

EFFECT OF NATIONAL SOCIAL INVESTMENT PROGRAMME (NSIP) ON HUMAN CAPITAL DEVELOPMENT IN ENUGU STATE, NIGERIA

Nwobodo Florence Ngoze

Prof. Barr. Walter Ezeodili

Department of Public Administration
Enugu State University of Science and Technology (ESUT), Enugu

ABSTRACT

*The study appraised the National Social Investment Programme (NSIP) Human Capital development in Enugu State. National Social Investment programme was launched by the federal government of Nigeria to reduce poverty and hunger and also to address the challenge around human capital development, with the aim of reducing poverty and creating wealth in order to tackle economic vulnerability in the country. Welfare state theory was adopted for the study. The welfare state originated in Germany during 19th century by German Chancellor Otto von Bismarck. The specific objectives of the study were to: examine the effect of N-Power Programme in enhancing employee development in Enugu State, identify the contribution of Government enterprise and empowerment programme (GEEP) on reduction of poverty and identify the contribution of Home Grown School Feeding Programme (HGSFP) on growth rate of education in Enugu State. This study was conducted using survey research design. The study employed primary and secondary sources of data. The population of the study was **1106681**. Wimmer and Dominick formula was used to determine the sample size of 384. The collected data was analysed through the use of SPSS. The Chi-square Analysis Technique was applied in testing the hypotheses. The finding revealed that N-*

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Power Programme had a significant effect on employee development, that government enterprise and empowerment programme had contributed significantly in poverty reduction and that National Home Grown School Feeding Programme had a significant contribution in education growth rate in Enugu state. The study concluded that the programme exposes youths in Enugu State to economic empowerment and capacity building. The study recommended that Enugu State government should create more skill acquisition centers to train the youths on necessary skills needed to drive various enterprises in Enugu State since most of the youths lacks necessary skills.

1. INTRODUCTION

Federal Government of Nigeria in 2016 launched the National Social Investment Programme (NSIP) to fight poverty and hunger across the nation. It was also initiated to address the challenges around human capital development with the aim of reducing poverty and creating wealth in order to tackle socio-economic vulnerability in the nation. NSIP is a form of social protection programmes used in developed nations of the world to tackle socio-economic sustainability and human capital development challenges (Oyewo, 2021). Human capital development determines the rate of economic growth, technological and scientific progress. If NSIP is effectively implemented, there will be improvement in human capital development which will result in skill acquisition, improved quality of life and health which depends on education, technical skills, soft loan etc. National Social Investment Programme (NSIP) range of programmes focuses on the vulnerable population of the nation such as children, youth and women to enable them achieve economic growth and development. It is made up of four suites of programmes. The N-Power initiative offers young Nigerians job training and education as well as a 30,000 Naira monthly stipend. One aspect of this programme CCT was created to provide direct support to the vulnerable in a way that is free of strings of unfriendly borrower lender attachments which is critical for the lowest-income group in reducing poverty and promoting wealth creation and self-sustainability.

The Home Grown School Feeding Programme (HGSFP) is government initiative aimed to encourage increase in school enrolment by giving free meal once a day to school pupils. When pupils attend school regularly because of free school meal, they will be educated, empowered and their potentials will develop. It is known that a well-educated person is a productive person who

will improve his living standard and contribute to economic growth of the nation. Also is the Government Enterprise and Empowerments Programmes (GEEP) It is a micro lending investment programme that focuses on young and female entrepreneurs. The initiative offers no interest on loan to its participants to lower the costs of starting a business in Nigeria. All of these social investment programmes were aimed at enhancing human capital development and usage as no nation can prosper without skilled and efficient man power and labour.

The emphasis of social investment programme in Enugu State is built on skill acquisition enhancing employee development through N-power, and economic empowerment, through GEEP and enhancing standard of living through NHGSFP. But there is poor synergy between the federal government and state government. The question of reaching the targeted population has a big problem. The vulnerable population in Enugu State are yet to experience increase in skill acquisition, sound education, enhanced standard of living, reduction in poverty and crime because of poor implementation process, improper beneficiary targeted etc.

While much attention has been paid by government agencies on the implementation of NSIP in relation to human capital development in Enugu State Nigeria, there is a gap between the intentions of government and how the programmes have impacted the overall human capital development of children, youth and women in Enugu State. It is against this background that the study looked at the National Social Investment Programmes and Human Capital Development in Enugu State.

2.1 Statement of the Problem

The International World, Regional Organizations (such as the African Union) are increasingly using social protection as a policy tool to address development concerns. The main argument for social investment and citizen protection stems from the fact that social protection policy and programming can support a more equitable pro-poor growth model by supporting both economic and social development, particularly in Nigeria, where strong economic growth is not benefiting the poor. Rather than improving or decreasing youth unemployment, the degrees and dimensions of social malaise are increasing. The high crime rate, drug addiction, abduction, militancy, insurgency, banditry, and terrorism in our society in recent times are seen to be consequences of Nigeria's deteriorating unemployment and poverty problems. As a result of curbing this malaise in the country, National Social Investment Programme was birthed to address the issues of skill acquisition and poverty.

Despite the commendable efforts of NSIP to ensure the human capital development of vulnerable populations in Enugu State, such as children, youth, and women, NSIP has come under attack from some residents who believe the programme is failing to support the vulnerable population and thus failing to meet its objectives. The structure and operationalization of the programmes in the state face many challenging issues like weak monitoring and evaluation systems, lack of transparent and effective payment systems, limited coverage, and improper accounting. These issues have hampered human capital development in Enugu State, denying the people the skill acquisition, entrepreneurship development, and economic empowerment that they require.

Many people in Enugu's rural areas are not aware of National Social Investment Programmes. The N-power initiative, Government Enterprise and Empowerment Programme (GEEP), and National Home-Grown School Feeding Programme (NHGSFP) seems to be on paper for many rural Enugu State residents.

The overall NSIP activities and objectives needed to determine the programme's impact and contribution on skill acquisition, entrepreneurial development among Enugu state's youth, and the overall improvement in children and women as it applies to Enugu state, Nigeria is a problem. Many children of school age skill hawk during school hours. Youth restiveness is still on the increase. Therefore, this study seeks to establish whether National Social Investment Programme (NSIP) has significantly addressed the challenges of human capital development in Enugu State. It is against this background that this study seek to examined the Effect of National Social Investment Programme (NSIP) on Human Capital Development in Enugu State.

2.2 Objectives of the Study

1. To examine the effect of NSIP in enhancing employee development in Enugu state.
2. To ascertain the effect of NSIP on growth rate of education in Enugu State
3. To determine the contribution of NSIP in reduction of poverty rate in Enugu State.

2.3 Research Questions

The researcher asked the following questions to guide the study;

1. What are the effects of NSIP in enhancing employee development in Enugu state?
2. How does NSIP affect the growth rate of education in Enugu State?
3. To what extent does NSIP contribute in the reduction of poverty rate in Enugu State?

2.4 Hypotheses

In line with the specific objectives, the study developed the following null (Ho) hypotheses

- I. NSIP does not have significant effect in enhancing employee development in Enugu state.
2. NSIP does not have significant and positive effect on growth rate of education in Enugu State
3. NSIP does not contribute significantly in reduction of poverty rate in Enugu State.

2. REVIEW OF RELEATED LITERATURE

2.1 Conceptual Review

2.2 Social Investment

Investing in people is what social investment is all about. There are policies that were created with the goal of improving the youth's employability and functionality within the system by increasing their skills and building their capacity. Key policy areas include education, quality childcare, healthcare, training, job-search assistance, and rehabilitation (NSIP Report: 2018). The Nigerian National Social Investment Program (NSIP) is a social welfare initiative launched by the Nigerian Federal Government in 2016 under the administration of the National Social Investment Office.

The social investment programmes were created to ensure justice and equity in the distribution and access to available resources for the general public, particularly the most vulnerable members of society, such as children, youth, and women. The office of President Muhammadu Buhari

launched four suites programme to combat poverty and promote economic development. Through conditional cash transfers, job creation, school feeding, skills acquisition, education, and financial inclusion. National Social Investment Programmes are designed to help the Federal Government fulfill its social protection role to its citizens, reduce poverty and inequality in Nigeria, and jumpstart progress on human development (NSIP Report: 2018). These programmes are based on the need for more sustainable and inclusive economic growth, lower poverty rates, and the need to decrease Nigeria's large inequality gap between rich and poor, as well as the gender gap.

2.3 N-Power Programme

N-Power is a job creation and empowerment programme run by the Nigerian federal government as part of the social investment programme for youth and other vulnerable groups. It is a Nigerian government programme aimed at reducing unemployment by assisting jobless people in finding work and engaging them in productive activities while they are out of work (Sunday & Ubong 2018). The programme was designed to give Nigerian youths lifelong skills that will be useful in both domestic and international markets. The initiative targets graduates, skilled and unskilled workers, and school dropouts aged 18 to 35. Each beneficiary will receive N30,000.00 per month. To accommodate the vulnerable at all levels, the programme is divided into two categories: N-Power graduates and N-Power non-graduates.

The N-Power graduate, also known as N-Power volunteers, is a group of people who have completed the N-Power programme in four key areas: volunteers must provide teaching, instructional, and advising solutions (npower.gov.ng 2023). **N-power Agro:** Volunteers from will provide advice to farmers across the country. They will assist the federal Ministry of Agriculture and Rural Development in communicating extension service information. **N-Power Health:** This programme is designed for pregnant women, children, and other socially vulnerable individuals. As a result, volunteers will help to promote preventive healthcare among these targeted populations in their communities. **N-Power Teach:** Volunteers in this programme work as teaching assistants in Nigerian elementary schools. This will help the country's basic education delivery. **N-fax:** In this sector, volunteers will act as community tax liaison officers with the state's tax authorities in their own states. They will help with tax compliance awareness, answering online questions, and so forth. The N-Power Non-Graduate programme provides training and certification in two areas of importance: N-Power Knowledge is a non-profit organisation that fosters and accelerates technology and creative businesses. Its primary goal is to ensure that people can work as outsourcers, freelancers, or entrepreneurs in the market. N-Power Builds employs and trains unemployed Nigerian youths in order to create a generation of trained and competent professionals and specialists in a variety of fields.

2.4 Government Enterprise and Empowerment Programme (GEEP)

The Government Enterprise and Empowerment Programme (GEEP) aims to provide micro, small, and medium-sized businesses with interest-free loans. Trader Moni, Farmer Moni, and Market Moni are three initiatives that aim to boost commerce for men and women by providing progressive loans ranging from 10,000 to 100,000 naira with no interest or collateral requirement (Onah&Olise, 2020). According to the Federal Republic of Nigeria (2017), the scheme's goal is to assist 1,000,000 traders, 200,000 small and medium businesses, 260,000 enterprising youths, and 200,000 agricultural workers, for a total of 1,660,000 beneficiaries. The initiative has impacted 1,634,533 Nigerian citizens, according to the World Bank's most recent report (2019).

The National Home-Grown school feeding Programme (NHGSFP)

This is a nutritional programme with the goal of feeding schoolchildren. The emphasis is on increasing enrollment, reducing malnutrition, and establishing a socioeconomic value chain from farm to table. Local farmers provide the farm product, and community members cook it. The initial goal was to feed 5,500 primary school students (Federal Republic of Nigeria, 2017). So far, approximately 9,052,235 students have been impacted, far exceeding the initial target (The World Bank, 2019).

Human Capital Development

Human capital is defined as the accumulation of abilities, skills, and knowledge that can be used to perform work and provide economic value (Mubarik et al., 2018). The accumulation of human capital results in value that can be recognised at the individual, aggregate, national, and organisational levels. As a result, individual and aggregate human capital implications can be made.

Individual human capital is concerned with assessing professional achievement, such as remuneration and promotions (Hayek 2016). Aggregate human capital is the value that, depending on the unique knowledge, skills, and talents of all employees in a business, has the potential to create a sustainable competitive advantage through productivity and profitability (Nyberg & Wright, 2015).

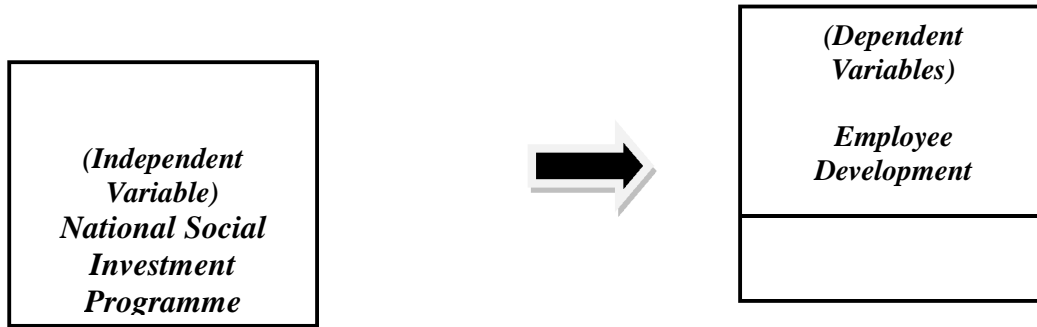
Human capital simply refers to employees, or, as Ugbaja (2015) puts it, "the men and women, including boys and girls, who are employed and working to realise the company's goals." This implies that an organization's human capital is made up of its employees.

The NSIP programme in Enugu State was able to positively impact many lives in the state. The N-power programme, the Government Enterprise and Empowerment Programme (GEEP), and the National Home-Grown School Feeding Programme (NHGSFP) all made significant contributions to beneficiaries in Enugu State in terms of skill acquisition, entrepreneurship development, and economic empowerment. The program's goal of addressing human capital development issues with the goal of reducing unemployment was met to a reasonable extent.

National Social Investment Programme

President Muhammad Buhari established the NSIP as a platform for the empowerment of unemployed Nigerian youths divided into three categories: young graduates, semi-skilled or semi-literates, and unskilled labour with little or no education. For the purposes of implementing this NSIP, the programme content was divided into three dimensions, with some sub-dimensions included in each. N-Power Teachers' Corps was one of the NSIP's dimensions, along with N-Power Agro, N-Power Health, N-Power Teach, and N-Power Community Health. Another notable dimensional component of NSIP is the N-Power Knowledge pack, which is intended for individual youths with a minimum of secondary school education rather than graduates from tertiary institutions. N-Power Creative, N-Power Tech Hardware, and N-Power Tech Software are among its subsidiaries. Also included in the NSIP is N-Power Build, which has civil divisions in building services, construction, environment services, utilities, automotive, and aluminium and gas.

Figure 2.1 Conceptual Framework



Source: Author's Conceptualization, (2023)

2.5 Theoretical Framework

Theory of the welfare state.

The Welfare State emerged in Germany during the nineteenth century as a result of policies implemented by German Chancellor Otto von Bismarck. Germany's first Chancellor, Otto von Bismarck, established the modern welfare state by building on a legacy of welfare programmes that began in Prussia and Saxony in the 1840s and gaining industry support. The universal social insurance system established by Bismarck in Germany in the 1880s was the first state welfare scheme, which Lloyd George emulated in Britain in 1911 with the national health and unemployment insurance system.

A welfare state is defined as a form of governance in which the state/social institutional structure networks are held sacred in the overall socioeconomic well-being of citizens. This is founded on the principles of equality, equitability, and public participation in assessing and meeting the needs of society's most vulnerable members. T. H. Marshall (1950) defined the modern welfare state as a distinct blend of democracy, welfare, and capitalism. It focuses on providing citizens with social security in various ways, such as health benefits, social insurance, and employment, with the goal of improving the welfare of people in society. The welfare state is used through various platforms such as N-SIP for intervention on the Nigerian people, covering the Home-Grown School Feeding Programme (NHGSFP) for public primary schools in modern societies where a great deal of welfare services is generated and delivered under government control: The Conditional Cash Transfer to the underprivileged; N-Power for unemployed graduates; and the Government Enterprise and Empowerment Programme (GEEP) for loans are all examples of government programmes. The welfare state theory is applied in this study in the sense that N-SIP, a government programme, is used as a platform to engage youths in Enugu state in meaningful employment in order to generate genuine income that will improve their well-being, giving the youths the opportunity to avail themselves of a better future. The goal of the NSIP is to create jobs, equitable income distribution, and public commitment for those who cannot afford the bare necessities of life, as well as to improve the system. This suite of programmes, which includes N-Power, the National Home-Grown School Feeding Programme (NHGSFP), and the Government Enterprise and Empowerment Programme (GEEP), has provided much-needed human capital while also

lowering the state's unemployment rate. This will boost productivity, which will contribute to economic diversification, which is an unavoidable driver of economic growth and development.

2.6 Empirical Review

Lamidi and Igbekwe (2021) conducted research on the impact and challenges of social investment programmes in Nigeria. It relied on secondary data to provide information on the social investment programmes' outputs and outcomes. It discussed the effects of social investment programmes such as job creation for youth, re-prioritization of the agricultural sector, creation of an enabling environment, and prevention of "brain drain." Using content analysis, the paper examined some of the key challenges, including policy inconsistency, programme scope, and insufficient funding, and concluded that acquiring social investment roles in youth employment is a universal social task of adult social livelihood sustenance.

Dodo and Isa (2020) investigated the Prospects of the N-Power Social Investment Programme on Reducing Unemployment in the Maiha Local Government Area of Adamawa State. The Ordinary Least Squares (OLS) econometric technique was used to examine the effect of Income Earned per Month (INCM), N-Power Beneficiaries (NPB), and Skills Acquired from the Scheme (SAQ) on Social Investment (SIV) proxied by savings. The findings revealed that INCM and NPE3 have statistically significant positive effects on social investment (SLV).

Abin (2018) conducted research on the N-Power Programme implementation process and the program's contribution to the socioeconomic well-being of beneficiaries in Akwanga Metropolis, Nasarawa State. The study discovered that N-Power contributed to employee development, which resulted in material and social well-being for beneficiaries. However, the study ignored awareness and knowledge of President Buhari's Administration's National Social Investment Programmes, particularly among rural dwellers, which becomes one of the gaps the study intends to fill.

Asogwa and Anah (2017) investigated the Impact of Entrepreneurship Development on Enugu State's Economic Growth: A Study of Registered Entrepreneurs in Enugu State. The study sought to ascertain the effects of entrepreneurship development on Enugu State's economic growth. The research was carried out in Nigeria. The study employed a survey research design in which structured questionnaires were administered to a sample drawn from the study's population. The data collected was analysed using Chi square (χ^2), and the findings revealed that entrepreneurial activities foster employee development, which raises the standard of living in Enugu State.

Unimna, Ugwu, and Uguru (2021) investigated the impact of the National Home-Grown School Feeding Programme on enrollment in public primary schools in Ogoja, Cross River State, Nigeria. The study used an expo-facto research design and data from secondary sources. The zone's total study population is 98,722 students. To determine the extent to which the National Home-Grown School Feeding Programme influenced zone enrollment, descriptive statistics were used. The findings revealed that the Home-Grown School Feeding Programme increased enrolment by 32.5% in the Ogoja Education Zone of Cross River State, Nigeria, during the study period. The study found that the goal of the school feeding programme for public primary schools in the Ogoja Education Zone was met.

Mubarakat, Sawyerr, Ogunraku, and Yusuf (2020) investigated the Impact of a National Home Grown School Feeding Programme on the Academic Performance of Students in Selected Primary

Schools in Orire Local Government, Oyo State. The study used a descriptive research design and collected data from 30 randomly selected schools in Orire Local Government, Oyo State, using a structured questionnaire and checklist. The retrieved data were analysed using the descriptive statistic chi-square. The results showed that 10% of the 88 students who were poor academically before the programme remained poor, 9.1% moved to below average, and 42% moved to good. In addition, of the 30 students who were below average before the school feeding programme began, 6.7% improved to Poor, 13.3% remained Below Average, 30% improved to Average, 23.3% improved to Good, and 16.7% improved to Excellent. In addition, 508 students were regular before the programme and 93.7% of the regular ones remained regular, while 88.8% of the 242% who were irregular before the programme then became regular. Conclusion: Generally, the research reveals that the school feeding programme has more impact on attendance than on academic achievement of pupils.

Iyamu and Isizar (2021) evaluated a homegrown school feeding programme for preventing dropout in Delta State public primary schools. A descriptive survey research design was used in the study. The study included 571 teachers from 55 primary schools in Delta State's Ika South Local Government Area during the 2020/2021 academic year. To answer the research questions, descriptive statistics such as mean and standard deviation were used. The hypothesis was tested using the t-test. According to the findings of the study, a homegrown school feeding programme has a significant impact on reducing dropout rates and increasing regular attendance in Delta State's public primary schools. The influence of homegrown school feeding programmes on primary school pupils' dropout rate in Delta State was not significantly different between experienced and less experienced teachers, so the null hypothesis was accepted.

Onah (2021) focused on the National Home-Grown School Feeding Programme (NHGSFP) Implementation in Nigeria: Examining the Issues, Impediments, and the Way Forward. The article evaluated the implementation of the NHGSFP in Nigeria against several critical variables, including the effect on school enrollment, funding and fund management, and meal quality and quantity. Key informant interviews (KIIs) were conducted with the Enugu state programme manager, food vendors, head teachers, and some members of the School Based Management Committees, as well as an extensive literature search. The findings show that the programme has increased enrolment in many schools; that it is under-funded, and funds are not remitted to food vendors on a regular basis, resulting in irregular feeding of students; and that both the quantity and quality of meals were poor due to the inadequacy of N70.0 for a meal. In conclusion, while the programme has been successful in increasing school enrollment, the deficiencies listed above pose impediments to the program's overall goals.

Okolo-Obasi and Uduji_(2022) investigated the impact of the National Home-Grown School Feeding Programme (NHGSFP) on Nigerian rural communities. As it is essentially cross-sectional, the paper used a survey research technique to gather information from a representative sample of the population, describing and interpreting the current situation. The results of a combined propensity score matching and logic model show that the NHGSFP significantly improves the health and educational status of rural schoolchildren, stimulates job creation, and boosts the rural economy.

The National Social Investment Programme (NSIP) and Sustainable Poverty Reduction in Nigeria: Challenges and Prospects were developed by Onah and Oliseh (2020). Official publications, text books, online journals, periodicals, newspapers, and key informant interviews (Ku) were used to

collect data. The conditions for the NSIP to achieve long-term poverty reduction were discussed. The program's content was deemed adequate, but there are issues with operational procedures and effective implementation. Inadequate funding, a lack of transparency and accountability, poor information management, and a lack of infrastructure are all examples. Measures to address these issues were proposed.

Abubakar and Danjuma (2021) investigated the effects of the Government Enterprise Empowerment Programme on the performance of small and medium-sized businesses in Gombe, Nigeria. A sample of 100 respondents was drawn at random from SMEs in Gombe. The statistical procedure used to analyse the data was Structural Equation Modelling (SEM). The findings revealed that three services, Trader Moni, Anchor Borrower, and Youth Entrepreneurship Support, have a significant impact on the performance of SMEs. The study's unique finding is that the R² value of 0.38 represents the combined effects of the three independent variables on the dependent variable. That is, the three variables contribute only 38% to the performance of SMEs in Gombe state.

2.7 Gap in Empirical Literature

From the empirical literature reviewed no study has been conducted on the issue of National School Investment Programme and Human Capital Development in Enugu State from 2016-2021. Though there are many related works to this study like Dodo and Isa (2020), Unimma, Ugwu and Uguru (2021), Abubakar and Danjuma (2021) among others; carried out their work in one aspect of NSIP or the other. From the researchers knowledge, no study has been conducted on the three components of NSIP and Human Capital Development within this timeframe in Enugu State. The present study fills the observed gap.

3. METHODOLOGY

3.1 Research Design

The essence of this study was to evaluate the effect of National Social Investment Programme (NSIP) on human capital development in Enugu State, Nigeria. Therefore, the explanatory mixed method design was adopted. According to Creswell (2012), the explanatory mixed method design “consist of first collecting quantitative data and then collecting qualitative data to help explain or elaborate on the quantitative results. The rationale for this approach is that the quantitative data and result provide a general picture of the research problem; more analysis, specifically through qualitative data collection is needed to refine, extend or explain the general picture”. In gathering quantitative data, which is the first approach in explanatory mixed method, the opinions of residents, through survey method (questionnaire), was analyzed. The interview schedule had related questions to the questionnaire but with follow-ups for clarity and relevant details.

3.2 Sources of data collection

The study made use of two major sources of data collection which include primary and secondary sources of data collection.

Primary Sources of Data

In the primary source of data collection, the researcher administered questionnaire to the respondents.

Secondary Sources of Data

In the secondary source, the researcher sourced data from published journal articles related to the study under review.

3.3 Population of the Study

The population is made of some selected six local government areas of Enugu State.

Table 3.1 below shows the population of the study

LGA	Population (Beneficiaries of the Programe)
Uzo-Uwani	127,150
Nsukka	309,448
Isi-Uzo	148,597
Nkanu East	153,591
Ezeagu	170,603
Awgu	197,292
Total	1106681

Source: National Population Commission, 2006

3.4 Determination of Sample Size

The sample size was determined by the use of Wimmer and Dominick sample size calculator which gave us 384.

3.5 Sampling Techniques

A simple random sampling technique was used in this study, the reason for the sampling technique is that the population is quite a large one it helped the researcher to reduce it to a manageable unit. It is widely applied by researchers and is also indispensably used by other probability sampling methods at various stages in social sciences.

3.6 Method of Data Collection

The researcher adopted two types of data collection method. They are primary data collection and secondary data collection. The primary data required for this study was collected through the use of a structured questionnaire. The questionnaire contains possible range of responses. The respondents are expected to fill in their choice of options. Only one option is acceptable in any response category.

Questionnaire design is a data collection device in a survey research method. The questionnaire was divided into two namely:

- Primary data of the respondents
- Intrinsic data

This category of sources of data used in this study was in published form. They include: library stock government publications, journals new papers and magazine relevant to the course of study. The researcher consulted the national library Enugu, ethics today summer, for generation the secondary data for this study. The sources have accordingly been acknowledged.

In order to achieve a reasonable degree of reliability of estimates in this study the information contained in the primary and secondary sources was compared and cross checked. This helped realistic errors and make the study dependable.

3.7 Method of data Analysis

The method of data analysis involved the process of data preparation, data tabulation and data presentation and analysis. The preparation and tabulation of data was done using frequency distribution table, which makes use of numbers and percentages. The tables also have their charts equivalent for easy understanding of the data. The tables enabled the researcher to compile, comprehend and interpret mass of data collected from the field. The tables were numbered consecutively throughout the entire report. Both the tables and charts also presented the percentages of the responses. The hypotheses raised were tested using Pearson correlations.

4. DATA PRESENTATION AND ANALYSIS

4.1 Data Analysis

In this section three hundred and eighty four (384) copies of questionnaires were distributed after which only three hundred and sixty four (364) copies were properly filled and returned, the researcher based the analysis on the 364 questionnaires returned.

Research Question one: What are the effects of N-Power in the enhancing employee development in Enugu state?

Table 4.1.1: Effect of N-Power in the enhancing employee development in Enugu state

S/NO	RESPONSE	SA	A	U	D	SD	TOTAL	MEAN	REMARK
1	N-Power programme provides a structure for relevant work skills acquisition for unemployed youths in Nigeria.	122	150	12	30	50	364	3.7	Accept
2	N-power provides a platform that enables the participants to learn skills and practice what are necessary to enhance work development	134	160	10	40	20	364	4	Accept
3	All N-Power Graduates category are empowered with computer devices to enable them access information necessary for development in specific areas	125	145	12	47	35	364	3.8	Accept
4	N-Power beneficiaries receives stipends during their engagement in the programme which helped them meet basic needs and reduce financial burdens	133	121	8	70	32	364	3.7	Accept
5	N-Power programme encourages entrepreneurship and self development by providing participant with necessary skills	139	109	15	73	28	364	3.7	Accept

	and training to start their own business								
6	Participants engage in skill acquisition training which aim at equipping them with relevant skills for various sectors such as in teaching, agriculture, technology etc								
	Grand Mean							18.9	

Source: Field Survey, 2023

Table 4.1 above shows the mean distribution of opinion of the respondents on the effect of M-Power in the enhancing employee development in Enugu state, with regards to (1,2,3,4,5) the mean score of 3.7, 4, 3.8, 3.7 & 3.7 respectively and Grand mean of 18.9 showed that the respondents were firms in their conviction that M-Power enhances employee development in Enugu state.

Research Question two: How does National Home-Grown School Feeding Programme (NHGSFP) enhance the growth rate of education in Enugu State

Table 4.2: Effect of National Home-Grown School Feeding Programme (NHGSFP) on the growth rate of education in Enugu State

S/NO	RESPONSE	SA	A	U	D	SD	TOTAL	MEAN	REMARK
1	School feeding programme has been adopted to improve school children attendance	127	119	23	54	41	364	3.7	Accept
2	School feeding programme has been adopted to improve school children attentiveness and understanding	132	105	17	49	61	364	3.5	Accept
3	School feeding programme has been adopted to improve school children concentration and performance in class work	115	128	6	89	26	364	3.6	Accept
4	School feeding programme has been initiated to increase enrolment and completion rate in primary school	131	118	9	75	31	364	3.7	Accept
5	HNGSFP is an attempt to reduce the number of out of school children in Nigeria	147	106	4	60	47	364	3.7	Accept
6	A pupil who is feigning sick and show no interest in class work gets revived after eating school meal in school activities.								
	Grand Mean							18.2	

Source: Field Survey, 2023

Table 4.2 above shows the mean distribution of opinion of the respondents on the effect of National Home-Grown School Feeding Programme (NHGSFP) on the growth rate of education in Enugu State, with regards to (6,7,8,9 & 10) the mean score of 3.7, 3.5, 3.6, 3.7 & 3.7 respectively and Grand mean of 18.2 showed that the respondents were firms in their conviction that National

Home-Grown School Feeding Programme (NHGSFP) has significant effect on the growth rate of education in Enugu State.

Research Question three: To what extent does Government Enterprise and Empowerment Programme (GEEP) contribute in the reduction of poverty rate in Enugu State

Table 4.3: The contribution of Government Enterprise and Empowerment Programme (GEEP) in the reduction of poverty rate in Enugu State

S/NO	RESPONSE	SA	A	U	D	SD	TOTAL	MEAN	REMARK
1	GEEP as amicro-credit programme provides capital to participants to start up small scale business thereby reducing poverty rate	124	114	15	69	42	364	3.6	Accept
2	Non-collateral soft loan given to participants of GEEP helps them to start up businesses without delay enhances their living standard thereby reducing poverty rate in Enugu State	154	120	6	61	23	364	3.9	Accept
3	Increasing the amount of loan giving to participants helps them to venture into bigger businesses leading to improved standard of living	134	129	18	70	13	364	3.8	Accept
4	GEEP financial intervention will affect the income of the young entrepreneurs in Enugu State	123	128	13	64	36	364	3.7	Accept
5	Non-interest programme increased the profit of the participants leading to growth and expansion of businesses. This results in reduction in poverty rate.	133	125	16	55	35	364	3.7	Accept
	Grand Mean							18.7	

Source: Field Survey, 2023

Table 4.3 above shows the mean distribution of opinion of the respondents on the contribution of Government Enterprise and Empowerment Programme (GEEP) in the reduction of poverty rate in Enugu State with regards to (11,12,13,14 & 15) the mean score of 3.6, 3.9, 3.8, 3.7 & 3.7 respectively and Grand mean of 18.7 showed that the respondents were firms in their conviction that Government Enterprise and Empowerment Programme (GEEP) plays significant role in the reduction of poverty rate in Enugu State.

4.2 Test of Hypotheses

In this section, the hypotheses raised were tested using Pearson correlations. The essence of the test was to establish relationship between two variables.

Hypothesis One

H₀: M-Power does not have significant effect in the enhancing employee development in Enugu state.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	48.000(a)	42	.243
Likelihood Ratio	30.498	42	.906
Linear-by-Linear Association	.896	1	.344
N of Valid Cases	8		

a 56 cells (100.0%) have expected count less than 5. The minimum expected count is .13.

The "**Pearson Chi-Square**" row. The $\chi(1) = 48.000, p = .243$.

Decision Rule: If F-calculated > F-tabulated, accept H_1 and reject H_0 and if F-cal < F-tab, accept H_0 and reject H_1 .

From Table, the F-calculated gives a value greater than the F- tabulated. Hence, H_1 is accepted and H_0 rejected. It is therefore affirmed that M-Power does not have significant effect in the enhancing employee development in Enugu state.

Hypothesis Two

H_0 : National Home-Grown School Feeding Programme (NHGSFP) does not have significant effect on the growth rate of education in Enugu State.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	51.226(a)	50	.134
Likelihood Ratio	30.498	50	.921
Linear-by-Linear Association	5.757	1	.019
N of Valid Cases	8		

a 52 cells (100.0%) have expected count less than 5. The minimum expected count is .14.

The "**Pearson Chi-Square**" row. The $\chi(1) = 51.226, p = .134$.

Decision Rule: If F-calculated > F-tabulated, accept H_1 and reject H_0 and if F-cal < F-tab, accept H_0 and reject H_1 .

From Table, the F-calculated gives a value greater than the F- tabulated. Hence, H_1 is accepted and H_0 rejected. It is therefore concluded that National Home-Grown School Feeding Programme (NHGSFP) does not have significant effect on the growth rate of education in Enugu State.

Hypothesis Three

H₀: Government Enterprise and Empowerment Programme (GEEP) does not contribute significantly in the reduction of poverty rate in Enugu State

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	48.000(a)	42	.243
Likelihood Ratio	30.498	42	.906
Linear-by-Linear Association	.896	1	.344
N of Valid Cases	8		

a. 56 cells (100.0%) have expected count less than 5. The minimum expected count is .13.

The "**Pearson Chi-Square**" row. The $\chi(1) = 48.000, p = .243$.

Decision Rule: If F-calculated > F-tabulated, accept H₁ and reject H₀ and if F-cal < F-tab, accept H₀ and reject H₁.

From Table, the F-calculated gives a value greater than the F-tabulated. Hence, H₁ is accepted and H₀ rejected. It is therefore affirmed that Government Enterprise and Empowerment Programme (GEEP) does not contribute significantly in the reduction of poverty rate in Enugu State.

4.3 Discussion of Findings

This work was guided by the three research hypotheses which we used to determine the results.

In hypothesis 1, shows that N-Power has positive significant effect in the enhancing employee development in Enugu state which is in agreement with the findings of Dodo and Isa, (2020) on the prospect of N-Power social investment programme on reducing unemployment through skill acquisition and revealed that N-power programme had a positive significant effect on skill acquisition, that Government Enterprise and Empowerment Programme (GEEP) had contributed significantly to youth entrepreneurship development.

The study recommended that Enugu state should use its resources in the running of N-power programme to revitalize and revamp ailing industries in the state. This would have more robust effects in reducing the rate of youth restiveness. It also agrees with the findings of Lamidi, Kazeem and Igbokwe, (2021) on social investment programmes in Nigeria: Impact and challenges which revealed that the acquisition of social investment roles in youth employment is a universal social task of adult social livelihood sustenance.

In hypothesis 2, the study revealed that National Home-Grown School Feeding Programme (NHGSFP) has positive significant effect on the growth rate of education in Enugu State which is in agreement with the study of Onah (2021) which revealed that the programme has led to an increase in enrolment in many schools; though it is under-funded, and funds are not remitted regularly to food vendors resulting to irregular feeding of pupils; both the quantity and quality of meals were poor consequent on the inadequacy of N70.0 for a meal.

In hypothesis 3, the study revealed that Government Enterprise and Empowerment Programme (GEEP) has positively contributed significantly in the reduction of poverty rate in Enugu State which is in agreement with the study of Abubaker and Danjuma (2021) on effect of Government Enterprises Empowerment Programme on the Performance of Small and Medium Enterprises in Gombe, Nigeria and it shows that three services of Trader Moni, Anchor Borrower, and Youth Entrepreneurship Support have positive significant effect on SMEs performance.

5. FINDINGS

Having carried out extensive study on the effect of National Social Investment Programme (NSIP) on human capital development in Enugu State, Nigeria. The study shows that;

1. NSIP has positive significant effect in enhancing employee development in Enugu state.
2. It was also observed that NSIP has positive significant effect on growth rate of education in Enugu State.
3. The study equally shows that NSIP has positively contributed significantly in economic empowerment rate in Enugu State.

5.1 Conclusion

The study found that the N-power programme, the Government Enterprise and Empowerment Programme (GEEP), and the National Home- Grown School Feeding Programme (NHGSFP) have all made positive significant contributions towards skill acquisition, entrepreneurship development, and economic empowerment to the beneficiaries in Enugu State. Its goal of addressing the problems of human capital development with the aim of reducing unemployment and poverty in the state was achieved to a reasonable extent.

5.2 Recommendations

The following recommendations are made for the study:

- i. Enugu State government should create more skill acquisition centers to train the youths on necessary skills needed to drive various enterprises in Enugu State since most of the youths lacks necessary skills.
- ii. NSIP operators should fund NHGSFP adequately and the money released on time to aid food vendors provide qualitative and quantitative meal for the children.
- iii. The study recommends for increase in the amount of money given as loan to the youths so that they can venture into diverse activities that require more finance.

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