

**KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY,
KUMASI – GHANA**

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**EVALUATING THE IMPACT OF THE NATIONAL YOUTH EMPLOYMENT
PROGRAMME ON JOB CREATION IN GHANA**

By:

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requirement for the degree of

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MANAGEMENT AND CONSULTING OPTION)**

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DECLARATION

I hereby declare that this submission is my own work towards the Masters of Business Administration (Strategic Management and Consulting Option) Degree and that, to the best of my knowledge, it contains no material previously published by another person nor material which has been accepted for the award of any other degree of the University, except where due acknowledgement has been made in the text.

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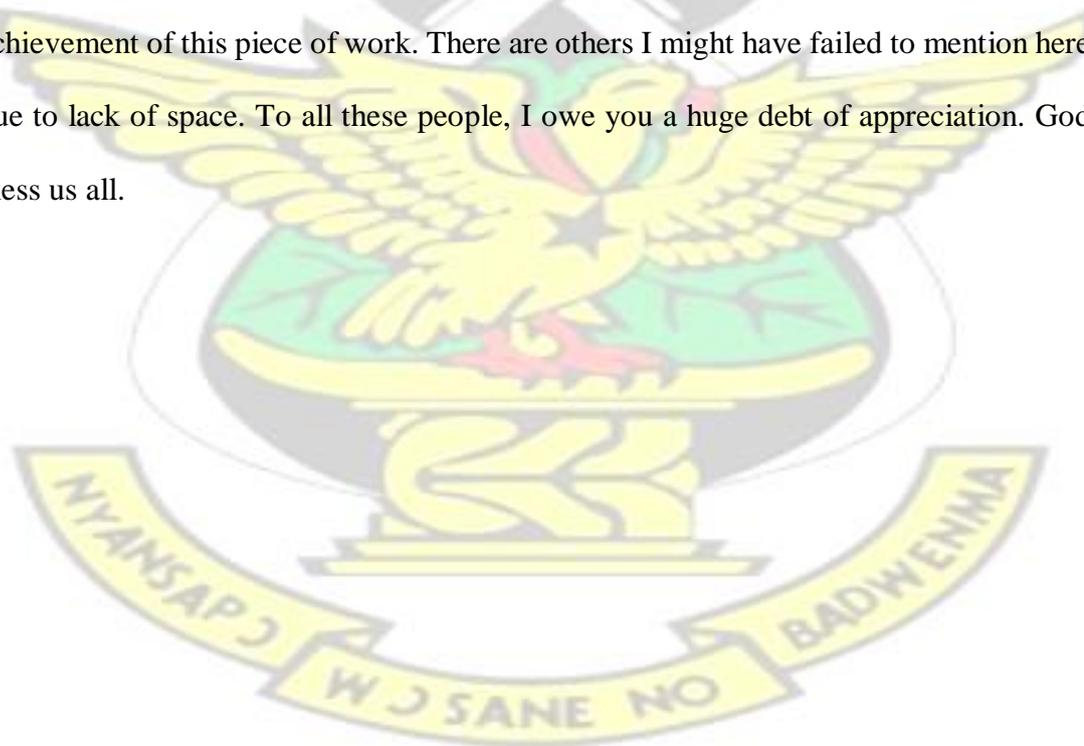
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ABSTRACT

Unemployment seems to have been a major cause of concern in most part of our world today. It is observed that Ghana as a country continues to battle with this age old challenge of creating jobs for many of her youth. The Ghanaian government has developed several policies and initiatives to address this challenge over the years with the introduction of the National Youth Employment Programme (NYEP) as one such initiative. Despite all these, there still remains very high youth unemployment rate in the country (25.6% rate recorded by the 2000 population and housing census). This research therefore seeks to evaluate how much the NYEP has impacted on creating jobs for the youth amidst high recorded rates of youth unemployment in the country. The study used both qualitative and quantitative methods to collect data from 130 respondents who were (4) management staff and (126) beneficiaries of the NYEP units from two selected District/Municipal Assemblies in Ghana. The study revealed an increasing rate of youth unemployment in Ghana despite the introduction of the NYEP. The findings further showed a low impact level of the programme as a result of numerous challenges such as low level of youth participation, inadequate funding, inability to sustain the programme and its beneficiaries, little government support, absence of a legal framework among others. From these, it was recommended that government works better on planning, implementing and evaluating more initiatives that helps to address youth unemployment. Above all, the impact of such initiatives needs to be driven towards youth entrepreneurship that aids sustainable livelihood and economic development.

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DEDICATION

I dedicate this work to my lovely Mum and Dad; Daavi Oddette and Efo Pascal as well as my wonderful and supportive siblings; Rita and Daniel.

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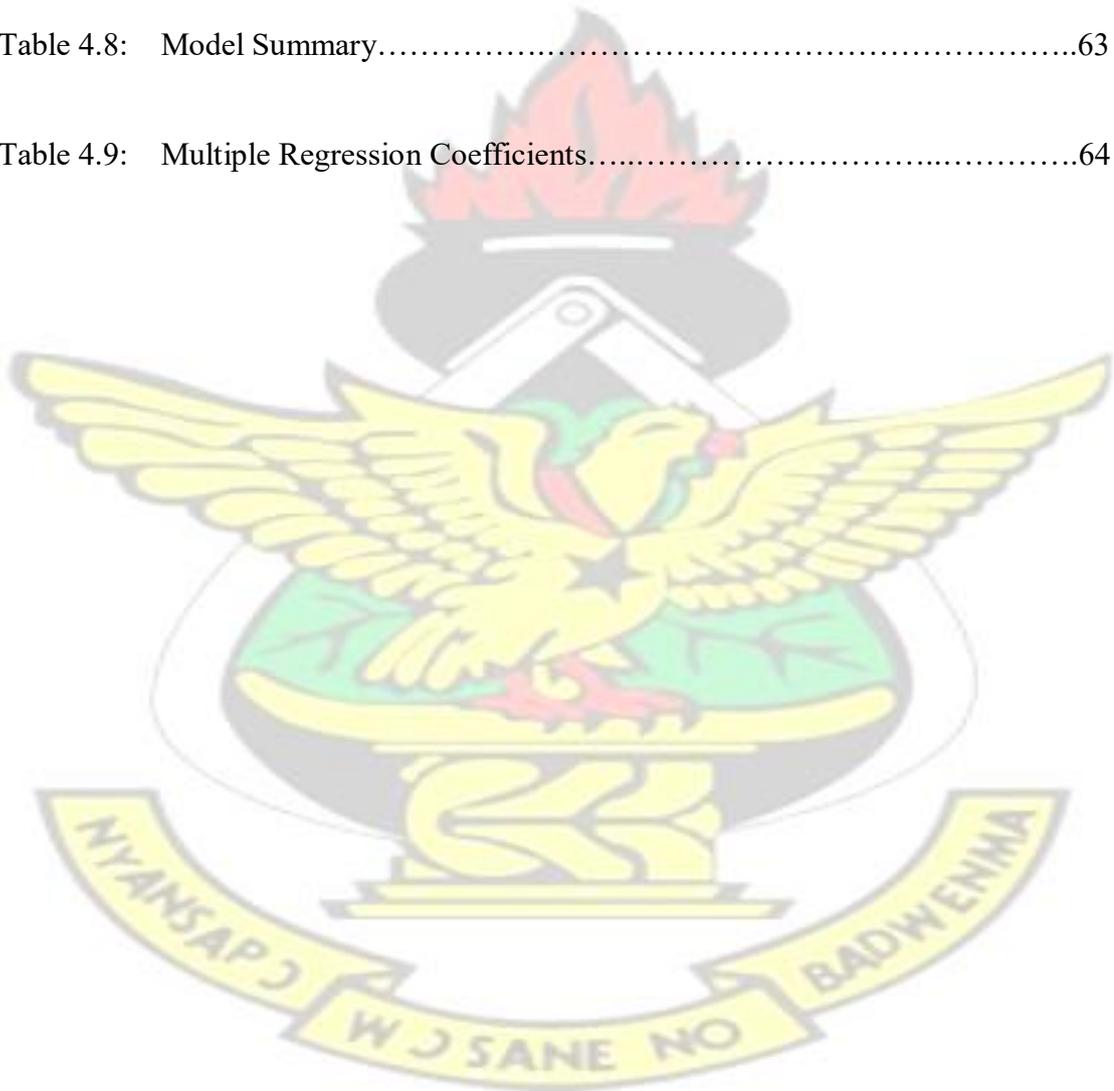
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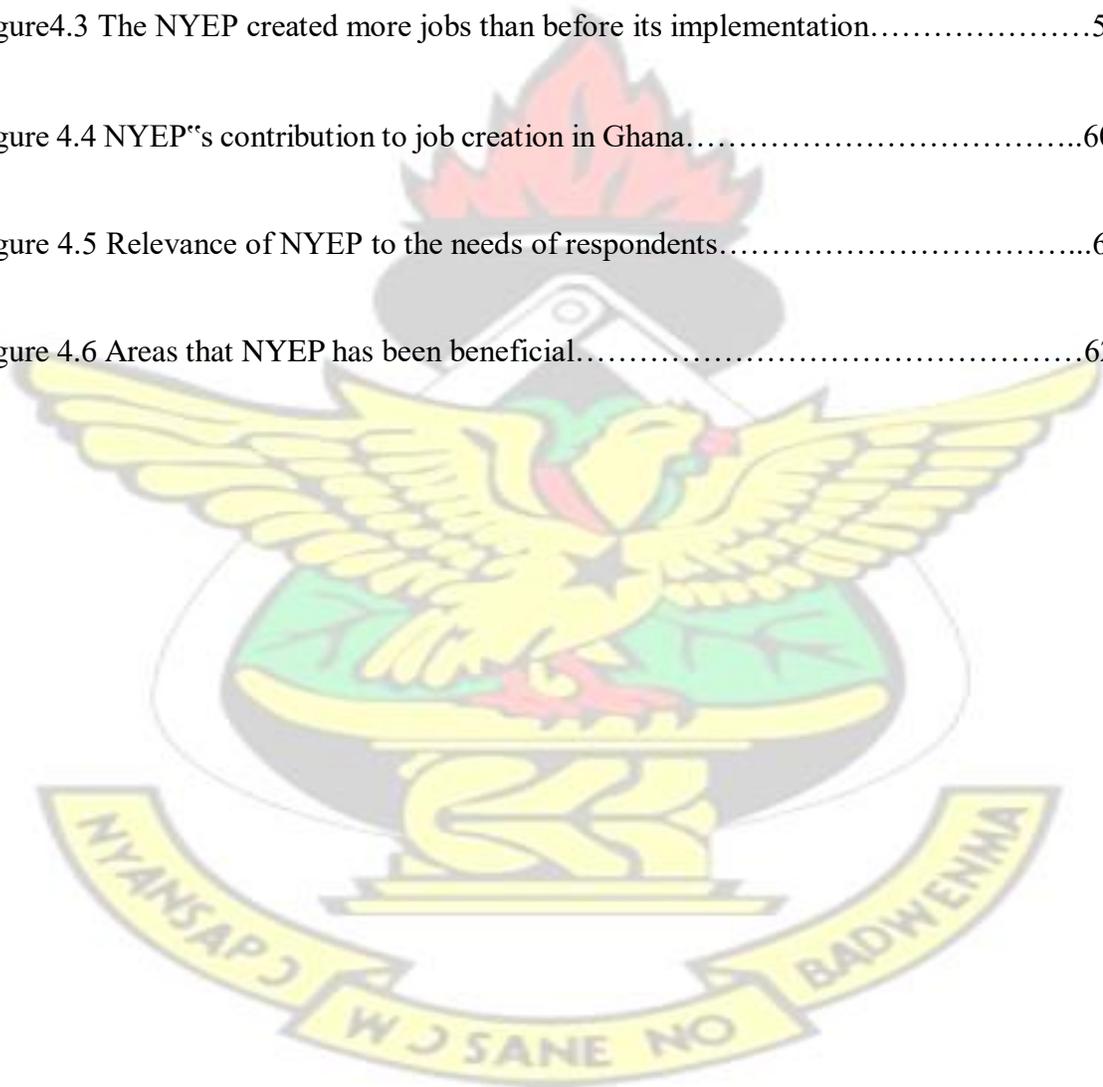
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CHAPTER ONE

INTRODUCTION

1.0 Background of the Study

According to the Investopedia online dictionary, unemployment is said to have occurred when a person who is actively searching for employment is unable to find work. According to the dictionary, it therefore means that, youth unemployment refers to the share of the labour force ages 15-24 without work but available for and seeking employment. Unemployment is often used as a measure of the health of the economy. Also, according to the Cambridge English Dictionary, job creation refers to the provision of new opportunities for paid employment, especially for those who are unemployed.

In most part of our world today, it is observed that unemployment seems to have been a major cause of concern and Ghana as a country continues to battle with this age old challenge of creating jobs for many of her youth caught up in this problem of finding work to do. There are high recorded levels of both graduate and non-graduate youth unemployment rates with the prevailing rate standing at 12.9% (IECONOMICS). It has been noted that for the rural youth, job availability is still a fantasy.

In 2011, the World Bank statistics for the rate of young people who are unemployed stood at 65%. As successive governments fight to seek for results, one strategy was to create distinctive youth programmes and funds. The year 2000 saw to the setting up of a number of them with some of them still in operation; with wavering degrees of achievements not leaving out some failure stories either.

The increasing unemployment rate in the country especially among the youth has not come without its associated challenges and concerns. Attempts have been made both on individual, corporate and governmental levels to find some solutions to arresting the challenge.

From the 2014 CIA World Fact Book of the United States Central Intelligence Agency, even though the youth constitute the bulk of the nation's labour force and voting population in Ghana, it has been observed that since 1992, development plans have been formulated and implemented with little or no participation of the youth.

In October 2006, the government introduced a programme called the National Youth Employment Programme to address the country's youth unemployment challenges. This programme was designed to empower the youth of Ghana to contribute to the country's socio-economic growth and sustainability.

It was purposed and directed to offer employment to the teeming number of unemployed youth in Ghana, to provide needed skills. The programme was functioned to make available job opportunities to the young Ghanaian, to provide the essential working experience to post-national service personnel and to provide the Ghanaian youth with employable skills. With respect to personnel of this initiative, the NYEP was targeted at Ghanaian youth between the ages of 18–35 years who are literate, illiterate, able and or disabled. The NYEP was developed under nine modules in 2006 after which other new modules were rolled in from time to time.

With respect to funding, the government of Ghana and other foreign bodies give the necessary support to the programme with the World Bank as one of these foreign agencies.

The NYEP can talk of some successes chalked over the years. It was said to have employed 95,000 youth under the various modules in May, 2007. In 2011, there was an announcement on the recruitment, training and employment under 15 different employment modules of over 108,000 unemployed youth.

In February 2011, there was a projection of working around a newly developed three year strategic plan. In this plan, it was estimated that with the new modules and policies being implemented, the NYEP could possibly engage 400,000 youth by the year 2013. The programme however came with its challenges and much more bottlenecks. Contrary to the name of the programme, National Youth Employment programme, the youth were sidelined in the formulation and implementation of the programme. This led to several other challenges arising from this. After some years of running, the NYEP has recently been rebranded as Ghana Youth Employment and Entrepreneurship Development Agency (GYEEDA).

1.1 Statement of the Problem

In addressing the problem of unemployment, much information is needed about the nature and scope of the problem. There is the need to seek for answers to questions like how many people are unemployed, how did they become unemployed, how long have they been unemployed, what gender category are in this situation, which age group are they and which area of the country are they concentrated?

Although job creation remains one of the topmost priorities in Ghana's development agenda as the National Youth Policy has clearly stated, there still exist certain challenges to attaining this all important objective. The introduction of the National Youth

Employment Programme (NYEP) is said to have been a major breakthrough to creating jobs for the unemployed youth in the country.

Despite this policy that seeks to address the challenge of unemployment, there still remains high youth unemployment rate in the country Ghana (with the 2000 population and housing census recording 25.6 as the youth unemployment rate). This research therefore seeks to evaluate how much the NYEP has impacted on creating jobs in the midst of high recorded rates of youth unemployment in the country.

1.2 Objectives of the Study

The study has a two-fold objective: a general objective and specific objectives.

1.2.1 General Objective:

The general objective of the study seeks to investigate the impact the NYEP has made on the issue of job creation among the youth of Ghana.

1.2.2 Specific Objectives:

In achieving the general objective above, the study will have the following specific objectives:

- a. To assess the youth employment situation in Ghana before and after the NYEP
- b. To assess the process of job creation by government in addressing youth unemployment in Ghana
- c. To investigate the rationale in the formulation and implementation of the NYEP in Ghana
- d. To evaluate the effectiveness of the NYEP in Ghana against the backdrop of professional standards for evaluations

- e. To assess the effect of the NYEP on job creation in Ghana

1.3 Research questions

1. What was the youth employment situation in Ghana between the periods 2006 to 2012?
2. How is the process of job creation in Ghana being handled by government in addressing youth unemployment in Ghana
3. What is the rationale behind the formulation and implementation of the NYEP in Ghana?
4. How effective has the NYEP been in Ghana against the backdrop of professional standards for evaluations?
5. What effect has the NYEP on job creation in Ghana?

1.4 Significance of the study

Most studies have focused on finding the causes and effects of unemployment, with very few shallowly covering the subject matter of this study. These studies in most cases point out the fact that youth unemployment truly is a major national challenge and goes a long way to have adverse effects on the citizens and the nation as a whole. Job creation is of little concern to most Ghanaian researchers. This study examines the impact of the National Youth Employment Programme (NYEP) on job creation in Ghana.

The research will provide enough information to serve as a reference point for government and other policy makers on effectively carrying out the mandate of the National Youth Employment Programme in addressing the issue of job creation in the country.

Again, it will offer reference for future researchers and academicians who will have any interests in dealing with unemployment and job creation.

Last but not least, it will also contribute to existing literature on unemployment and job creation and more specifically on the NYEP.

1.5 Overview of research methodology

The study is an evaluative research which sought to assess the impact the National Youth Employment Programme has on job creation in Ghana. Data collection took a qualitative approach. The study also made use of some secondary quantitative data. Population and sample for this study comprised some selected districts assemblies where the NYEP is being implemented. Data was collected from both primary and secondary sources. Selfadministered questionnaires and structured interviews were used to collect primary data.

Secondary data was collected from the following sources: books; journals; websites of Ministry of Youth and Sports, reports; and internet. Data collected was analysed with the Statistical Programme for Social Sciences (SPSS). The researcher took appropriate measures to ensure confidentiality of respondents and the information they provide.

Ethical considerations of data collection were strictly adhered to.

1.6 Scope of the Study

The study covers the impact of the National Youth Employment Programme on job creation in Ghana. It will take a look at the unemployment situation facing the youth in Ghana and focus on the National Youth Employment programme and its impact on job creation in the country. The study will cover units of the National Youth Employment Programmes in some selected district or municipal assemblies in Ghana.

1.7 Limitations of the study

The study will be conducted in some selected districts in the country. In this regard, generalization about the impact of the NYEP may be difficult to express. In addition, it is

speculated that data collection and access to information will be problematic. This is as a result of the fact that the researcher is not a worker of any of these districts units and it may be difficult for top level management of these units to grant interviews. Also, people, and departments alike, generally do not feel comfortable and ready to give outsiders information about the performance or other details of the units they are working for. However, the quality and accuracy of the study will not be sacrificed on the basis of the limitations named above.

1.8 Organization of the Study

The research consists of five chapters. Chapter one provides an overview. In this chapter, the focus is on the background of the research, the problem statement, the research objectives, the research questions, the importance/significance of the study, scope of study, research and organization and limits of the study. In the second chapter, the research seeks to explore the thoughts and ideas of other commentators in the research of scholars and literature. And in Chapter 3, the researcher seeks to bring out the methodology and the organizational profile. Chapter four offers findings; analyses and discusses the data collected. And finally, chapter five is summary of findings, conclusion and recommendations made in respect of the findings which can be used to make well informed policy decisions.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

In Chapter One, a brief outline of the research was given with a statement of the general objective and specific objectives that the research seek to fulfil. In this chapter, the researcher will focus on issues on youth unemployment and a look at how governments handle job creation process in Ghana and beyond, looking at the National Youth Employment process in retrospect, taking a look at other studies that are closely related to the impact of National Youth Unemployment and options to comprehend the background of the problems being researched and the various aspects that influence them.

2.1 Youth Employment Situation in Ghana

According to the definition of youth provided by the United Nations, a youth is a person with age between 15 to 24 years. However, the definition of youth varies from one country to another depending on the customs, traditions, social behaviour and location. Thus according to section 3.2 of the national youth policy of Ghana (2010), a youth is defined as all those between the ages of 15 to 35 years. The online dictionary definition from Trading Economics defines youth unemployment to be the share of the labour force ages 15-24 without work but available for and seeking employment. According to the CIA World Fact book, 2014, the unemployment rate of any country contains the percentage of the labour force that is without jobs and in this case, substantial underemployment might be noted.

In Ghana, the unemployment rate measures the number of people actively looking for a job as a percentage of the labour force. As an alternative to the conventional or traditional

definition of unemployment, African Development Bank (AfDB) et al. (2012) suggests NEET, which counts all those who are „Not in Employment, Education, or Training“ as a proportion of the total youth population. With these definitions the World Development Database in 2012 puts Ghana’s youth unemployment rate at 15.9%. Their studies indicated that only 45% of graduates from Junior High School continue to Senior High School. Out of the 55% left, 10% continue in traditional apprenticeship, 5% to formal vocational schools and 7% to technical schools. 33% of all students from JHS fall within the NEET bracket.

A new International Labour Organization report warned that unemployment will continue to rise in the coming years. And according to the World Employment and Social Outlook – Trends 2015, more than 212 million people will be out of work, up from the current 201 million by 2019. According to the ILO Director-General, Guy Ryder, more than 61 million jobs have been lost since the start of the global crisis in 2008 and projections indicated that unemployment will linger on till the decade comes to an end. He warned that this implies that jobs crisis is far from over thus there shouldn’t be any room for complacency. Moving on, findings from the Ghana Living Standards Survey 6 (GLSS), in August 2014 indicated that youth unemployment in Ghana was rated at 5.5%. The finding continued to say that even though the unemployment rate may appear to have recorded a lesser percentage, over a quarter of the working populations are underemployed.

In a research conducted by ISSER on youth unemployment in Ghana, Dr. Simon Heap, Senior Programmes Officer at JICA, UK Office said the issue of youth unemployment was a challenging one for most African countries because half of the world’s population would comprise the youth in Africa by 2015. The lead researcher of the research team in Ghana,

Prof. Aryeetey, said that the existence of unemployment in spite of the high levels of national economic growth recorded in the country was unusual. Representing a quarter of the population, in the last four decades, the youthful population increased from 1.1 million in Ghana to 1960 to 2,300,000 in 1984 to 3,500,000 in 2000. The latter generates about 22.6 percent of the economically active population. Furthermore, the data for each of the fourth stage of the life of the Ghana Standards Survey 4 (GLSS-4), and population and housing of 2000 in Ghana showed that unemployment among the young is highly concerted in the towns and cities.

The 2010 Population and Housing Census indicates that out of the total population of 15,308,425 youth who are 15 years old and above, 71.5% were economically active (employed and unemployed) and economically inactive (unemployed, not seeking nor available for work) is 28.5%. Out of the economically active population, 94.2% are employed whilst the unemployed (i.e., those not in employment but looking and available for work) stands at 5.8%. Among the unemployed, the majority (83.8%) of them are first time job hunters. The percentage of economically active men (52.2%) is slightly higher than the women (50.8%). Women, by contrast are more likely to be unemployed (7.3%) than in men (6.5%).

2.2 The Process of Job Creation

In a study by Awogbenle & Iwuamandi (2010), the report stated that addressing the problems of unemployment requires determination and information on career opportunities in order to improve the employability of young people through dealings such as better links between the education and training world, including internships and to improve the access of young people to various career opportunities. He also mentioned the support for

jobseekers systems and ensuring youth employment; promotion of youth entrepreneurship; and promotes standards and labour rights of young people.

From these studies and reports, it is evident that the whole concept of any youth employment programme is a commendable one and should be given all the necessary support. The youth dependency ratio in Ghana makes up 66.2 % of the population (CIA, 2014). One will therefore not be far from right to state that the country is most probably deemed to face serious consequences when the youth, who are in this case in the majority with respect to population, are neglected in the developmental agenda of the country.

2.2.1 Government's Role in Job Creation

Gathering from the 2010 Population and Housing Census, the private sector economic actors (private informal, 86.1 percent, private formal, 7.0%) accounted for 93% of economically active persons, thus becoming the country's largest employer. The public sector hence becomes the second largest employer, accounting for only 6.3%. Regardless of sex and gender, the private informal sector, continues to be the leading employer of the workforce in the country. Having identified the development challenges that Ghana is faced with in the area of youth unemployment a, a number of measures were introduced by government in order to improve employment opportunities for young people.

First, in order to help address youth employment, talking about the important role of job creation in the country's human resource development programme, there was a restructuring of the Ministry of labour and Social Affairs, which was renamed the Ministry of Personal Development and Employment in 2001 and subsequently becoming the Department of Manpower, Youth and Employment. The reorganization of policies and

programs, aimed at supporting the overall youth employment issues. Secondly, in reacting to the outcomes of the 2001 exercise, labour market policy was put in place with the introduction of the Skills Training and Employment Placement (STEP) Programme. This programme, has trained 27,500 people throughout the second implementation phase of the programme at a total cost of ₵26.4 billion (US\$ 3million) with state wholly financing it. This stage included a microfinance component of ₵11.5 billion. The third revision of the programme of reforms in the education sector was carried out and aimed at increasing access to and participation in the education of young people. A number of other initiatives were also made in addition, such as the introduction of National Youth Volunteer Service in Ghana; the establishment of venture capital Youth Foundation; to ensure the promulgation of the new Labour law (Act 561) and an environmental labourmarket flexibility; disability endorsement of the law to meet the work needs of the youth with disabilities and the adoption of a law in order to respond on the basis of technical and vocational education based on demand. (*Ministerial Impact Report of GYEEDA, 2013*)

In spite of all these struggles, youth unemployment remains a major cause of concern as a result of the growing gap between the job supply opportunities and jobs salary at enterprising levels. Similarly alarming is the growing phenomenon of young people who reside, work as well as sleep along the roadsides, thereby excavating poverty's effect on society.

Other roles played by government in creating jobs included the following initiatives:

A. The Skills Development Fund

The Government of Ghana received financial support from the World Bank and

DANIDA towards the setting up and implementation of the Skills Development Fund (SDF). The Fund is an initiative of the Government of Ghana and managed by the Council for Technical and Vocational Education and Training (COTVET). The SDF is a challenge fund, based on the feedback received by the needs of three critical challenges the productive sectors face in Ghana. These are:

- i. a sufficiently skilled workforce
- ii. the urgent need to create new entrants to the market of paid employment and employability skills
- iii. lack of access to new technologies and innovations.

The SDF meets the qualification requirements of the formal and informal sectors of the economy; to continuously improve the skills available, and to a lesser extent, preemployment initiatives. The Fund also supports partnerships between science and technology providers and productivity improvements in the specific sector, product diversification and growth through the development of technologies or organizational innovations.

The Fund supports the following types of needs and training:

- a. Upgrading skills of employees to improve productivity and staff take on new emerging technologies
- b. Causing current employees to gain greater technical capabilities and professional qualifications revenue
- c. Improving the skills of master craftsmen and apprentices, industrial attachment training for students and
- d. Retraining workers displaced by organizational and economic restructuring.

Enlarge Fund financed mainly by improving the quality and relevance of existing systems and expertise, if necessary. Moreover, the Fund is primarily for new innovative approaches to skills development and the creation of jobs, especially in small and micro enterprises and associations between industry suppliers and technology, the introduction of new technologies and innovations in practice. *(Baffour-Awuah D., 2014)*

The Local Enterprises and Skills Development Program (LESDEP)

The Government's steadfastness in investing in people for sustainable development is bearing good fruit following the empowerment of the youth into Self-Managed Businesses through a major intervention programme launched in April 2011. The LESDEP programme is a public-private partnership under the Ministry of Local Government and Rural Development and aims at creating and facilitating the acquisition of technical, entrepreneurial and other specialized skills that lead to the creation and management of sustainable businesses by the unemployed youth in the country and also providing start-up equipment and post-set-up support services. *(Baffour-Awuah D., 2014)*

B. The Rural Enterprises Project

The Rural Enterprises Project (REP) is among efforts put in by the Ghana Government towards poverty reduction and improved livelihood of rural folks. The Project is being funded by the Government of Ghana, the International Fund for Agricultural Development (IFAD) and the African Development Bank (AfDB). The Project implementation commenced in July 2003 and the Ministry of Trade & Industry (MoTI) has, since December 2007, assumed responsibility as the Ghana Government Executing Agency for the Project. The Project is currently in its third phase for an eight-year period from 2012 to 2016 and is being implemented in additional 53 districts nationwide. From 1995 to 2002, phase one

was implemented in 13 districts in the eco-transitional zone of the Ashanti and Brong-Ahafo Regions. (Baffour-Awuah D., 2014)

2.3 The National Youth Employment Programme (NYEP) – Formulation and Implementation

The main purpose of the NYEP is to determine the economic potential of projects that provide job opportunities for many young people as much as possible. The purpose of the intervention is also characterized by self-employment, work and volunteer service opportunities for young people in rural areas to fight against the exploitation of young people from rural areas seeking work in urban communities. Barriers to Labor Market / Intervention Failures to be addressed are:

- a. Insufficient technical knowledge
- b. The absence of funds
- c. The absence of information on the labour market
- d. The absence of demand for labour

2.3.1 Rationale for Formulation and Implementation of NYEP

The programme's goal is to discover, suggest and make available added job prospects for young people in all quarters across the nation and in so doing help establish a sound economic stand for the average person. The programme encompasses a combination of self-employment opportunities, paid jobs and voluntary service activities. Ten modules were being used for the implementation process.

According to their local comparative advantage, some of the modules were being implemented by all 138 Metropolitan, Municipal, Sub- Metros and Districts in the country in 2010. The approach to be used was setting up national, regional and districtlevel employment task forces to implement the NYEP. District employment working groups were made responsible for identifying areas of promoting employment potential and then implement one or more of NYEP modules. Beneficiaries receive a weekly allowance. Those who participate in self-employment activities receive assistance in the acquisition of inputs. The government deployed the National Youth Employment Programme in 2010. The program was expected to have more than 200,000 young people benefit between 2010 and 2011. (*Baffour-Awuah D., 2014*)

2.4 Programme Evaluation Approaches

2.4.1 Programme Evaluation Defined

According to Stufflebeam et al. (2000), in characterizing and assessing evaluation approaches, the various kinds of activities conducted in the name of programme evaluation were classified on the basis of their level of conformity to a particular definition of evaluation. In his article, *Evaluation Models*, he defined evaluation as a study designed and conducted to assist some audience to assess an object's merit and worth. According to him, this definition should be widely acceptable since it agrees with common dictionary definitions of evaluation; it is also consistent with the definition that underlies published sets of professional standards for evaluations (Joint Committee on Standards for Educational Evaluation, 1981, 1988, 1994).

The last half of the 20th century saw considerable development of programme evaluation approaches. Sufflebeam et al. (2000) identified twenty-two approaches which were grouped as pseudo evaluations, questions/methods-oriented evaluations, decision/accountability-oriented evaluations, and social agenda/advocacy evaluations. Apart from pseudo evaluations, there is among the approaches an increasingly balanced quest for rigor, relevance, and justice. Clearly, the approaches are showing a strong orientation to stakeholder involvement and the use of multiple methods.

2.4.2 Classification/Categorisation and Analysis of Approaches

According to Stufflebeam et al. (2000) evaluators today have many more evaluation approaches available to them than in 1960. As they address the challenges of the 21st century, it is an opportune time to consider what 20th century evaluation developments are valuable for future use and which ones would best be left behind. The review attempted to outline twenty-two alternative evaluation approaches. The reviewed approaches emerged mainly in the U.S. between 1960 and 1999.

The first category includes approaches that promote invalid or incomplete findings (referred to as *pseudo evaluations*), while the other three include approaches that agree, more or less, with the definition (i.e., *Questions and/or Methods-Oriented, Improvement/Accountability, and Social Agenda/Advocacy*). Of the twenty-two programme evaluation approaches that are described, two are classified as pseudo evaluations, thirteen as questions/methods oriented approaches, three as improvement/accountability-oriented approaches, and four as social agenda/advocacy approaches.

Some of these approaches are Performance Testing Approach, Experimental Studies Approach, Management Information Systems Approach, Benefit-Cost Approach,

Analysis Approach, Decision/Accountability-Oriented Studies Approach, Consumer-Oriented Studies Approach, Clarification Hearing Approach, Case Study Evaluations Approach, Criticism and Connoisseurship Approach, Programme Theory-Based Evaluation Approach, Mixed-Methods Studies Approach and Consumer-Oriented Studies.

A major consideration for the practitioner is that evaluators may encounter considerable difficulties if their perceptions of the study being undertaken differ from those of their clients and audiences. Frequently, clients want a politically advantageous study performed, while the evaluator wants to conduct questions/methods-oriented studies that allow him or her to exploit the methodologies in which he or she was trained. Moreover, audiences usually want values-oriented studies that will help them determine the relative merits and worth of competing programmes or advocacy evaluations that will give them voice in the issues that affect them. If evaluators ignore the likely conflicts in purposes, the programme evaluation is probably doomed to fail. At an evaluation's outset, evaluators must be keenly sensitive to their own agendas for the study, as well as those that are held by the client and the other right-to-know audiences. Further, the evaluator should advise involved parties of possible conflicts in the evaluation's purposes and should, at the beginning, negotiate a common understanding of the evaluation's purpose and the appropriate approach. Evaluators should also regularly inform participants in their evaluations of the selected approach's logic, rationale, process, and pitfalls. This will enhance stakeholders' cooperation and constructive use of findings. (Stufflebeam et al. (2000))

2.5 Evaluation of Employment Programmes around the World

In a paper presented by Olga Susana Puerto (2007) on the International Experience on Youth Employment Interventions, it was stated that OECD countries tend to have a diverse portfolio of programmes, with comprehensive and training programmes being the most popular ones; while middle income countries are highly oriented towards training systems. Reviewing the work of the Youth Employment Inventory (YEI) , a World Bank initiative that compiles policies and interventions designed to integrate young people into the labour market, it was noted that nearly 78 percent of documented interventions seek to assist the supply side of the labour market, offering job counselling and search assistance, targeted remedial education, and training. On the other hand, about 21 percent of interventions support the demand side, including public works programmes, targeted wage subsidies, and self-employment or entrepreneurship schemes. Very few interventions - such as labour market regulations and credit to individuals or enterprises involved in training programmes - favour both demand and supply sides.

The Youth Employment Inventory (YEI) is based on available documentation of current and past programmes and includes evidence from 289 studies of interventions from 84 countries in all regions of the world.

The study revealed that coverage of programmes in low income countries is relatively small, compared to more developed economies. Most interventions in this group belong to Sub-Saharan African countries (21 out of 36 programmes), in addition to some interventions collected in South and East Asia and the Pacific (SEAP), Latin America and the Caribbean (LAC), and Europe and Central Asia (ECA). Categories of intervention have a fairly equal distribution within this group, with training, entrepreneurship schemes, and comprehensive programmes at the top of the governments' agenda.

The study also revealed that entrepreneurship, training, and multiple-service programmes are the most youth oriented and that rural youth in low income countries, although having a large share of the poverty problem in these countries, receive less attention than youth in urban areas. The Youth Employment Inventory study also revealed that only 10 percent of programmes target rural youths, with high incidence in developing countries through entrepreneurship systems. About 28 percent of all programmes target specifically urban youth and 62 percent target both rural and urban areas.

2.5.1 Financing Youth Employment Programmes

According to Olga Susana Puerto (2007), the major source of finance for youth employment programmes is the government but joint public-private venture with international organizations and bilateral donors play an important role in the delivery of youth programmes nevertheless. With the study conducted by the Social Protection and Labour Unit of the World Bank in 2007, about 56 percent of programmes are primarily government-sponsored, and 33 percent are financed by a mix of institutions, such as central and local governments, international organizations (including the World Bank, the ILO, and the UN family), bilateral donors, civil society, and the private sector. The study further revealed that the provision of training programmes and entrepreneurship schemes in developing countries rely greatly on resources from international partnerships and the participation of non-government organizations.

2.5.2 Evaluating Impacts of Youth Intervention Programmes

Drawing conclusions based on rigorous evaluations of the impact of youth programmes is difficult. Only one quarter of documented interventions have impact evaluations using treatment and control groups to measure the net gains of the programmes on employability and/or earnings. (Betcherman *et al.*,2004). Moreover, few net impact evaluations calculated costs and provided estimates on cost-effectiveness. The evaluation gap is more prominent in South and East Asia and the Pacific, the Middle East and North Africa, and Sub-Saharan Africa. (Dar and Tzannatos, 1999).

Despite the lack of evaluation evidence, there is a substantial amount of information to assess the quality of interventions and draw lessons from what seems to be working when approaching young workers. The Youth Employment Inventory designed a rating mechanism to judge the success of the programmes on employment and earnings.

Constraining the sample to programmes with net impact evaluations, the study revealed that 73 out of 289 interventions show that 60 percent of „evaluated“ programmes had a positive impact in the labour market, while only 15 percent are cost effective.

Of the programmes that were rigorously evaluated with treatment and control groups, the impacts in Organization for Economic Cooperation and Development (OECD) countries were found to be disappointing, while in the much smaller number of developing and transitional economies with rigorous evaluations, the programme impacts were more promising. This is an important finding given the significant amount of past and future resources allocated in active labour market programmes (ALMP) in both OECD and other countries. The finding for developing and transitional economies has to be interpreted with

caution given the small number of programmes evaluated in developing and transitional economies.

In Latin American Countries (LAC), the *Jóvenes* Programmes for example, have been widely analyzed and cited as a successful story in assisting young workers in developing countries (World Bank 2006). They use a demand-driven model that targets economically disadvantaged youth, fosters private sector participation, and promotes competition among training providers. It has been successful in improving job placement and earnings, but became particularly expensive for some countries where it has been replaced by smaller and more focused interventions.

Despite its low frequency in interventions and evaluations, entrepreneurship programmes show improvements in employment and earnings of young people. Three evaluated programmes produced positive effects, but their cost-effectiveness is in doubt: one programme in ECA (Bulgaria's Self-employment Programme) reports better outcomes for educated youth and those with shorter spell of unemployment, but costs per placement exceed those of training and subsidized employment programs (Kolev,2003).

Two entrepreneurship initiatives were undertaken in Peru, and aimed to increase earnings of participants through the creation of profitable small businesses and the development of trade skills. Their evaluations expose positive impacts but there is no solid evidence on cost-effectiveness.

Some promising interventions in non-developed countries shed light on how to improve results in ongoing training programmes.

i. In Brazil, the *National Plan of Professional Education (PLANFOR)* provided marginalized youth with strong basic skills. *PLANFOR* was less concerned with the concrete existence of jobs after graduation, and more into the quality of training (topics, materials, instructors, etc.). As a result, training matched effectively the needs of the target population, in particular those with regular jobs in the formal sector and informal sector workers. Net impact evaluations report statistically significant impacts on employment and positive net benefits when employment duration exceeds 17 months (deMoura Castro and Verdisco 1998; and ECLAC 2003).

i. Training programs with non-guaranteed jobs were particularly successful and cost effective in Bulgaria. Young and unemployed participants with low levels of education tend to benefit more from this measure than from guaranteed jobs programmes. Unlike *PLANFOR*, the Bulgarian training programme targets unemployed youth regardless of their individual socio-demographic profile, and gives high priority to the needs of the productive sector (Walsh *et al.* 2001). The latter indicates that training is closely linked to skills demanded by the market.

ii. The Programa de Calificación de Jóvenes Creadores de Microempresas is implemented by the Peruvian NGO Colectivo Integral de Desarrollo. It started in 1999 as an initiative to counteract the significant lack of entrepreneurial skills among young people. The objective of the program is to improve earnings and quality of life of beneficiaries by providing assistance and training in the development of business plans and the creation of profitable businesses.

The target population consists of economically disadvantaged young people, 15 to 25 years old, with entrepreneurial skills or owning a small and/or informal

business (with less than a year of operation), and residing in the localities targeted by the Programme. Impact estimates with experimental data four months after the end of the program suggest: an increase of 7.8 percentage points in the probability of having a business operating and an 8 percent-increase on the beneficiaries' average income. Estimates from quasiexperimental data show an increase in almost 40 percentage points in the probability of the business to operate for more than a year, and increase in earnings by 40 percentage points. An important secondary effect was on the job generation capacity. Beneficiaries employ 17.3 percent more workers than the control group (interested but non-enrolled peers). (*Jaramillo (2006); and Jaramillo and Parodi (2003).*)

2.5.3 Findings on Youth Employment Interventions

One key lesson emerging from this performance patterns appears to be that, successful interventions are often associated with a multifaceted, integrated bundle of services such as skills training, promoting entrepreneurship and social elements. Moreover, programmes aimed at strengthening entrepreneurship also seem to deliver satisfactory results in many cases. The effect of wage subsidies and public works programmes remain to be tested. Finally, the evaluation may systematically underestimate the benefits associated with programmes targeted at the most disadvantaged sectors of society; as such interventions may have significant benefits that are not adequately captured in employment statistics.

According to studies made by the Youth Employment Inventory (YEI), main findings and lessons from the inventory are extracted from both an overview and qualitative analysis of

the interventions; and a systematic and quantitative cross-country, crossprogram analysis that examines the evaluation evidence in a meta-analytical framework. The following were the findings:

1. Training is the dominant form of intervention used to integrate young people into the labour market.
2. Interventions are often targeted at low-income or poorly-educated young people, particularly in non-developed countries.
3. Available information on youth employment interventions is stronger in developed countries.
4. The overall evaluation evidence on youth employment interventions is weak. Only one-fourth of interventions in the inventory have estimates of net impact, and just one in ten has evidence on cost-effectiveness.
5. Properly evaluated interventions are less likely to lead to positive assessments of impact and effectiveness than judgments based on “non-scientific” methodologies: where there is not a proper evaluation, intervention benefits are likely to be overestimated.
6. Among interventions with net impact evaluations, about 60 percent have positive effects on employment and/or earnings. When cost-effectiveness is taken into account, only about one-third of all interventions are “successful” (i.e. achieve positive net benefits).
7. Programme success is not determined by the type of intervention. There are no major differences across types of interventions in terms of impact. Accordingly,

policy-makers should consider which type of intervention best addresses the problem of concern.

8. Interventions tend to be more successful in developing and transition countries than in advanced economies.
9. Interventions tend to be more successful in countries with higher labour market flexibility.
10. There is a potential learning process in the implementation of youth employment interventions: newer interventions perform better than older ones in terms of impact.
11. Interventions targeting poor youth have higher probability of improving employability and earnings than otherwise.

2.6 The Effectiveness of the NYEP as Ghana's Initiative to Creating Jobs

A total of 200,000 new jobs were generated in 2006, which was the beginning stages of the programme (including 78,195 placed in the youth employment program) likened to 125,000 in 2005 contributing to a decrease in the level of unemployment from 11.1% in 2005 to 10% in 2006. This effect was ascribed to the implementation of the National Youth Employment Programme and enhanced trading environment. It is perceived that the institution of the NYEP made it easier for some unemployed youth to find jobs in sectors such as, agriculture (13,069) education, forestry, resource mobilization (26,760) health (auxiliary nursing: 10, 850), waste and sanitation (4,550) and internship (2,800) in 2006. Sustaining the NYEP beyond the medium term however became the challenge. A total of 457,779 youth were engaged in the NYEP as of June 2012, creating local initiatives that

would drive the job creation and the growth of the country economically. (*Baffour-Awuah D. 2014*)

2.7 The Effects of the NYEP on Job Creation in Ghana

In a research conducted by Ransford Gyampo (Department of Political Science, University of Ghana), he noted that the essence of governance and representative democracy is for elected leaders to formulate and implement appropriate policies on behalf of the people to deal with the dilemmas of poverty and under-development among them. According to him, in Ghana, since 1992, development plans have been formulated and implemented with little or no participation of the youth even though they constitute the bulk of the nation's labour force and voting population. Consequently, the programme is saddled with several challenges most of which could have been avoided if the youth had been part of the NYEP process.

The journal went on to state that on the ground, the programme is bedeviled with several challenges that render it ineffective and weak in stimulating the interest of the youth and handling unemployment among them. In the first place, it is noted that the programme offered employment to about 108,000 young people in Ghana which amounted to less than 2% of the youth in Ghana (ISSER, 2010), thus cannot be deemed to be an appreciable effort to seek youth interest in the area of employment.

Secondly, since 2006, funding for the programme has always been delayed besides being woefully inadequate. For example, by September 2010, the NYEP Secretariat had not

received funding for that year. This had resulted in delays in the payment of employee allowances (Attipoe-Fittz, 2010). In 2006 the government promised to pay an amount of GH¢100 billion as subvention for the programme every year. However, this has never been fulfilled. A small fraction of this amount is paid annually while the cost of running the programme since 2006 has always exceeded the funds received from the government. Furthermore, the monthly stipend paid to employees under the programme is inadequate. For example, by July 2010, those with no formal education received GH¢ 50.00; SHS graduates received GH¢ 80.00; diploma holders were paid GH¢100.00; and those with first degrees were paid GH¢150.00. Such poor stipend has further dampened the morale of the youth and forced some of them to quit their jobs in search of alternatives (AttipoeFittz, 2010).

According to Donkoh (2010), the programme moreover does not provide sustained employment opportunity for the youth, contrary to their aspirations to secure permanent jobs after school (Donkoh, 2010). They are employed under the programme for a maximum period of 2 years. If they fail to secure jobs elsewhere by the end of this period, they return to their unemployed situation. For example, between 2009 and 2010, over 90 percent of those who exited from the programme could not secure alternative jobs and had no means to further their education (Attipoe-Fittz, 2010).

In an article written by Paul Frimpong and posted on opinionmyjoyonline.com, it was stated that the 2015 budget statement and economic policy that was read on the floor of Ghana's Parliament in the latter part of January gave some hope for the increasing number of young people who are unemployed. He stated that industries that were deemed to provide some opportunity for the numerous graduates that are produced year by year are themselves

faced with challenges, most of which have been as a result of unreliable and expensive public services that threaten to eat away their margins.

The article went on to state that after a number of enquiries were made, there has been some level of revamping in the GYEEDA programme which the government trusts that the revised modules under the new „triangular model“ will be able to connect

beneficiaries to skills development institutions and sustainable cooperative societies to boost their employment opportunities. In a bid to cause some major restructuring with the new GYEEDA programme by government, parliament passed the Youth Employment Agency Act on Tuesday, the 10th of February 2015. The law seeks to, among other things; secure funding for the Youth Employment Agency.

A nine-member Youth Employment Agency Board was inaugurated in the course of the year to steer the affairs of the organization in policy direction and operational strategies towards generating employment for the youth. Thus now the Youth Employment Agency is a new name for what used to be NYEP and later, GYEEDA. The nine member board chaired by Mr. Samuel A. Jabanyite was also charged to make the procurement services of YEA transparent for its mandate of serving the youth to be achieved over its four- year tenure.

In an article by Mr. Kwaku Kwarteng, Obuasi West Member of Parliament, he stated that unless the rot that characterized the management of this youth employment initiative is genuinely confronted, all wrong doers punished, and the needed lessons learnt, the huge resources that are being set aside for the initiative will go waste.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

The current chapter described the research methodology employed to address the main and any sub problems. It sought to describe the research design employed by the researcher which in this study was an evaluative one. It also tackled the sources of the data used, the population, sampling techniques and data collection instruments used as well as the data analysis techniques employed.

3.1 Research Design

A research design shows the overall plan of how the researcher expects to answer their research questions. The design helps in guiding the researcher in planning and implementing the study in a way that is likely to achieve the intended goals (Saunders, et al, 2009, p.136). In gathering and analyzing data, two main approaches are used: the qualitative and quantitative method. Both the qualitative and quantitative approaches were used in this study.

3.2 Sources of data

The study made use of both primary and secondary data sources in the form of questionnaires and interview administered and conducted respectively to the management and staff as well as the beneficiaries of the various NYEP units of the selected Municipal/District Assemblies. The primary data collection was used to obtain information that was exclusive to the researcher and the study. To the researcher, primary data is more accommodating because they are helpful to attain current information and also enable the

researcher to achieve research objectives easily. The secondary data collection method was employed data/information that has already been collected by someone else for similar (or different) purpose to that of this study. The results of this data are shown in the Chapter Two (Review of Related Literature).

3.2.1 Primary Data Source

Primary data is collected by the researcher directly from first hand source through instruments such as surveys, interviews, focus groups or observation (Neel, 2011). In this study, self-administered questionnaires to beneficiaries of NYEP units of two (2) District/Municipal Assemblies in the Ashanti and Central regions of Ghana respectively was used in collecting the primary data. Structured interview guide was also used as a tool to gather data from the management staff of these selected NYEP units. The aim of the questionnaires administered and the interview guide was to help unravel the research questions and objectives.

3.2.2 Secondary data source

Secondary data are basically primary data collected by someone else. They are also referred to as „second hand“ data. Researchers reuse and repurpose information as secondary data because it is easier and less expensive to collect. However, it is seldom as useful and accurate as primary data (Neel, 2011). Secondary data also helped the researcher to make out what the gaps are, deficiencies and what additional information needs to be collected. Secondary data was collected from books; theses; journals; reports; journals; magazines; newspapers; bulletins and other internet websites.

3.3 Population

Population according to Saunders, et al (2009, p. 212) is the full set of cases from which a sample is taken. The target population for this study comprised all four (4) management staff and (696) beneficiaries of the NYEP units in two District /Municipal Assemblies in the Ashanti and Central regions of Ghana. This is shown in table 3.1 below.

Table 3.1
Population Size

Municipal/District Assembly	Management	Beneficiaries	Total
Atwima Nwabiagya District Assembly	2	298	300
Assin North Municipal Assembly	2	398	400
Total	4	696	700

Source: Researcher's Own Construct, 2015

3.4 Sampling techniques

Sampling is the process of selecting units (e.g., people, organizations) from population of interest so that by studying the sample we may fairly generalize our results back to the population from which they were chosen (Trochim, 2006). Sampling techniques constituted the main methods that were used to select an appropriate and ideal number of respondents from the population.

The sample selection in the study was based on the preparedness and accessibility of the respondents thus convenience sampling was used for Beneficiaries of the NYEP. The sample of the Management Staff of the NYEP and other administrative staff were selected using purposive sampling technique. Thus the judgement of the researcher was used to select the managers that make the interview respondents. This method was employed because, it can be very useful for situations where you need to reach a targeted sample quickly and where sampling for proportionality is not the primary concern. The convenience sampling technique is to take a relatively small sample over a very short period of time. This was also due to the fact that, among other constraints, it was not economically feasible to contact all the management staffs and beneficiaries of the NYEP. Here, a sample size of 130 management staff and beneficiaries of the National Youth Employment Programme units in two selected Municipal/Metropolitan Assemblies in the Ashanti and Central regions of Ghana were surveyed randomly for the study. These Municipal Assemblies are Atwima Nwabiagya District Assembly and Assin North Municipal Assembly, in the Ashanti and Central Regions of Ghana respectively. This is clearly illustrated by table 3.2 below.

This sample size was selected due to the little variation in the target population; thus making the result of the sample representative (Saunders et al., 2003). This little variation in the target population can be seen in characteristics such as the gender, age group, educational level and most importantly the type of work/programme respondents are involved in among others. In addition, it was also very difficult to locate members of the population as the District and Municipal Assemblies that were studied seemed not have accurate data on the

number of beneficiaries engaged by the programme within their catchment areas. This sample was also taken because of the time, funding and the amount of data to be collected.

Table 3.2 Sample Size

Metropolitan/ Municipal/ District Assemblies	Atwima Nwabiagya District Assembly			Assin North Municipal Assembly		
	Population	Sample	Percentage of population	Popul- -ation	Sample	Percent -age of Populat -ion
Management	2	2	100 %	2	2	100 %
Beneficiaries	298	58	19.5%	398	68	17.1%
Total	300	60	20.0%	400	70	17.5%

Source: Researcher's Own Construct, 2015

3.5 Data Collection Instruments

Having selected the appropriate sample from the population for the study, the researcher sought to collect data from the sample through the use of questionnaire and structured interview guide. The questionnaire outlined questions and statements that were prepared from the main concepts addressed in the specific objectives and the research questions. The questions as much as possible were tailored at being close ended so as to make collation of the results quite simple. Emphasis was laid on the subject matter of the study which is the impact NYEP had made on job creation in Ghana. Both telephone and faceto-face interviews were also arranged to gather data from the management staffs of the NYEP from

these two units. This aided in getting a deeper insight into the issues that were being investigated.

3.6 Data analysis techniques

The nature of the study required both qualitative and quantitative analysis of data gathered. Data collected was analysed with the Statistical Programme for Social Sciences (SPSS). This programme was adopted because of its simplicity and ease of use in the analysis of data collected by representing data in figures.

In this study, some items were rated on a Likert scale 1 – 5, where 5 was strongly agree (SA) and 1 was strongly disagree (SD). Some other items were rated Yes or No whilst some others were again rated on a Likert scale 1-5, where 5 was Very High (VH) and 1 was Very Low (VL).

In order to make a much better analysis of the research, the collected data was compiled and summarized into statistical tables and charts for easier interpretation with the help of Statistical Package for Social Sciences (SPSS, Version 16). Data analysis was also made using multiple regressions in establishing relationship between the data collected and to make meaning out of it. Discussion, conclusion and recommendations were made out of the summarized data analysis.

3.7 Organizational Profile of NYEP

The National Youth Employment Programme (NYEP) of Ghana was created in October, 2006, by the John Kufour administration, to address the country's youth unemployment challenges with the aim of empowering Ghanaian youth so they could contribute positively

to the socio-economic and sustainable development of the nation. The NYEP is an agency under the Ministry of Youth and Sports.

3.7.1 Goal

The goal of the NYEP was to explore, recommend and offer more employment opportunities for young people in all districts across the country and thereby create conditions to expedite economic empowerment.

3.7.2 Duties of NYEP

The major duties of the programme are:

1. to provide jobs to the youth of Ghana
2. to ensure that the needed expertise for work is attained by post- national Service personnel
3. to offer young Ghanaian youth some needed working skills

3.7.3 NYEP Beneficiaries

The NYEP was directed at young Ghanaians who are between the ages of 18–35 years and are literate, illiterate, able and/or disabled.

3.7.4 Modules and Structure of NYEP

The programme began with nine modules in 2006 with new modules being created on regular basis to promote the objectives of the programme among which include training the young unemployed Ghanaian for service. The nine modules upon which the programme started were: Youth in Security Services, Youth in Fire Prevention, Youth in Immigration, Youth in Agri-Business, Youth in Health Extension, Youth in Waste and

Sanitation, Youth in Paid Internship, Youth in Community Teaching Assistants, Youth in Trades and Vocation, Youth in Eco-Brigade and Youth in Information Communication Technology. Over the years of its implementation, some new modules have been added to cater for emerging needs of its beneficiaries.

The programme encompasses a combination of self-employment opportunities, paid jobs and voluntary service activities. As their local comparative advantage could enable them, some of the modules were being implemented by all 138 Metropolitan, Municipal, Sub-Metros and Districts in the country in 2010. The strategy used was to establish task forces at the national, regional and district-levels to see to the sound execution of the NYEP. District employment working groups were made responsible for identifying areas of promoting employment potential and then implement any of the NYEP modules. Beneficiaries received a weekly allowance. Those who participated in self-employment activities received assistance in the acquisition of tools and materials. The programme was expected to have more than 200,000 young people benefit between 2010 and 2011.

3.7.5 Sponsors

Funding for the programme is received from the Ghanaian government and other international agencies. The World Bank is one of such major agency. In January, 2011, the Youth in entrepreneurship module was announced to be benefitting from a multimillion dollar facility all in a bid to support the NYEP. Again, in February 2011, the World Bank presented \$65 million to assist in the training of the youth in entrepreneurship module.

3.7.6 Successes and Challenges

It is perceived that the institution of the NYEP helped in making some young Ghanaians who were not in employment to acquire jobs in sectors such as, agriculture (13,069) education, forestry, resource mobilization (26,760) health (auxiliary nursing: 10, 850), waste and sanitation (4,550) and internship (2,800) in 2006. Despite all these successes, there arose a major challenge of getting the NYEP sustained beyond the medium term.

The NYEP can talk of some successes chalked over the years. It was said to have employed 95,000 youth under the various modules in May, 2007. In 2011, there was an announcement on the recruitment, training and employment under 15 different employment modules of over 108,000 unemployed youth. In February 2011, there was a projection of working around a newly developed three year strategic plan. In this plan, it was estimated that with the new modules and policies being implemented, the NYEP could possibly engage 400,000 youth by the year 2013.

The programme however came with its challenges and much more bottlenecks. Contrary to the name of the programme, National Youth Employment programme, the youth were side-lined in the formulation and implementation of the programme. This led to several other challenges arising from this.

Another challenge has been the absence of legal foundation for the programme. The programme has since its existence been without any legal backing until it was currently rebranded as GYEEDA. Of all the challenges, the most worrisome one is the politicization of the NYEP, which detracts from the programme. This politicization created so much tension in the ranks of those employed by the erstwhile NPP government who were

threatened with dismissal because of the suspicion that they were favoured because of their loyalty to the NPP. Another key challenge of the Programme is sustainability.

3.7.7 Current State of NYEP

After some years of running, the NYEP has recently been rebranded as Ghana Youth Employment and Entrepreneurship Development Agency (GYEEDA). On the 10th of February, 2015, the Ghanaian Parliament passed a Youth Employment Agency Act 2015. The law seeks to, among other things; secure funding for the Youth Employment Agency. In the middle of 2015, a nine-member Youth Employment Agency (YEA) Board was inaugurated to steer the affairs of the organization in policy direction and operational strategies towards generating employment for the youth.

The Board has Mr Samuel A. Jabanyite as Chairman; Mr Haruna Iddrisu, Minister of Employment and Labour Relations, Mr Vincent Kuagbenu, Chief Executive Officer of YEA; Ms Alice Attipoe, Ministry of Employment and Labour Relations; Mrs Emma Akua Amankwa, a Lawyer; Ms Frieda Yandanbon Billa, a Development Worker; Mr Ras Mubarak, the National Coordinator of the National Youth Authority; Mr Eugene Korletey; and Mr Courage K. Barlon; as Members.

3.7 Summary

In this chapter the research design has been presented and discussed. In Chapter four the results obtained from the empirical study are presented and analyzed.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction

This chapter presents data collected from management and beneficiaries of NYEP in the Ashanti and Central Regions of Ghana which made up the sample size. As stated earlier, a sample size of one thirty (130) beneficiaries and management members – one twenty six (126) from beneficiaries, representing 19.5% of its total population; and four (4) from management, representing 100% of its total staff strength – was used for the study. The chapter also presents results of analysis and discussion of key factors raised in this research with respect to addressing the objectives in this thesis.

The presentation, discussion and analysis of data in this chapter are divided into two main sections: background data of respondents and the main data. All the questionnaires submitted were retrieved, giving a 100% response rate. Data collected were analysed using the Statistical Package for Social Sciences version 16 (SPSS). The presentation of the data in this research is done by way of frequency tables and pie charts, as well as manual transcription of interviews conducted. It also presents results and analysis of the quantitative data generated by running a multi regression analysis. The questionnaire used for this research contained positive statements related to the impact of NYEP on job creation in Ghana. This was administered to the beneficiaries whilst management were interviewed. Most of the questions were asked with responses based on the level of agreement scale. This approach allocates weights to the frequencies of the responses as follows: Strongly Agree (SA) = 100%, Agree (A) = 75%, Not Sure (NS) = 50%, Disagree

(D) = 25% and Strongly Disagree (SD) = 0%. For purposes of analysis, a weight is calculated by adding percentages for strongly agree and agree as well as those for disagree and strongly disagree. Whichever of the sums is greatest determines the general response. The following is a presentation of the data collected.

4.1 Background Data of Respondents

This covers the background information of respondents (beneficiaries of NYEP). It comprises age, gender, length of employment, and highest educational qualification of respondents. Table 4.1 presents the responses of respondents' background data. From table 4.1, 107(85%) of beneficiaries, fell under the age group of 20-29 years. The remaining 19(15%) are between 30-39 years. This means that majority of the NYEP beneficiaries (respondents) are within age 20 to 29 years. According to the National Youth Policy of Ghana (2010), a youth is defined as all those between the ages of 15 to 35 years. The NYEP was targeted at the youthful population of Ghana, thus the findings confirmed the right target group to which the programme was directed.

Table 4.1
Background Data of Respondents

Subscale		Frequency	Percent
Age Group (in years)	Under 20	0	0.0
	20 to 29	107	84.9
	30 to 39	19	15.1
	40 to 49	0	0.0
	50 to 59	0	0.0
	Older than 60	0	0.0
	Gender	Male	29
Female		97	77.0
Length of Employment (in years)	Less than 2	0	0.0
	2 to 4	121	96.0
	5 to 7	5	4.0
	More than 8	0	0.0
Highest Educational Qualification	BECE	5	4.0
	SSSCE/WASSCE	102	81.0
	HND	10	7.9
Degree	Bachelor's	9	7.1
	Masters	0	0.0
	MBCHB	0	0.0
	Doctorate (Ph.D)	0	0.0
	Professorial	0	0.0

Source: Fieldwork, 2015

It can also be inferred from table 4.1 that, out of the 126 respondents, 29 (23.0%) beneficiaries are males while 97 (77%) of them are females. This indicates that most of the beneficiaries of the NYEP are female with only few males. This is in contrast with the findings of the 2010 Population and Housing Census which indicated a higher percentage of men (52.2%) being economically active than women (50.8%).

In terms of the number of years the respondents had worked, table 4.1 depicts that 121 (96%) of the beneficiaries had been in the employment of the organization from two to four years while only 5 (4%) of them have been on NYEP from five years to seven years. This shows that majority of the beneficiaries have been with NYEP from 2 years to 4 years. However, none of them had been on the programme for less than 2 years and more than 8 years. This gives confirmation to the writings of Donkoh (2010) on the state of the NYEP and its effects on job creation on the ordinary Ghanaian Youth. He stated that the programme does not provide sustained employment opportunity for the youth, contrary to their aspirations to secure permanent jobs after school. The research findings strongly confirmed his assertions that they are employed under the programme for a maximum period of 2 years and failure to secure jobs elsewhere by the end of this period causes these beneficiaries to return to their unemployed situation.

Table 4.1 further depicts that the highest qualification of the NYEP beneficiaries ranges from BECE 5 (4.0%), SSSCE/WASSCE 102 (81%), HND 10 (7.9%) to Degree 9 (7.1%). This shows that the majority of respondents hold either SSSCE/WASSCE with only few of them holding first degree educational qualification.

4.2 Discussion of Main Data

This section presents the main data related to the research questions of this research. It covers subsections such as; youth employment situation in Ghana, process of job creation by government in addressing youth unemployment, rationale for formulation and implementation of NYEP, effectiveness of NYEP on job creation and the effects of NYEP on job creation.

4.2.1 Youth Employment Situation

Table 4.2 presents beneficiaries responses on youth employment situation in Ghana. Respondents were asked to rate their responses using strongly agree (SA), agree (A), not sure (NS), disagree (D) and strongly disagree (SD). Table 4.2 depicts the youth employment situation in Ghana.

The table shows that 96% of the beneficiaries agreed with the statement that an unemployed youth is that youth who is currently not employed but is available and seeking for employment whilst just 4.0% disagreed with the statement. Again, 89.0% of the respondents agreed with the statements that an unemployed youth does not include youth who are in school or in apprenticeship whilst only 11% of the respondents disagreed with the statement.

Inferring from the table, 70.0% of the respondents agreed to the fact that the youth unemployment rate has decreased as a result of the implementation of the National Youth Employment Programme whilst only 4.0% disagreed on that.

Table 4. 2
Youth Employment Situation

Statement	SA	A	NS	D	SD
	%	%	%	%	%
An unemployed youth is that youth who is currently not employed but is available for and seeking employment.	11.1	84.9	0.0	4.0	0.0
Unemployed youth do not include youth who are currently in school or in apprenticeship	4.0	84.9	0.0	7.1	4.0
The youth unemployment rate in Ghana has decreased as a result of the National Youth Employment Programme	10.3	55.6	0.0	0.2	4.0

Source: Fieldwork, 2015

The research revealed that, majority of the beneficiaries were in general consensus that, an unemployed youth is that youth who is currently not employed but is available for and seeking employment and also do not include youth who are currently in school or in apprenticeship. This confirms the definition given by the World Fact book (2014) to mean that the unemployment rate of any country contains the percentage of the labour force that is without jobs and actively looking for jobs. Again, it was found out that the youth unemployment rate in Ghana has decreased as a result of the National Youth Employment Programme.

Table 4.3 presents a distribution table depicting the current rate of youth unemployment in Ghana.

Table 4.3
Current Rate of Youth Unemployment in Ghana

Statement	0-20	21-40	41-60	61-80	81-100
	%	%	%	%	%
In your opinion, what do you think is the current rate of youth unemployment in Ghana?	7.1	35.7	46.8	7.1	3.2

Source: Fieldwork, 2015

Continuing to assess the youth employment situation in Ghana, table 4.3 sought to assess the respondents' view on youth unemployment in Ghana. Table 4.3 thus indicates that majority of the respondents representing 47.0% think that the rate of youth unemployment is between 41%-60%, 36.0% of the respondents also rate the unemployment rate between 21%-40%. 7.0% also believe the unemployment youth rate is 0-20% with the same percentage of respondents believing it is 61-80%. However a small percentage of 3.2% of beneficiaries believe that the unemployment rate is at an uncontrollable rate of 80-100%. This means that it is perceived that the current rate of youth unemployment in Ghana is between 41%-60%. This finding indicates a galloping unemployment rate as compared with the 2000 population and housing census which recorded 25.6% as the youth unemployment rate. One may therefore not be wrong to say that the Ghanaian youth, who is directly, linked with this phenomenon views a worse picture of the youth unemployment rate than earlier findings may have recorded.

4.2.2 Process of Job Creation by Government in Addressing Youth Unemployment

This section presents distribution table on government's role in addressing the youth unemployment situation in the country by creating jobs for the unemployed youth. Table 4.4 presents government's roles in addressing the youth unemployment situation in the country.

Table 4.4 shows that the majority of the respondents representing 94.0% of the respondents agreed that the NYEP created by government was necessary for the country. The remaining 6.0% however believed it was not necessary for government to create such a programme. Again from the table 4.4, 59.0% of the respondents agreed that government support for job seekers has so far been good whilst 41.0% of respondents disagreed with government support so far in creating jobs for the youth being good enough. This response by respondents affirms the fact that government is doing well in terms of getting information on career opportunities in order to improve the employability of young people through dealings such as better links between the education and training world, including internships and improving the access of young people to various career opportunities as stated in the study by Awogbenle & Iwuamandi (2010). He also reported that this support includes the promotion of youth entrepreneurship; and promoting of standards and labour rights of young people.

Table 4.4:
Government's Role in Addressing the Youth Unemployment Situation in the Country

Statement	SA	A	NS	D	SD
	%	%	%	%	%

The youth employment programme created by government in Ghana was very necessary for the country	23	70.6	0.0	6.3	0.0
Government support so far for job seekers (like information on career opportunities, promotion of youth entrepreneurship, creating better links between the education and training world) has been good	0.0	58.7	0.0	38.1	3.2
The public sector is the leading employer of the workforce in the country	11.1	34.9	0.0	46.8	7.1

Source: fieldwork, 2015

Table 4.4 also illustrated that 46% of the respondents indicated that the public sector is the leading employer of the workforce in Ghana whilst 54.0% disagree with this statement. With regards to the above analysis, the youth employment programme created by government in Ghana was very necessary for the country. Government support so far for job seekers (like information on career opportunities, promotion of youth entrepreneurship, creating better links between the education and training world) has also been good. More so, the findings revealed that the public sector is not the leading employer of the workforce in the country as more than 50% of the beneficiaries attested to it. This as a matter of fact confirms the findings made by the 2010 Population and Housing Census which indicated that the public sector is the second largest employer, accounting for only 6.0% regardless of sex and gender while the private informal sector, continues to be the leading employer of the workforce in the country. Table 4.5 shows the some specific government roles in creating jobs for unemployed youth in Ghana.

Table 4.5***Specific Government roles in creating jobs for unemployed youth***

Government Roles	SA	A	NS	D	SD
	%	%	%	%	%
Reorganisation of policies and programmes	7.9	74.6	4.0	10.3	3.2
Introduction of the Skills Training and Employment Placement (STEP) Programme	4.0	78.6	17.5	0.0	0.0
Introduction of National Youth Volunteer Service	0.0	57.9	38.9	3.2	0.0
Establishment of Venture Capital Youth Foundation	0.0	50.8	49.2	0.0	0.0

From table 4.5, respondents agreed that government played various roles in creating jobs for the unemployed youth. The various roles played by government according to the respondent include the following; reorganization of policies and programmes to which 83.0% of these respondents agreed to with only 14.0% disagreeing and 4.0% not sure. 83.0% agreed with the role government played in creating jobs by introducing the STEP Programme whilst 17.0% of the respondents were not sure if government did anything in that direction. Also, 58.0% agreed that government played a role in job creation by introducing the National Youth Volunteer Service whilst 39.0% disagreed with 3.0% not being sure the programme was implemented. 51.0% of respondents also agreed that government also implemented the Venture Youth Capital Foundation with the remaining 49.0% not being sure of any such programme introduced by government.

Following the above analysis, the researcher would therefore suggest that, majority of the beneficiaries were of the view that the introduction of the Skills Training and Employment

Placement (STEP) Programme, National Youth Volunteer Service and the establishment of Venture Capital Youth Foundation Programmes by Government has helped to create jobs for the unemployed youth in Ghana.

4.2.3 Rationale for Formulation and Implementation of NYEP

This section covers the analysis of the rationale for the formulation and implementation of the NYEP by government. The section will analyse and discuss responses from respondents on the rationale behind which the NYEP was implemented. Table 4.6 presents the distribution table depicting the rationale for formulation and implementation of NYEP.

From table 4.6, it was seen that all respondents representing 100% of the sample population agreed with the rationale for which the NYEP was implemented to be to explore, recommend and offer more employment opportunities for young people all over the country to give economic power to the youth.

Table 4.6 further indicates that 93.0% of respondents agreed to the statement that the NYEP has been able to reach out to the youth in all 138 Metropolitan, Municipal, subMetros and Districts in the country. 4.0% of these respondents were however not sure whilst only 3.2 disagreed with the statement.

Table 4.6
Rationale for Formulation and Implementation of NYEP

Statement	SA	A	NS	D	SD

The rationale of the NYEP was to explore, recommend and offer more employment opportunities for young people all over the country to give economic power to the youth	11.1	88.9	0.0	0.0	0.0
The NYEP has been able to reach out to the youth in all 138 Metropolitan, Municipal, Sub-Metros and Districts in the country.	11.1	81.7	4.0	0.0	3.2
Programme expectation of employing more than 200,000 young people to benefit from the programme in the first four years was achieved.	0.0	66.7	7.9	19.0	6.3

Again, table 4.6 reveals that 67.0% of respondents agreed that the programme expectation of employing more than 200,000 young people to benefit from the programme in the first four years was achieved. 25.0% of the respondents however disagreed on the statement. The researcher found out from the above analyses that the rationale of the NYEP was to explore, recommend and offer more employment opportunities for young people all over the country to give economic power to the youth. It was again revealed that the NYEP has been able to reach out to the youth in all 138 Metropolitan, Municipal, Sub-Metros and Districts in the country as majority of the respondents (beneficiaries) attested to it. In addition, most of the beneficiaries were in general agreement that programme expectation of employing more than 200,000 young people to benefit from it in the first four years was achieved.

4.2.4 Effectiveness of NYEP

This section analyses the effectiveness of the NYEP. It will take a look at responses of respondents on how effective the NYEP has been. Table 4.7 covers the responses regarding the effectiveness of the NYEP.

Table 4.7 indicates that only 33.0% of respondents agreed to the statement that the youth participated in the planning and development of the programme whilst majority of the respondents representing 67.0% disagreed that the youth participated in the planned and development of the programme. Furthermore, the majority of 71.0% of the respondents disagreed with the statement that the participation of the youth led to a smooth and effective implementation of the programme whilst 20.0% agreed with the statement. In table 4.7, 93.0% of respondents disagreed that funding for the programme has always been on time and adequate enough with only 7.0% disagreeing. Again, all respondents agreed that allowances/stipends paid to beneficiaries of the programme had never been enough or deemed to be self-supporting. They (86.0%) agreed that the programme was undertaking regular monitoring, review and evaluation activities with only 14.0% disagreeing to that.

Table 4.7 Effectiveness of NYEP

Statement	SA	A	NS	D	SD
The youth participated in developing plans and implementing the programme	3.2	29.4	0.0	67.5	0.0
This participation of the youth helped in smooth and effective implementation of the programme	10.3	19.0	0.0	70.6	0.0
Funding for the programme has always been on time	7.1	0.0	0.0	22.2	70.6

Funding for the programme has always been adequate for the programme	7.1	0.0	0.0	22.2	70.6
The allowances / stipends paid to beneficiaries of the programme can be deemed to be selfsupporting	0.0	0.0	0.0	11.1	88.9
The programme undertakes regular monitoring, review and evaluation activities.	7.9	77.8	0.0	7.1	7.1

Source: Fieldwork, 2015

The researcher found out from the analyses that the youth do not participate in planning and implementing the programme as majority of the respondents attested. It was again realized that since there was no participation of the youth in the development and implementation of the programme, this does not in any way affect how smooth and effective or otherwise the implementation of the programme has been. This also goes to confirm the suggestions raised by Gyampo (2014) who pointed out that in Ghana, since 1992, development plans have been formulated and implemented with little or no participation of the youth even though they constitute the bulk of the nation's labour force and voting population. Consequently, it is believed that the programme was saddled with several challenges most of which could have been avoided if the youth had been part of the NYEP process.

With regards to the programme funds, it is evident judging from the larger majority response from respondents (93.0%) that, the funding for the programme has not always been on time and has been inadequate to support the programme. A 100% response from respondents on the allowances never been enough makes more convincing the assertions by Attipoe-Fittz, (2010) concerning the inadequate allowance paid to beneficiaries as he bemoaned that such poor stipends has further dampened the morale of the youth and forced

some of them to quit their jobs in search of alternatives. Beneficiaries stated that the allowances / stipends paid to beneficiaries of the programme cannot be deemed selfsupporting. However, it was found that the programme was undertaking regular monitoring, review and evaluation activities.

4.2.5 Effects of NYEP on Job Creation

Making a sustainable livelihood or being self-dependent after passing through the NYEP is an essential goal that the programme as well as its beneficiaries seek to attain. In this section, the effects of NYEP on job creation will be discussed by showing the responses provided by the beneficiaries of the programme. Figure 4.1 presents a pie chart showing beneficiaries response to making a sustainable livelihood after exiting the NYEP. Figure. 4.1 clearly shows that 71.0% of the respondents (beneficiaries) have answered no to seeing themselves making a sustainable livelihood on their own after their exit from the programme. The remaining few representing 29.00% however answered yes to being able to make a sustainable livelihood after their exit from the programme.

After you exit the programme/module, do you see yourself making a sustainable livelihood on your own?

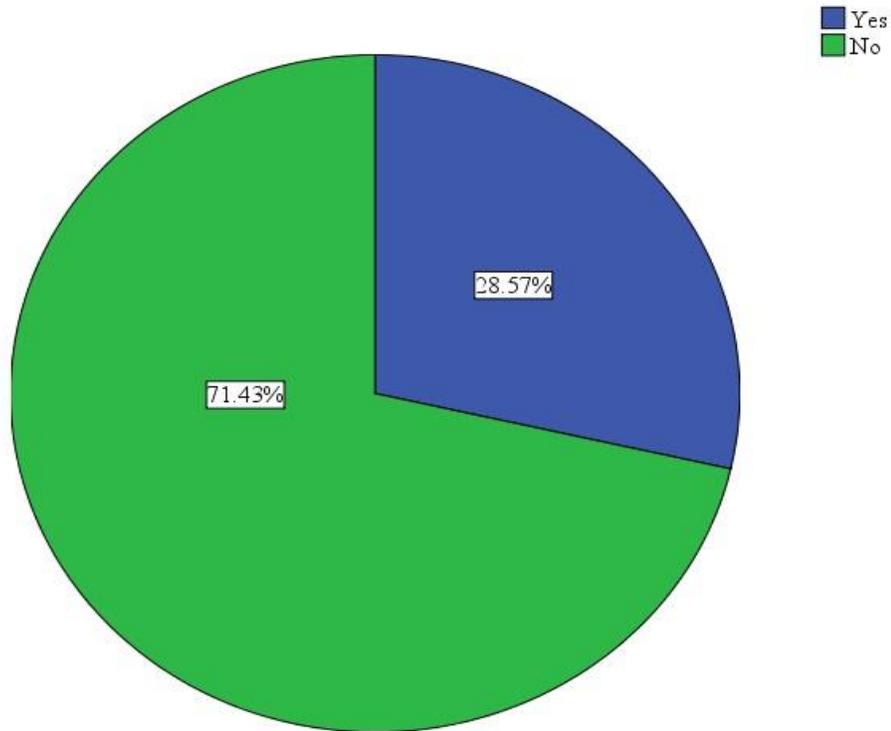


Figure 4.1 Possibility of making a sustainable livelihood after one exits the NYEP

Source: Fieldwork, 2015

Following the above analyses one would therefore suggest that, majority of the beneficiaries do not see themselves making a sustainable livelihood on their own after their exit from the programme. This findings therefore affirms what Attipoe-Fittz (2010) asserted to as saying between 2009 and 2010, over 90 percent of those who exited from the programme could not secure alternative jobs and had no means to further their education.

Figure 4.2 presents the pie chart distribution on the impact of the NYEP on creation jobs for the youth. The ultimate goal of the NYEP is to create jobs for the teaming number of

unemployed youth in the country thus solving the challenges the country is faced with in the area of job creation.

How will you rate the overall impact the programme/module has had on creating jobs for the average Ghanaian Youth?

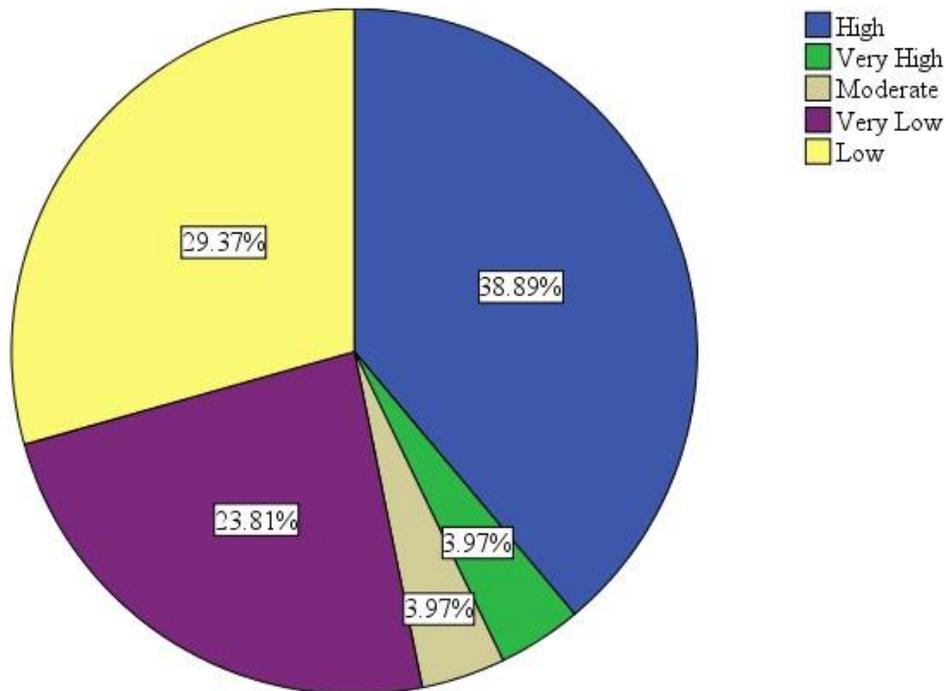


Figure 4.2 Overall impact of the NYEP on creating jobs for Ghanaian Youth

Source: Fieldwork, 2015

From the figure 4.2, it was realized that beneficiaries rated the programme to be 53.0% low and 43.0% high. A minimum of 4.0% of the beneficiaries rated the impact as being moderate. This means that the overall impact of the NYEP on creating jobs for the youth in Ghana is very low. This can be supported by earlier research findings made by Gyampo R. (2013) where he stated that on the ground, the programme was bedeviled with several challenges that render it ineffective and weak in stimulating the interest of the youth and

handling unemployment among them. In the research of ISSER (201), it was noted that the programme offered employment to about 108,000 young people in Ghana which amounted to less than 2% of the youth in Ghana thus it cannot be deemed to be an appreciable effort to seek youth interest in the area of employment.

Figure 4.3 present the pie chart distribution showing the creation of jobs before and after the implementation of the NYEP.

The NYEP created more jobs for the unemployed youth as compared to before its implementation

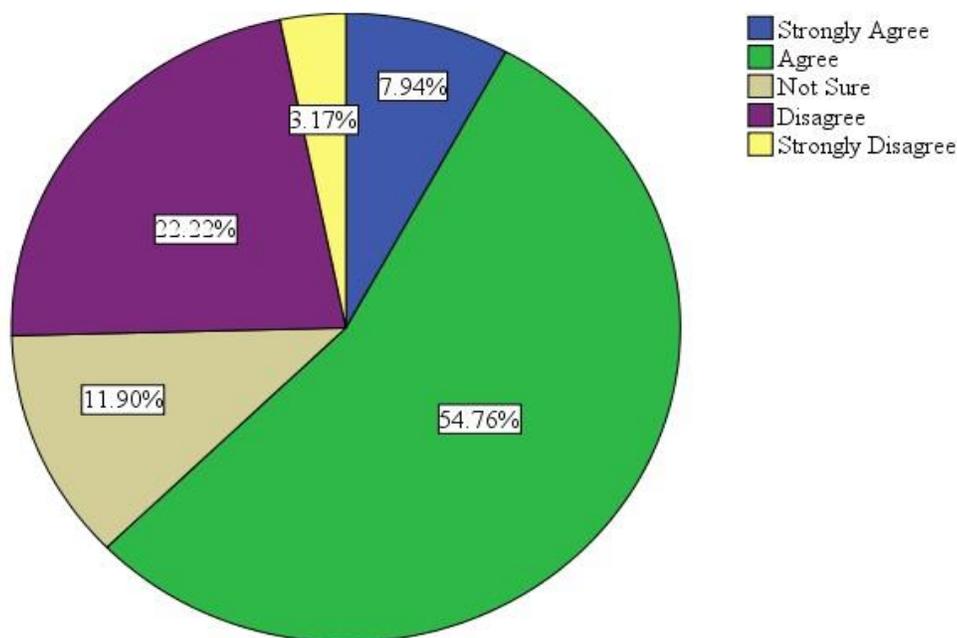


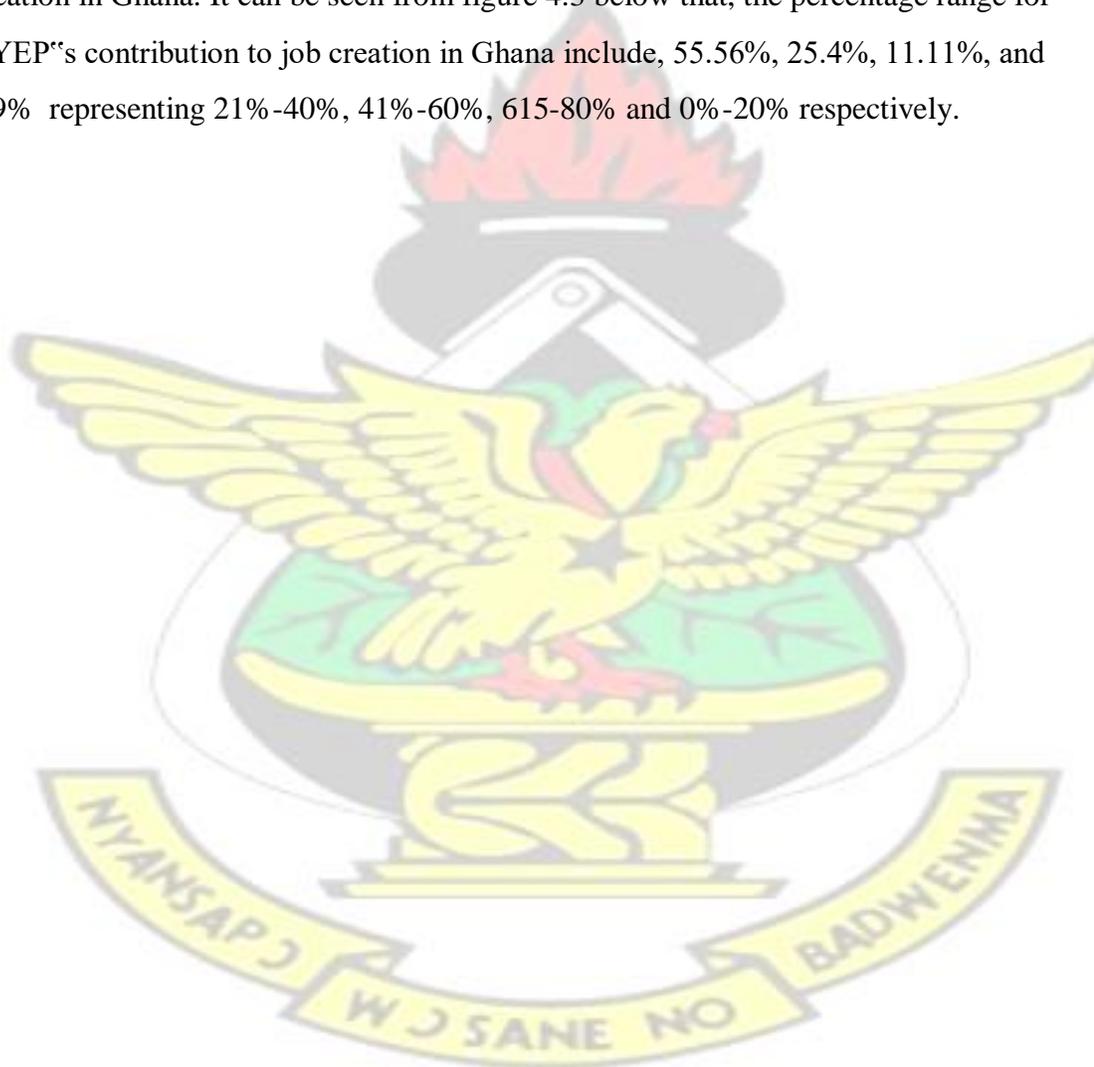
Figure 4.3 The NYEP created more jobs than before its implementation

Source: Fieldwork, 2015

From Figure 4.3, 63.0% of the beneficiaries were in full agreement that the NYEP created more jobs for the people than before its implementation. 25.0% of the beneficiaries however disagreed. Hence, most of the beneficiaries were of the view that the NYEP created more jobs for the Ghanaian youth than before its implementation. These findings

moreover can be supported by earlier government reports that stated that the institution of the NYEP made it easier for some unemployed youth to find jobs in several sectors of the economy. It was again reported that a total of 457,779 youth were engaged in the NYEP as of June 2012, creating local initiatives that would drive the job creation and the growth of the country economically.

Figure 4.3 depicts a pie chart showing respondent's responses NYEP's contribution to job creation in Ghana. It can be seen from figure 4.3 below that, the percentage range for NYEP's contribution to job creation in Ghana include, 55.56%, 25.4%, 11.11%, and 7.9% representing 21%-40%, 41%-60%, 615-80% and 0%-20% respectively.



In your estimation, what percentage will you ascribe to the NYEP's contribution to job creation in Ghana?

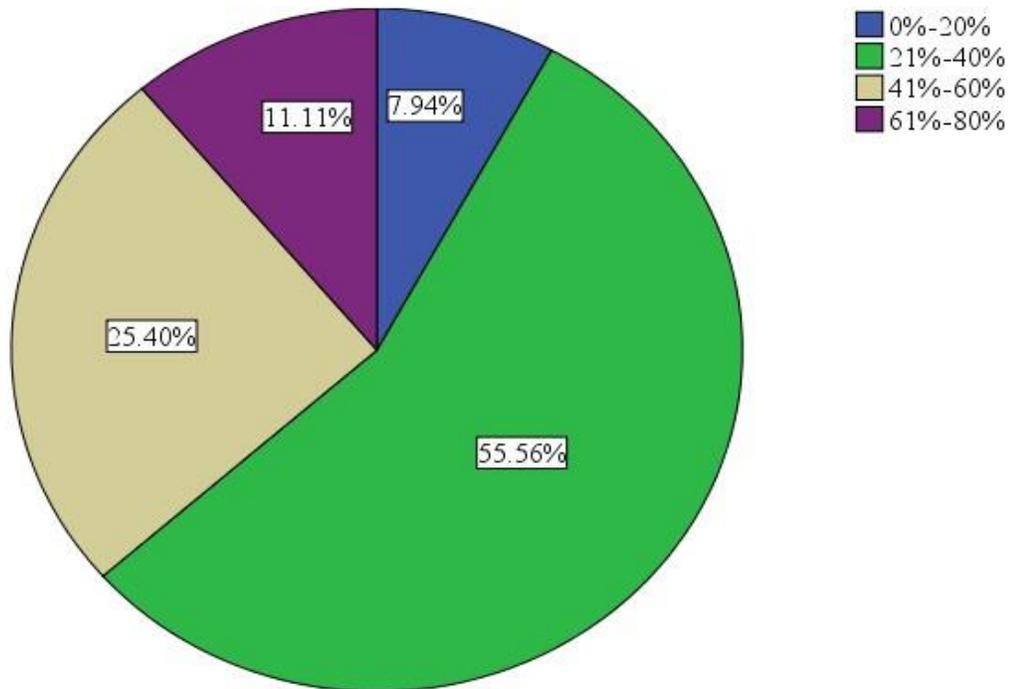


Figure 4.4 NYEP's contribution to job creation in Ghana

Source: Fieldwork, 2015

This means that majority of the beneficiaries ascribed 21%-40% to the NYEP's contribution to job creation in Ghana.

Figure 4.5 shows a pie chart distribution depicting the relevance of NYEP to the need of the beneficiaries. It can be inferred from figure 4.5 below that, beneficiaries gave 3.7%, 19.8%, 18.3%, 55.56% and 3.2% responses by ranking the relevance of the module to the needs of the beneficiaries; least, low average, high and very high respectively.

On a scale of 1-5 (1 being least and 5 being highest), how would you rank the relevance of the programme/module to your needs?

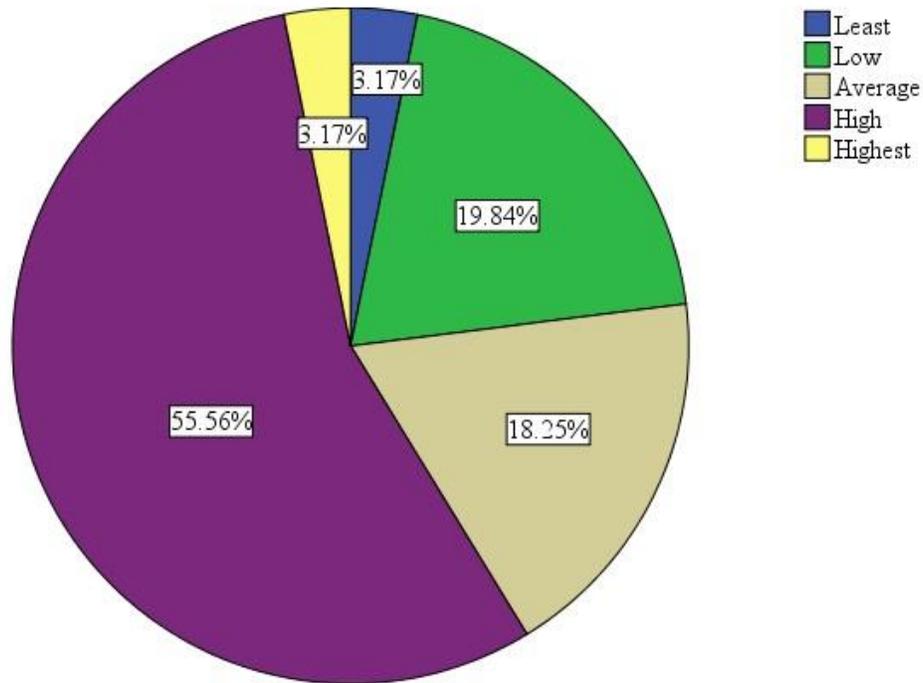


Figure 4.5 Relevance of NYEP to the needs of respondents

Source: Fieldwork, 2015

Following the above analyses, the researcher realised that majority of the beneficiaries rated the relevance of the NYEP to their needs very high with only few of them rating it low. This findings affirm the various modules the programme sought to roll out as and when there are emerging needs of beneficiariies and the country at large.

Figure 4.6 presents the specific areas that NYEP has been beneficial. Figure 4.6 shows that, out of the sampled respondents, 14.0% of them affirmed that the financial aspect of the programme has been beneficial to them, 63.0% also thought the knowledge acquisition aspect of it has been of great benefit to them, while 7.0% also thought the job security assured them on the NYEP has been beneficial to them.

In which area will you say the programme has been of great benefit to you?

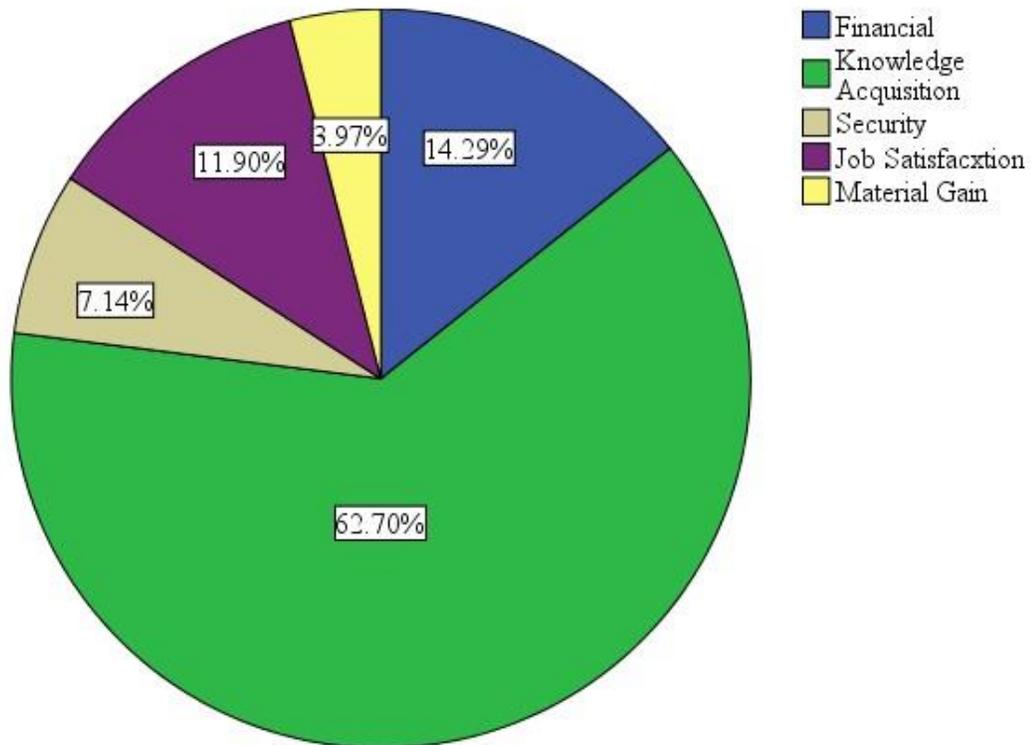


Figure 4.6 Areas that NYEP has been beneficial

Source: Fieldwork, 2015

In addition, with regards to job satisfaction and material benefits, 12.0% and 4.0% respectively affirmed that the programme has been of great benefit to most of the beneficiaries. Following the analyses provided above by the researcher, it was established that majority of the beneficiaries were of the view that the NYEP has helped most of them to acquire knowledge, hence knowledge acquisition was the utmost area that the programme was geared towards. This comes to confirm the objective the programme sought to achieve by empowering the Ghanaian youth so they could contribute positively to the socio-economic and sustainable development of the nation.

4.3 Interpretation of Results Of The Multiple Regression Analysis

Table 4.8 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.764 ^a	.584	.560	1.15527

Source: Fieldwork 2015

A multiple regression analysis was conducted to evaluate how much impact the NYEP programme has had on job creation in Ghana. The analysis therefore sought to examine the strength of linear relationship between job creation as a dependent variable and a selected set of independent variables. These independent variables also referred to as the predictors which were used were;

- a. Length of time beneficiaries remained in employment denoted by x_0
- b. Government support for the programme denoted by x_1
- c. Funding of the programme denoted by x_2
- d. Allowances paid to beneficiaries denoted by x_4
- e. Regular monitoring and evaluation is denoted by x_5
- f. Beneficiaries' sustainable livelihood denoted by x_6
- g. Area of benefit denoted by x_7

Job Creation, which was the dependent variable, is denoted as „JC“

Table 4.9 Multiple Regression Coefficients

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.	95% Confidence Interval for B
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	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	9.754	2.134		4.570	.000	5.528	13.980
Length of time beneficiaries remained in employment	2.803	.588	.316	4.772	.000	1.640	3.967
Government support for the programme	.743	.116	.444	6.426	.000	.514	.972
Adequacy of funding of the programme	-.093	.107	-.057	-.868	.387	-.306	.120
Adequacy of allowances paid to beneficiaries	-3.076	.377	-.557	-8.162	.000	-3.822	-2.330
Regular monitoring and evaluation of programme	.457	.114	.254	4.017	.000	.232	.683
Beneficiaries' sustainable livelihood							
Area of benefit	-.863	.262	-.225	-3.297	.001	-1.381	-.345
	.572	.116	.324	4.923	.000	.342	.802

a. Dependent Variable: Job Creation Source:
Fieldwork 2015

From the regression analysis output, the regression equation is stated as:

$$JC = 9.754 + 2.803x_0 + 0.743x_1 - 0.93x_2 - 3.076x_3 + 0.457x_4 - 0.863x_5 + 0.572x_6$$

The level of job creation was predicted by the length of time the NYEP programme absorbed beneficiaries in employment, funding of the programme, government support for the programme, level of youth participation in the programme, allowances paid to beneficiaries, regular monitoring and review of the programme, beneficiaries' sustainable livelihood after the programme and the area in which they benefitted from the programme.

The R^2 offers the proportion of variation in the dependent variable that is explained by the independent variables in the model. From the analysis, the coefficient of multiple determination (R^2) gives 0.584; this explains a 58.0% variation in the dependent variable.

Using .05 as the minimal criterion for indicating a result as significant in this study, the regression equation looks useful for making predictions since the value of R^2 (0.584) is close to 1. This also means that there is a close relationship between the independent variables. Thus the finding is said to be statistically significant.

Again, from the findings all the independent variables are significant at the .05 level apart from funding of the programme.

From the findings, it is inferred that the predictor; an increase in the number of years beneficiaries are engaged on the programme as well as increase in support from government leads to a marginal increase on job creation. This means that government support for job seekers highly impacts job creation positively. Moreover, an increase in the beneficial areas on the job for job seekers, and increased monitoring and evaluation of the programme though has an increase on job creation, is at a minimal level. On the other hand,

a decrease in the allowances paid to beneficiaries will lead to a significant decrease in job creation.

On a premise that the closer to the absolute value of 1 the standardized coefficient is, the stronger the effect of that independent variable on the dependent variable, it is inferred from the findings that, four of the independent variables have a strong effect on job creation. In order of strength (.444,.324,.316.205), government support for job seekers, area of benefit on the job, length of time employed in the organization and regular monitoring and evaluating of the programme respectively stood out as having strong effects on job creation. The remaining variables had a weak effect on job creation with the inadequate allowances paid to beneficiaries having the weakest effect.

In interpreting a 95% confidence level, it is inferred from the findings that there is a 95% confidence that the slope for how long beneficiaries have been employed on the programme is somewhere between 1.640 and 3.967. This is to mean that, one be 95% confident that for every single increase in year for a beneficiary on the programme, the average increase in job creation goes up by a minimum of 1.640 and a maximum of 3.967.

In conclusion, the study on the effects the NYEP has on job creation has been proven to be a statistically significant one. The findings suggests that government support for the NYEP which among others include information on career opportunities, promotion of youth entrepreneurship and creating better links between the education and training world positively impacts on job creation to a large degree. Reducing job turnover rate by

increasing the period of time spent on the job, an increased and improved level of monitoring and evaluating of the programme as well as improving upon the benefits beneficiaries derive from the programme goes a long way to impact positively on job creation in Ghana.

4.4 Results of the Interview

4.4.1 Assessing the Unemployment Situation Before and After the Implementation of the NYEP in Ghana.

In assessing the youth unemployment situation in the country before and after the implementation of the NYEP, all four (4) of the management staff interviewed attested to an increase level of employment where beneficiaries were equipped with some skills on the various work modules on which they were enrolled.

4.4.2. Government's Role in Creating Jobs in Ghana

In assessing government's role so far in creating job for the youth in the country all four (4) of the management staff interviewed affirmed that government has played various roles in creating jobs in Ghana. Some of these roles mentioned are; the implementation of the NYEP and several other job initiatives, training programmes for the youth as well as engaging them in some entrepreneurial activities.

4.4.3 Government's support for job seekers in Ghana

In gathering views on how government's support for job seekers has been so far in Ghana, the interviewers responded that it has been good and very supportive.

4.4.4 Rationale/purpose for implementing the NYEP

Here, the researcher sought to gather respondents' view on whether the rationale for implementing the NYEP was achieved. All four of the management staff responded positively that the rationale for the implementation of the NYEP has been achieved.

4.4.5 Some challenges Faced by the NYEP

The interviewers mentioned inadequate funding as one major challenge the programme was faced with. They mentioned that a good and successful programme is driven on adequate funding which the NYEP lacked in its implementation process.

4.4.6 Some achievements of the NYEP

The researcher sought to find out if there were some achievements recorded by the NYEP. The interviewers attested to the fact that the programme achieved some results. Some of the achievements stated include:

- a. Equipping the youth with employable skills
- b. Providing employment for job seekers, some of whom are still in employment till date
- c. Provision of source of income through the little allowance that the beneficiaries are entitled to.

4.4.7 Ranking the Overall Impact the Programme has had on Creating Jobs for the Average Ghanaian Youth?

Three of the management staff rated the impact of the programme to be high since it has been able to achieve the purpose for which it was implemented whilst one staff thinks the impact has been quiet on the low side.

4.4.8 Improving upon the programme in creating jobs for the youth of the country

The researcher sought to find out from the respondents if anything could be done better in the programme implementation to create jobs for the youth of the country.

All the management staff interviewed talked about the need for much funds to be pushed into the programme to ensure smooth and effective implementation.

4.5 Summary

This chapter sought to analyze and interpret the data obtained from the research questionnaire. The analysis and interpretation was done according to the research questions and objectives set out in chapter one. The analysis done in this chapter gives a strong indication that most the findings from the study of previous literature discussed in chapter two were confirmed with some few contrasts. Chapter 5 gives focus to summary of the findings of the studies, conclusions drawn and some recommendations based on the abovementioned findings.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary of findings and conclusions drawn from the study. It also presents recommendations that will help improve the impact of NYEP on job creation in Ghana as well as for further research.

5.1 Summary of Findings

The section deals with the summary of the key findings of the study. They are outlined under the following headings: youth employment situation in Ghana, process of job creation by government in addressing youth unemployment, rationale for formulation and implementation of NYEP, effectiveness of NYEP on job creation and the effects of NYEP on job creation.

5.1.1 Youth Employment Situation in Ghana

The researcher revealed that, majority of the beneficiaries were in general consensus that, an unemployed youth is that youth who is currently not employed but is available for and seeking employment and also do not include youth who are currently in school or in apprenticeship. Again, it was found out that the youth unemployment rate in Ghana has decreased as a result of the National Youth Employment Programme.

Lastly, the study revealed that the current rate of youth unemployment in Ghana was between 40%-60%. The findings unveiled a galloping unemployment rate as compared

with the 2000 population and housing census which recorded 25.6% as the youth unemployment rate.

5.1.2 Process of Job Creation by Government in Addressing Youth Unemployment

It was established that, the youth employment programme created by government in Ghana was very necessary for the country. Again, it was found out that Government support so far for job seekers (like information on career opportunities, promotion of youth entrepreneurship, creating better links between the education and training world) has also been good.

More so, the findings revealed that the public sector is not the leading employer of the workforce in the country as more than 50% of the beneficiaries attested to it. Lastly, majority of the beneficiaries were of the view that the introduction of the Skills Training and Employment Placement (STEP) Programme, National Youth Volunteer Service and the establishment of Venture Capital Youth Foundation Programmes by Government has helped to create jobs for the unemployed youth in Ghana.

5.1.3 Rationale for Formulation and Implementation of NYEP

The study identified that the rationale of the NYEP was to explore, recommend and offer more employment opportunities for young people all over the country to give economic power to the youth. The study also brought to fore the NYEP's ability to reach out to the youth in all 138 Metropolitan, Municipal, Sub-Metros and Districts in the country as majority of the respondents (beneficiaries) attested to it. Finally, the researcher also found out that most of the beneficiaries were in general agreement that programme expectation

of employing more than 200,000 young people to benefit from it in the first four years was achieved.

5.1.4 Effectiveness of NYEP

The researcher found out from the analyses that the youth do not participate in the planning and implementation aspect of the programme as majority of the respondents attested. It was again realized that the non-participation of the youth in this planning and implementation aspect of the programme does not in any way help in smooth and effective implementation of the programme.

In addition, the findings show that with regards to the programme funds, funding for the programme has not always been on time and has been inadequate to support the programme. It was also strongly established that the allowances / stipends paid to beneficiaries of the programme has always been inadequate not self-supporting enough.

5.1.5 Effects of NYEP on Job Creation

The researcher established that, majority of the beneficiaries do not see themselves making a sustainable livelihood on their own after their exit from the programme. Thus, majority of those who exited from the programme could not secure alternative jobs and had no means to further their education, sending them back to the unemployed state.

More so, the study indicated that the overall impact of the NYEP on creating jobs for the youth in Ghana is very low.

The study however revealed that the NYEP created more jobs for the Ghanaian youth than before its implementation. It was again found out that majority of the beneficiaries ascribed 21%-40% to the NYEP's contribution to job creation in Ghana.

The researcher realised that majority of the beneficiaries rated the relevance of the NYEP to their needs very high with only few of them rating it low. Last but not the least, the research revealed that the NYEP has helped most of the beneficiaries to acquire knowledge; hence knowledge acquisition was the utmost area that the programme was geared towards.

5.2 Conclusion

The study revealed an increasing rate of youth unemployment in Ghana. It can therefore be concluded from the research that the Ghanaian youth, who is directly linked with this phenomenon views a worse picture of the youth unemployment rate than earlier findings may have recorded.

The government was seen to have been supportive in creating jobs for the many people seeking for employment thus the youth employment programme created by the Ghanaian government was very necessary for the country.

With an aim to discover, suggest and offer more employment opportunities for young people all over the country in equipping them with economic power, the researcher found out that it was necessary for the youth to be brought on board in the planning and implementation of the programme. Failure in doing this actually affected the smooth and effective implementation of the programme.

In addition, inadequate and delay in funding the programme was a major challenge to the smooth flow of the programme. Same can be said of the low level of allowances / stipends that were being paid to beneficiaries of the programme.

The research strongly established that majority of the beneficiaries could not make a sustainable livelihood on their own after exiting the programme as most of them are not able to secure any other job or have the means to further their education. This in essence does not end the unemployment cycle in any way. The research however revealed that knowledge acquisition was the utmost area that the programme was geared towards.

Even though the NYEP has contributed much to creating jobs for the many unemployed Ghanaian youths, a lot more need to be desired. This was established by the research in indicating that the overall impact of the NYEP on creating jobs for the youth in Ghana is very low.

5.3 Recommendations

From the study conducted, the researcher deems it appropriate to make the following recommendations to stakeholders in NYEP:

5.3.1 Ascertaining the Youth Employment Situation in Ghana Periodically

The study revealed that the youth unemployment rate was at a galloping rate as compared to previous findings and records. It is therefore recommended that government undertakes periodic surveys on the level of youth unemployment to ascertain the actual facts on the ground. This will help attach some level of urgency to the situation and find ways to addressing them.

5.3.2 Government to get involved in Job Creation Process

It was found from the study that government's initiatives in the past in creating jobs are very necessary for the development of the country as well as the well-being of its citizenry. It is therefore recommended that more of such initiatives should be carefully planned, implemented and evaluated to help in addressing the youth unemployment rate in the country.

5.3.3 Youth Participation in Programme Planning and Implementation

From the findings, an emerging factor for the non-impactful aspect of the NYEP was the fact that the youth were not involved in the planning and implementation process of the whole programme. It is therefore recommended that programmes involving the youth should seriously factor the active participation of the youth right from the planning stage through to the implementation stage. This will ensure a level of effectiveness in the whole process.

5.3.4 Improved Funding

It has emerged from the study that inadequate funding to support the programme was a major factor that crippled its effectiveness. Based on the views of the respondents, the researcher recommends that government pays much attention to having enough budgetary allocations in supporting such essential initiatives. There must also be effective accounting and auditing systems in place to check effective utilisation of funds. And finally, these initiatives must have the ability to being a self-supporting venture and generate funds on their own instead of depending on the national coffers for funds to pay allowances, salaries and other overhead expenditures.

5.3.5 Sustainability of Initiatives

The study also revealed that the programme could not provide a sustainable livelihood for beneficiaries after their exit from the programme as the programme could also not be sustained at the long run. It is recommended that every government that comes into power should be made to tap into and continue with initiatives begun by its predecessor instead of abandoning them as has been the trend over the years. Also, these initiatives should be driven towards youth entrepreneurship where the youth are equipped to start businesses on their own. Government must also move into creating a congenial environment for the private sector entrepreneurs (especially the small-scale business people) to do so.

5.3.6 Acquiring a Legal Framework

Finally, it was found from the studies that the NYEP did not have any legal framework within which it operated. It is strongly recommended that all such initiatives must not continue to function without any legal foundation. This irregularity when arrested will address most loopholes that the programme was faced with.

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APPENDIX I

QUESTIONNAIRE FOR BENEFICIARIES

KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY

COLLEGE OF ARTS AND SOCIAL SCIENCES

DEPARTMENT OF MARKETING AND CORPORATE STRATEGY

Introduction

I am a final year student of the School of Business, KNUST pursuing an MBA programme. As part of the programme, I am required to write a thesis to my department; Marketing and Corporate Strategy, on the topic *“Evaluating the Impact of NYEP on Job Creation in Ghana”*. Your organization has been selected as a case study. I will therefore be glad if you can kindly assist me by answering the questions below. Be assured that every information and data provided will strictly be used for academic purposes only and will be given the highest level of confidentiality. Many thanks in advance for your cooperation and prompt response.

INSTRUCTION:

Please, respond to the questions by ticking (✓) inside the boxes or writing in the spaces provided as deemed appropriate.

Section A: Biographical Data

1. What is your Age Group? (in years) 1. Under 20 2. 20–29
3. 30–39 4. 40–49 5. 50–59 6. Older than 60
2. What is your Gender? 1. Male 2. Female
3. How long have you been in the employment of this organisation?
 3. 5 to 7 years

1. Less than 2 years 2.2 to 4 years 4. More
 than 8 years

4. What is your Highest Educational Qualification?

BECE	SSSCE / WASSCE	HND	Degree	Masters	MBCHB	Doctorate (Ph.D)	Professorial

Other qualifications (Please specify):

SECTION B: Youth Employment Situation

Kindly answer the questions below by ticking (√) the option you agree with or writing in the spaces provided as deemed appropriate.

S/N	Statement	Strongly Agree	Disagree	Not Sure	Agree	Strongly Agree
5.	An unemployed youth is that youth who is currently not employed but is available for and seeking employment.					
6.	Unemployed youth do not include youth who are currently in school or in apprenticeship					
7.	The youth unemployment rate in Ghana has decreased as a result of the National Youth Employment Programme					

8. In your opinion, what do you think is the current rate of youth unemployment in Ghana?

1. 0%-20% 2. 21%-40% 3. 41%-60% 4. 61%-80% 5. 81%-100%

SECTION C: Process of Job Creation by Government in Addressing Youth

Unemployment

S/N	Statement	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
9.	The youth employment programme created by government in Ghana was very necessary for the country					
10.	Government support so far for jobseekers (eg. promotion of youth entrepreneurship, information on career opportunities, creating better links between the education and training world) has been good					
11.	The public sector is the leading employer of the workforce in the country					

12. Government plays the following roles in creating jobs for unemployed youth:

S/N	Role	Yes	No
a.	Reorganisation of policies and programmes		

b.	Introduction of the Skills Training and Employment Placement (STEP) Programme		
c.	Introduction of National Youth Volunteer Service		
d.	Establishment of Venture Capital Youth Foundation		

SECTION D: Rationale for Formulation and Implementation of NYEP

13. How well do you agree with the following statements?

S/N	Statement	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
a.	The rationale of the NYEP was to explore, recommend and offer more employment opportunities for young people all over the country to give economic power to the youth					
b.	The NYEP has been able to reach out to the youth in all 138 Metropolitan, Municipal, Sub-Metros and Districts in the country.					
c.	Programme expectation of employing more than 200,000 young people to benefit from the programme in the first four years was achieved.					

SECTION E: Effectiveness of NYEP

S/N	Statement	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree

14.	The youth participated in developing plans and implementing the programme					
15.	This participation of the youth helped in smooth and effective implementation of the programme					
16.	Funding for the programme has always been on time					
17.	Funding for the programme has always been adequate for the programme					
18.	The allowances / stipends paid to beneficiaries of the programme can be deemed to be self-supporting					
19.	The programme undertakes regular monitoring, review and evaluation activities.					

SECTION F: Effects of NYEP on Job Creation

20. After your exit from the programme/module, do you see yourself making a sustainable livelihood on your own?

- a. Yes b. No

21. How will you rate the overall impact the programme/module has had on creating jobs for the average Ghanaian Youth?

- a. High b. Very High c. Moderate d. Very Low e. Low

22. The NYEP created more jobs for the unemployed youth as compared to before its implementation

- a. Strongly disagree b. Disagree c. Not Sure d. Agree e. Strongly agree

23. In your estimation, what percentage will you ascribe to the NYEP's contribution to job creation in Ghana?

- a. 0%-20% b. 21%-40% c. 41%-60% d. 61%-80% e. 81%-100%

24. On a scale of 1-5 (1 being least and 5 being highest), how would you rank the relevance of the programme/module to your needs?

- a.1 b.2 c.3 d.4 e.5

25. In which area will you say the programme has been of great benefit to you?

- a. Financial b. Knowledge acquisition c. Security
d. Job Satisfaction e. Material gain

APPENDIX II

INTERVIEW GUIDE

1. How will you say assess the unemployment situation before and after the implementation of the NYEP in Ghana?

2. What roles, in your opinion has government played in creating jobs in Ghana?
3. What is your view on government's support for job seekers so far in Ghana?
4. In your opinion, was the rationale/purpose for implementing the NYEP achieved?
5. What will you say were some challenges the NYEP faced?
6. What were some of the achievements of the programme?
7. How will you rank the overall impact the programme has had on creating jobs for the average Ghanaian Youth?
8. What do you think could be done better with the programme in creating jobs for the youth of the country?

