

Assessing the Employability of Nigerian Graduates Using Employer-Based Assessments

By

Agbonna, Samuel Ayorinde
samuelayorinde@yahoo.com

&

Yusuf, AbdulRaheem
yuabra@yahoo.com/ayusuf@unilorin.edu.ng

Ajidagba, Uthman AbdulRahman
uaajidagba@unilorin.edu.ng

All of
Arts & Social Sciences Education Department
And

Olumorin, Charles Olubode
bodeolumorin@unilorin.edu.ng
Science Education Department
University of Ilorin, Kwara State, Nigeria

Being the text of paper presented at the 1st International Conference of the Collaboration of Education Faculties in Nigeria (CEFAN), held at the University of Ilorin Auditorium, Kwara State, Nigeria from 12th to 16th July, 2009.

Abstract

This study is a survey of the perceptions of employers across fields of work on the employability of Nigerian graduates and reasons why employers will rather declared a Nigerian graduates they observed at work as unemployable. The target population for the study included all Nigerian graduates of polytechnics and universities. A purposive sampling technique was used to select 516 administrative personnel who had administered job on Nigerian graduates posted for NYSC programme. To elicit the needed data from the respondents, a questionnaire titled Employability of Nigerian Graduates was used. The collected data were analyzed using percentages and chi-square statistics. Findings revealed that substantial percentage of the sampled respondents believed that the graduates were employable. However, this depends on the field of work within which they are to be assessed as employable or not. The highest percentage of sample with this opinion were in the education sector while those seen them as unemployable were in the business sector. In addition, findings revealed that the majority of the employers having the later opinion attributed the graduates' unemployability to their inadequate exposure to job-training schemes prior to graduation and to poor academic orientation impacted on the graduates. It was therefore recommended among other things that Nigerian higher institutions needs to intensify exposing Nigerian undergraduates to job- training schemes, practical trainings and entrepreneurship education.

Key words

Employer-based assessment, Employability, Nigerian **Graduates**, Assessment