



## **Students' Personnel Services for bridging the gaps between Schooling and Employability of Nigerian Polytechnic Graduates**

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**Abstract.** The paper examined students' personnel services that are available for bridging the gap between schooling and employability of Nigerian Polytechnic graduates. The issues relating to the concepts and types of students personnel services are looked into. The paper however examined application of the personnel services for bridging the gaps between schooling and employability of Nigerian polytechnic graduates the mode of operation and relevance to polytechnic students' needs while in schools and be used when they graduates, that will make them be graduates that will be job creators, employers of labour and reducing poverty and unemployment in the Country. It was however suggested that effective use of information, career, psycho-social, guidance and counseling services will aid Nigerian polytechnic students to bridge the gaps between schooling and employability after graduation.

**Keywords:** students' personnel services, schooling, employability, and polytechnic graduates

### **1. Introduction**

Education is an instrument for social transformation change and sustainable National development, every Nigerian citizen ranked education high among other sectors, Ogundele (2008) said that any nation that toy with educational provision to her citizens, will never be ranked high among the developed nations of the World. It should be noted that the Colonial education was criticized because, the provision was faulty of its non-technological orientations, non-culturally related poor practical orientations employability biased. However, the products that passed out of school system landed into market of unemployment, market. Also, Daramola (2000) praised the traditional education that the education is culturally oriented, practically unblaised because, the parents will hand over the baton of skills acquisition to the offsprings. What really bother the idea of this article is that polytechnics, monotronics are established by the Federal, state and individuals for the purpose of developing and producing middle man power needed to manage Nigerian Economy. It should

be noted that many of the Polytechnic graduates could not defend their capacity of training received. That many polytechnic graduates that acquired technological skills could not practice the skills they have acquired at the school level; rather they constitute themselves to the labour market that they always seeking for employment instead of developing the skills acquired at the polytechnic level to be employer and job creators. Since the Nigerian polytechnic graduates could not defend the skill acquired to be job creator, employer of labour and poverty alleviator in the society the issue here is to examine the personnel service that is lacking in the school system. The Educational planners and policy markers want quality of the polytechnic graduates they want to know whether the polytechnic programme provided are faulty, what is the students' personnel services that could be integrated that will complement the teaching-learning processes, that will help the students to bridge the existing gaps between the schooling and the employability. The article therefore seek to exam-in the concepts of the students personnel services, the types, applicability to the school programme in order to aid skills acquisition process and for the students to be able to bridge the gaps between the schooling and employability of the youth in the country Nigeria. The introduction of the students personnel services will create sense of belongings to the students and develop self-country and self-reliance in the in the school and after the schooling.

## **2. Concepts and Types of Personnel Services for Nigerian Polytechnic Students.**

It is important to note that the willingness of the students to adjust to school programme can influence positive and conducive learning environment. The experience of the students in the schools can be relevant for the him/her and adjust to the socio-economic life after graduation. Bridging the gap between the schooling and employability as defined by Opara and Onyekuru (2013) student personnel service is the process of creating harmonious relationships between the school situation after graduating in order to manage or cope with

challenges of everyday life. However, in order to adjust with everyday life after schooling start with integrating effective personnel's services that will help he polytechnic students that will help the polytechnic students to cope with the challenges and be able to fit into the employability markets after graduation. Oyedeji (2013) defined students personnel services as the types of school programme that help the students to adjust themselves to school life which after graduation the programme will accultured and useful for them to make life after their graduation Oyedeji, however identified the following personnel services that can be integrated into Nigerian polytechnic programme and helping them to bridge the gaps between the schooling and employability. These include: information, Guidance counseling service, recreational services, social and rehabilitation services, financial assistance, psycho-social services; and health insurance services. It noted that the participation of polytechnic students in the services will help them to understand themselves why in school and be able to prepare themselves for employability after graduation.

The efficiency of any institutions depend greatly on the students personnel services provided by the institutions in Nigeria. According to Saadu (2012), the students' personnel services provided varies from the institutions to institutions depending on the efficiency of the institutional manager. The author noted that some institution managers merely involve the students on the teaching and writing to examination. The issues relating to the preparation of the students for employability were neglected. It should be noted that the paper explore to find out the students personnel services that Nigerian polytechnics should put in place so that the existing gaps between the schooling and employability can be bridged Ogundele, sofoluwe and Kayode (2012) noted that the polytechnic was established in order to produce the technical middle man power that will be able to help in the resource transformation using, the available technology. The authors noted with dismay that most of polytechnic graduates who are supposed to be job creator, employers and poverty alleviators are found in the labour market looking for jobs.

However in order to eradicate the problems of unproductive nature of the polytechnic products and reduction of the people in the labour markets, the needs for providing effective students' personnel services for the polytechnics students while schooling is ensued. A well-organized students' personnel services in the schools will bridge the existing gaps between the schooling and employability. Adetunji (2013) identified the personnel services that are necessary in the polytechnic towards preparing the students for employability. The personnel services identified are academic counseling services, employment and placement services, industrial information services, students extra and co-curricular services. However the provision of these services will aid effectiveness and efficiency of the school administrator. Ogundele and Simon (2017) also noted that integrated of information services into the institution will help in a long way to provide entrepreneurship skills acquisition for the students in educational institutions.

Therefore, student's personnel services are necessary in Nigerian polytechnics in order to bridge the gap between schooling and students personnel services.

**Students' guidance and counseling services:**

Ali and Ogundele (2015) observed that it is very essential for the schools to the guide the students in the choice of career. In the polytechnic, the students should be well guided in job creation and that there is the need for the students to imbibe the spirit of skills acquisition while in the school. The counseling services provided on the practical orientation and skills acquisition will enable the students to prepare their mind against job seeking and able to understand themselves and adopt the skills that they will be able to continue after schooling instead or depending on the governmental while cola job. The counseling service will enable the polytechnic graduates to be self-employed and continue the stages adopted after schooling.

**Information services:** Information is an essential tool for educational development at the global level. Information blockage has beneficial effect on the national transformation. However in Nigerian educational institutions service into

Nigerian polytechnic programme the polytechnic management should provide the necessary services that will provide information relating to the industrial needs, the resources availability the available job the needed skills in the labour market. However the information services provided will enable. The encourage effective the curriculum design and provision of relevant curricular activities while in the school and will make the education provided relevant to the society, also information about the societal needs will enhance productivity in the products of the polytechnic in Nigeria Ogundele & Simon (2017).

**Recreational services:** The institutions should integrated sporting activities and games into the schools in order to keep the students busy during their leisure time of the polytechnics students when and after schooling. There is the need to integrate recreational services to the school programme. Accordingly to Ogundele (2012), recreational services are those activities being perform during the leisure hours in and after the school, it is therefore essential for the polytechnic in Nigeria to make judicious use of the leisure hours in the schools in a productive manner. The recreational activities like sporting skills acquisitions, entertainments and environmental maintenance, however the activities partook during the schooling leisure time can be built up when graduated from the polytechnics schooling.

**Employment, placement and follows up service:** Due to the increase in the automation professional and technical in the industrial seen, there are shortage of specialists in certain areas it is therefore essential for the school management to organize employment and placement services for the young graduates. There should be counselors who should coordinate and maintain continuous contact with business houses and labour representative who will utilize the products of the polytechnics. The service can be undertaken through sponsoring of school visitation and hosting of representation awareness, exploration and entry level skills of the students, the services will reduce product wastage of the polytechnic graduate after schooling.

**Study-work service:** welfare services like feeding, catering services, hostel and classroom

accommodation maintenance marketing of books, religious services. All these services can be put in the hands of the students to be monitored by the student affairs division and some stipends to be paid.

### **3. Problems militating against students' personnel services**

Problems associated with effective use of students' personnel services for employability of Nigerian polytechnic graduate are:

**Poor Time Management:** most of the administrators are not trained on the time management of the school system. However they often claim that there is no time for most of the services that could be beneficial for the students. They only involve the students on teaching-learning process and to write examination at the end of semester.

**Inadequate Funding:** Also, inadequate funds to purchase the accessory educational facilities for effective use for the success of students' personnel services provided in Nigerian polytechnic.

**Poor Industrial-Education Sector relations:** Furthermore, there is low interaction between the industrial sector and Nigerian polytechnics that fail to give proper guideline on the needed skills and services in the industries and the types of man power needs to the produced for the benefit of the industrial sectors and society at large.

**Low Priority to Counseling Service:** Guidance and counseling services are given low priority. Most of the Nigerian Polytechnics established no counseling units in their institutions and the result bring about undesirable result for better self-understanding in their career choices. The inadequate provision of counseling services in Nigerian Polytechnics made the gaps between employability to be rough.

**Poor Monitoring of Personnel and informal groups:** Finally, both the formal and informal groups in Nigerian Polytechnics are not desirably monitored for appropriate service that could better their schooling in terms of future employability. It should therefore be noted that for smooth gaps between schooling and employability the students should be adequately monitored and organized.

### **4. Conclusion**

From the write-ups, it should be agreed upon that the integration of students personnel services into the Nigerian Polytechnic programme will encourage commitment, positive attitude and sense of belongness and responsibilities in the students' minds and be able live by them when in schools and after schooling. The gap between schooling and employability will then be filled in the society.

### **5. Suggestions**

For effectiveness of the students' personnel services in the Nigerian Polytechnics to bridge the gap between the schooling and employability in the society, the following suggestions are made.

Provision of conducive learning environment the management of Nigerian Polytechnics should provide conducive learning environment for effective integration of the students' personnel services in the school system.

**Adequate financial provision:** Also, there is the need for the proper funding of Polytechnics by the government and the use of internally generated revenues to procure all necessary facilities that could be used to practice the integrated students personnel services in the school system.

**Priotizing counseling services for polytechnic students:** Effective counseling services should be given a priority. The effectiveness of the counseling service provided for the Nigerian Polytechnics students will enable individual to understand themselves and able to take positive self-directed action while schooling and be guided correctly for employability after Monitoring of students on the type of groups in the schools.

Furthermore, both formal and informal grouping system should be adequately monitored for positive action in the use of students' personnel services embraced in the schools. Effective monitoring of the grouping will aid effective performance in the students personnel services integrated in the schools system for

embracement of employability after the graduation.

**Creating industrial-school relations:** There should be industrial-school relationship to guide the school curriculum designs towards promoting the relevant graduates that will help in the utilization of the available resources for industrial development and for the benefit of the society and employability of the youths after graduating from the schools.

Adequate motivation for the lecturers in the polytechnics finally, there should be **capacity building, training-retraining workshops, seminar and conferences** on the time resource management for the staff and students of Nigerian Polytechnics. The training will acquaint the Polytechnic administrators with the knowledge of time resource allocation, setting, utilization and effective time lapse.

**Creation of awareness on the need to have creative culture among the students:** The schools should allow the schools to have mind of creativity during their leisure hours the creative minds in the schools will help the students to develop critical thinking and creativity while in schools and help them for the employability when they grow up.

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