaptability in quality and specialist in use of equipment is required in it, especially for some outdoor jobs. It provides a full range of events in business, meetings, conferences, exhibitions, weddings, funerals among others (Burg, 2014). Event catering has different entrepreneurial skills that enable individuals function well in interior and exterior decoration, food and beverage services, choice of colour for the day, sewing dresses for bride and groom, choosing costume. If unemployed secondary school leavers are exposed towards benefiting from these skills in event catering, they will release themselves from total dependence on their parents and become productive citizens of the community, hence they need motivation.

Motivation is an incentive acceptable by individuals to encourage the individual respond in the direction of the activities for which motives are given. Motivation in the opinion of

Olaitan (2001), is the desire, need, interest that arouse one towards achieving objective. Nnachi (2012), stated that motivation is a driving factor that can cause somebody to act positively or negatively towards a situation. These drives are inform of incentives that could be obtained from concerned stakeholders who will make it available to attract the unemployed secondary school leavers into training them for event catering programme to enable them become qualified caterers.

These incentives are services that could be provided by the stakeholders for effective running of the programme such as providing training center, facilities, equipment, personnel, food, catering uniforms, security among others to help these individuals for effective training because they are unemployed. According to Adams (2012) a stakeholders is a person or company that is involved in a particular organization, project, system especially because he has invested money or vested interest in it. This vested interest is to help the secondary school leavers to acquire skills in event catering as to get themselves employed or paid employment.

Secondary school leavers as stated by Ukonze (2012), are those individuals who have completed six years of schooling and have sat for external examination like WAEC and NECO and succeeded but could not gain admission into tertiary institution or get employed. This study focused on the female secondary school leavers in Enugu state. These individuals depend on their parents or relations for feeding and maintenance for existence. They could not get enough to meet their needs and therefore become radical or militants in their activities which constitute menance to the society. Many of them are victims of rape, drug addition, police and prison custody. In some cases they constitute errands to evil to destabilize the community and government. Therefore their activities are anti-development of the area of study in their bid for survival. If these individuals are motivated to benefit from training in event catering, it may help reduce their menace in the society and make them independent of their own economy and contributors to the state.

Training as explained by Uko (2013), is the process whereby an individual learns the skills needed to do a particular job. This training in event catering covers findings of customers, planning, organizing, implementing, evaluating, expanding and sustaining the business. For this training to become effective, the beneficiary requires motivation before, during the training and after the training. This motivation can be in partnership with National Directorate of Employment (NDE).

Partnership was stated by Obi (2011), to consist of two or more people working together as the proprietors of a business. Partnership in this study is having the stakeholders in the training of secondary school leavers for employment. These stakeholders include; the community, Non- Governmental Organization (NGO), Local Government and National Directorate of Employment (NDE). When these stakeholders share the motivational responsibilities of empowering the secondary school graduates in economic empowerment, the training becomes effective and sustainable.

National Directorate of Employment was established by the Government in 1986 to combat mass unemployment among Nigerians. Wogu (2012), outlined the vision or mandate of NDE to include; obtaining and maintaining a Data Bank on unemployment and advancement in the country with a view to acting as a clearing house to link job with vacancies in collaboration with other government agencies; to design and implement programme to combat mass unemployment; to articulate policies aimed to develop work programme with labour intensive potentials and to implement any other policies as may be laid down from time to time by the board established under sector of the enabling Act. Though NDE as an organization of relief has been in existence probably in the direction of their mandate to combat unemployment of youth in the nation, they still require working with other partners for their

mandate in order to become very effective within the growing rate of youth unemployment especially in the implementation of event catering programme.

Implementation according to Ashby (2012) is the process of putting a decision or plan into effective action. This implementation should be by constituted authority or concerned individuals. In this study, implementation is the action by the stakeholders and NDE as partners in physical operation of the plans in event catering programme for the unemployed secondary school leavers, through putting together their motivations from each partner to affect viable training. The purpose of the study therefore, was to identify the motivational incentives that can be put in place by NDE in partnership with other stakeholders in the effective implementation of event catering programme for unemployed secondary school leavers in Enugu state.

Specifically, the study sought to determine the motivational incentive of;

i. Community
ii. Non-governmental organization (NGO)
iii. Local government
iv. National directorate to employment (NDE)

Methodology

Four research questions were developed and answered by the study while four hypotheses were formulated and tested at 0.05 level of significant. Survey research design was adopted for the study. Survey research design according to Nworgu (2009), is one which studies large or small population by selecting and ar... through

The study was conducted in Enugu state, made up of seventeen (17) local government area. Out of the seventeen local government areas, five were sampled from the population of 533 comprising 435 community leaders, 65 NGO executive staff, 5 local government chairman and 33 senior staff of NDE in Enugu state, Cluster sampling technique was used to select 8 community leaders from each five local government areas making 40 community leaders, three(3) NGO officials from each of the 5 local government that carry out activities on youth empowerment to give 15, ten(10) NDE senior staff. The population of the local government chairmen was used due to its small size of which gave a sample size of 70 respondents. Cohen, Manion and Morrison (2011), explained that cluster sampling technique is a parameter of a wider population that are often drawn very sharply, therefore having a common generalizability of the findings.

A 25 item questionnaire was developed from the literature reviewed and used for collection of data. Each item was assigned a four point response scale of strongly Agree(4), Agree(3), Disagree(2) and Strongly Disagree(1). Each set of questionnaire was answered by three groups of respondents. Three experts from vocational teacher education face validated the instrument, all from the Home Economics Unit in University of Nigeria, Nsukka. Their suggestions were used for developing the final version of the questionnaire for collecting data from the respondents. Test retest technique and product moment co-efficient were used to determine the reliability of the instrument with a co-efficient of 0.87. Seventy (70) copies of questionnaire were administered to the respondents with the help of three research assistants. All the copies of the answered questionnaire were retrieved and analyzed.

Mean and standard deviation were used to answer the research questions while ANOVA was used in testing the hypothesis. A cutoff point of 2.50 was used because of the dichotomous nature of the instrument. Any item with a mean of 2.50 and above indicates agree while any item whose weighted mean is below

any item with a p-value of 0.05 or above indicated that there was no significant difference in the mean rating of the respondents whiles any item with a p-value less than 0.05 indicated that there was a significant difference in the mean rating of the respondents.

Research Question 1
What are the Incentives from the Community leaders for implementing event Catering Programme for Training Secondary School Leavers for Employment?

Hypothesis 1
There is no significant difference in the mean ratings of the responses of the community leaders, local government chairmen and NDE staff on the motivational incentive from the community leaders for implementing event catering programme for training secondary school leaver for employment

Table 1: Mean Rating Analysis of Variance (ANOVA) of the Responses of the Community leaders, Local Government Chairman and NDE Staff on Motivational Incentive from Community Leaders for implementing Event Catering Programme for Training Secondary School Leaver for Employment

Items statement (community)	$\bar{X}$	**Sum of square**	**Residual SD**	**DF**	**p-value**	**Et^2**	**Remark**
Contribute financially to the program	3.07	Between Group- 1.15 Within Group- 157.38Total – 158.53	0.74	22	0.08	0.09	A, NS
Support the implementation of the programme in the community	3.51	Between Group 1.43 With group 182.81 Total- 184.24	0.68	2	0.06	0.73	A, NS
Provide security for the programme	3.08	Between Group 1.33 With group 173.55 Total- 174.88	0.47	2	0.07	0.81	A, NS
Help in advising in the programme for patronage	3.23	Between Group 1.65 With group 176.55 Total- 178.20	0.87	2	0.09	0.90	A, NS
Philanthropist in the community should assist in the programme in the time of dear need that is creating challenges	3.62	Between Group 1.70 With group 215.14 Total- 216.89	0.45	2	0.07	0.81	A, NS
Assist on evaluating the programme through the performance of the school leavers	3.15	Between Group 1.61 With group 168.21 Total- 169.82	0.56	2	0.69	0.72	A, NS

Key A = Agree NS= Not Significant at P < 0.05 Et2 = Correlation Ratio

Table 1, revealed that all the 6 items of motivational incentives required from the community leaders had their mean values ranged from 3.07 – 3.62 and were greater than 2.50 which is the cutoff point. This indicated that the respondents agreed that they are all motivational incentives that community leaders can provide for implementing event catering programme for training the secondary school leaves for employment. The table also showed that the standard deviation of the 6 items ranged from 0.45 to 0.87, indicating that respondents were not too far from the mean and from the opinion of one another. The study also revealed that the p-value of all the items ranged from 0.06 – 0.8 and were greater than 0.05,

indicating that there was no significant difference in the mean ratings of the three groups of respondents.

Research Question 2

What are the Motivational Incentive of Non-Governmental Organization (NGO) For Implementing Event Catering Programme for Training Secondary School Leaves for Employment

Hypothesis 2

There is no Significant Difference in the Mean Rating of NGO, Community Leaders and Local Government Chairmen on the Motivational Incentives of NGO in Implementing Event Catering Programme for Training Secondary School Leavers for Employment.

Table 2: Mean Rating and Analysis of Variance (ANOVA) on the responses of the non-governmental organization, community leaders and local government chairmen in implementing event catering program for training secondary school leavers for employment.

Items statement (local government)	$\bar{X}$	**SD**	**Sum of square**	**DF**	**p-value**	**Et²**	**Remark**
Support the implementation of the programme through facilities	3.35	0.84	Between Group- 1.29 Within Group- 172.30 Total – 173.59	2	0.15	0.81	A, NS
Contribute to the main tenance of the trainer	3.07	0.42	Between Group 1.39 With group 121.35 Total- 122.74	2	0.08	0.86	A, NS
Guaranty soft loan to the leavers for effective take off	3.44	0.92	Between Group 1.79 With group 139.12 Total- 140.91	2	0.11	0.90	A, NS
Help to follow up effectively training of the beneficiaries	2.89	0.51	Between Group 1.05 With group 201.15 Total- 202.20	2	0.06	0.85	A, NS
Introduce innovations to the training programme	3.55	0.64	Between Group 1.16 With group 203.10 Total- 204.26	2	0.10	0.83	A, NS

Table 2 revealed that all the items have their mean values ranged from 2.89-3.53 and were greater than 2.50, indicating that the respondent agreed that they are all motivations incentives that the NGO would provide for the implementation of event catering programme for training the secondary school leavers for employment. The study also revealed that the standard deviation ranged from 0.42 to 0.84, indicating that the respondents were not too far from the mean and form one another. The study also revealed that the p-value of all the items ranged from 0.06-0.15 and were greater than

0.05. This indicates that there is no significant difference.

Research Question 3
What are the Local Government Incentives for implementing event Catering Programme for Training Secondary School Leavers for Employment?

Hypothesis 3
There is no significant difference in the mean ratings of the responses of local government chairmen, community leader and NDE staff on the motivational incentives for implementing event catering programme for training secondary school leader for employment.

Table 3: Mean Rating and Analysis of Variance (ANOVA) on the responses of the local government chairman, community leaders and NDE Staff on the Motivational Incentives from the Local Government for Implementing Event Catering Programme for Training Secondary School Leavers for Employment.

Items statement (local government)	$\bar{X}$	**Sum of square**	**Residual SD**	**DF**	**p-value**	**Et^2**	**Remark**
Advertise the programme to attract interested candidates	3.42	Between Group-1.20Within Group-218.88 Total – 220.08	0.80	2	0.05	0.88	A, NS
Enroll the interested candidates for the programme	2.80	Between Group 1.43 With group 121.39 Total- 123.48		2	0.11	0.90	A, NS
Provide training centre for the programme	3.02	Between Group 1.70 With group 139.42 Total- 141.12	0.55	2	0.09	0.78	A, NS
Provide security during the training of the learners in the environment	3.18	Between Group 1.05 With group 203.94 Total- 204.99	0.79	2	0.110	0.8	A, NS
Encourage the learners through facility incentive, workers, pots ovens etc.	2.99	Between Group 1.61 With group 162.24 Total- 163.95	0.44	2	0.12	0.91	A, NS
Liaise with the other stakeholders for the effectiveness of the implementation of the programme	3.00	Between Group 1.27 With group 157.63 Total- 160.90	0.51	2	0.07	0.89	A, NS
Provide necessary incentive to trainers as such as accommodation feeding, transport	3.08	Between Group 1.15 With group 218.24 Total- 219.39	0.58	2	0.06	0.91	A, NS

Involve parents of the trainees in discussing the challenges of implementing and probably solution	2.93	Between Group 1.69 With group 157.63 Total- 158.32	0.86	2	0.07	0.89	A, NS

Table 2 revealed that all the 8 items have their mean values ranged from 2.80-3.42 and were greater than 2.50. This indicated that the respondents agreed that they are all motivational incentives that local government chairmen could provide for the implementation of event catering programme for training secondary school leavers for employment. The study also showed that the standard deviation of the 8 items ranged from 0.51-0.86, indicating that respondents were not too far from the mean and from the opinion of one another. The study also revealed that the p-value of all the items ranged from 0.05-0.12 and were equal and greater than 0.05. This indicated that there was no significant difference.

Research Question 4

What are the Motivational Incentives from the NDE staff for Implementing event Catering Programme for training Secondary School Leaver for employment?

Hypothesis 4

There is no Significant Difference in the Mean Rating of the responses of the community leaders, NDE staff and local government chairman for implementing event catering programme for training secondary school leavers for employment.

Table 4: Mean Rating and Analysis of Variance (ANOVA) of the responses of the community leader, local government chairmen and NDE staff for implementing event catering programme for training secondary school leavers for employment.

Items statement (local government)	$\bar{X}$	**SD**	**Sum of square**	**DF**	**p-value**	**Remark**
Recruit qualified personnel for the trainee	3.55	0.64	Between Group- 2.22 Within Group- 112.55 Total – 114.77	2 55.45 3.39	0.11	R, NS
Provide maintenance facilities for the training such as feeding, clothes and health care	3.00	0.81	Between Group 1.36 With group 136.14 Total- 137.50	3 4.55 3.63	0.09	R, NS
Sponsor evident based indigent trainees	3.22	0.72	Between Group 3.20 With group 228.83 Total- 288.88	3 5.88 3.95	0.10	R, NS
Advertise qualified and competent graduates for markets	3.15	0.53	Between Group 2.70 With group 121.39 Total- 123.48	3 3.09 3.55	0.06	R, NS
Help to source fund for 8 of loan for trainees	3.41	0.49	Between Group 1.89 With group 139.42 Total- 142.12	3 4.35 5.05	0.07	R, NS
Organize re-training for the school leavers of how quality assurance	3.30	0.91	Between Group 2.00 With group 203.94 Total- 205.94	3 3.45 3.39	0.13	R, NS

Provide facilities and equipment for the training	2.78	0.69	Between Group 3.58 With group 187.19 Total- 190.78	3 5.65 6.33	0.16	R, NS
Security to guide non-payment to staff	2.91	0.56	Between Group 3.12 With group 216.98 Total- 219.20	3 3.08 3.33	0.22	R, NS

Table 4 revealed that the 8 items on motivational incentives that could be provided by the NDE had their means ranged from 2.78 to 3.55. This showed that the means were above the cutoff point at 2.50, indicating that the 8 items were required for implementing event catering programme for training secondary school leaver for employment. The table also revealed that the standard deviation ranged from 0.49 to 0.81. This indicated that the respondents were not too far from the mean and from one another in their mean.

The table further revealed that the eight(8) items have the p-vale greater than 0.05 level of significance which indicated that there was no significant difference in the mean ratings of the three groups of respondents.

Discussion

It was found out that six(6) motivational incentives are required by the community for implementing event catering program for training secondary school leavers for employment. They include contributing financially to the programme, providing security for the programme. These results are in consonance with the findings of the study carried out by Olaitan, Alariba and Asogwa (2010), on motivational initiatives for encouraging graduates of Agriculture to engage in farming enterprises in south western Nigeria, where it was found out that the community should extend security services to cover the protection of agriculture enterprises of graduates. The results are also in line with the findings of Dimelu (2010) on motivational initiatives for Enhancing Skill Empowerment of Youth in Home Economics occupation for work towards peace in Nigeria Delta where it was found out that the community should solicit financial support for those who enroll in home economics occupation skill acquisition centres.

The result in table 2, revealed that eight(8) motivational incentives are required by local government chairmen for implementing event catering programme for training secondary school leavers for employment. They are; advertise the programme to attract interested candidate for the programme, provide training centres for the programme. The results are in conformity with the view of Ojo (2011), who highlighted the contribution of local government chairman to the community to include providing training centre for the training programme if they could afford the centers such training programme is likely to increase their enrolment into programme and discourage them from militancy.

The result in table 3, showed that the five(5) motivational initiatives items were required by the NGO in implementing event catering programme for training secondary school leavers for employment. The results include, help to follow up effectively in training of the beneficiaries. The result is in consonant with the view of Ojutolayo (2000), who stated that NGO's help the community in follow up of the training of youths in skill acquisition in the bid to reduce their menace. Also, the findings revealed that 7 motivational incentives were required by NDE for implementing event catering programme for training secondary school leavers for employment. The motivational incentive includes providing facilities and equipment for the training. This result is in agreement with the findings of Omofonmwan and Osuyi (2013) in a study titled "Government Commitment in the provision of instructional resources for teaching basic technology as perceived by principals in public junior secondary schools in

Edo state. Where it was disagreed that government provides enough facilities and equipment for teaching in junior secondary. Therefore it was the perspective of the principals that the government should provide adequate facilities and equipment for teaching in junior secondary school which is expected of NDE as a representative of government

The study found out that there are no significant difference in the mean ratings of the responses of the three groups of respondents on 6 items on motivational incentives required by the community, 8 items by the local government chairman, 5 items from NGO and 7 items from the NDE. The implication of this study is that the experience of the respondents did not significantly influence their opinion on the entire 26 items.

Conclusion

From the findings of this study, it was concluded that many secondary school leavers, graduate without skills to either get themselves employed or employed by other organizations. This became as issue of major concern to the community especially the government. They engaged themselves in many unacceptable activities, which if they were skillful may have jobs doing that will reduce the menace. Therefore, it should be the concern of the stakeholders like the community, local government chairman, Non-Governmental Organization (NGOs) and National Directorate of Employment (NDE) to get these secondary school leavers gainfully employed in event catering management for self sustenance. This study, therefore, identified the motivational incentives that could be provided by these stakeholders to empower the secondary schools leavers in Enugu state for implanting event catering programme for training the secondary school leavers for employment.

Recommendations

The following recommendations were made based on the findings of the study.

1. More stakeholders should be involved in helping the secondary schools leavers trai *Dimelu, I.N. & Chukwuone, C. A* employed in different jobs.
2. Government should from time to time link these unemployed youth with jobs in government or private sectors through NDE as one of their mandate.
3. The community and local government should always plan and organize skill training as holidays programme on skill acquisition for their secondary school children from junior to senior secondary so that by the time they graduates, they will have jobs to do.

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