



# **Re-engineering Apprenticeship Scheme for Economic Sustainability in Industrial Cities of South East of Nigeria: Post Civil War Experience**

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## **Authors' contributions**

*This work was carried out in collaboration among all authors. Author ITT designed the study, performed the statistical analysis, wrote the protocol and wrote the first draft of the manuscript. Author OFC managed the analyses of the study and arrangement of the final work. Author DCM managed the literature searches. All authors read and approved the final manuscript.*

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## **ABSTRACT**

The study examined apprenticeship scheme and economic sustainability in industrial areas of South East of Nigeria. The objectives of the study were to evaluate how apprenticeship scheme influenced employment generation after civil war in South East of Nigeria, identify problems affecting apprenticeship scheme and ascertain ways apprenticeship scheme could be re-engineered in the South-East of Nigeria. As a survey research design, questionnaire was used to elicit information from one hundred and forty business operators in Aba, Nnewi and Onitsha, as the industrial cities in South East before and after the civil war, who undergone apprenticeship scheme before establishing their own business. The data were analysed using mean, percentage and simple regression at 5% level of significance. The result revealed that Successful business start-up by apprentice generated employment for people over a long period of time in the South East after civil war. Apprenticeship scheme in the recent times lacked; involvement of labour representative in the apprenticeship agreement, written agreement under the watch of a labour officer; and

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opportunity to further education as well as apprentice physiological and social well being. The study concluded that apprenticeship scheme provided employment after civil war in South East of Nigeria over a long period of time; notwithstanding, apprenticeship scheme faces a lot of problems in the recent times. Thus, to re-engineer apprenticeship scheme in South East, the study recommended that labour laws that would persecute the defaulting master(s) or servant(s) in the contract of apprenticeship scheme have to be established, apprentices have to be given educational opportunity while in apprenticeship scheme; and apprenticeship scheme has to be covered with an effective contract agreement under the supervision of a labour officer.

*Keywords: Apprenticeship scheme; employment generation; human resource development.*

## 1. INTRODUCTION

Apprenticeship serves an arrangement for training a new set of people for skills needed in an occupation within the job and accompanies class room work. Most of the training in apprenticeship is done while working for a mentor who helps the apprentice to learn the trade or craft, in exchange for continued labour for an agreed period after measurable competences have achieved [1,2]. Apprenticeship therefore emanates from mentoring.

Mentoring as a human resource development practice involves two parties called a mentor and a mentee / protégé. A mentor is a wise, loyal advisor, a teacher or coach [1,2]. It has its origins in Greek Mythology, specifically, Homer's the *Odyssey*. King Odysseus, before leaving to fight in the Trojan War (a ten-year battle), entrusts his older friend (Mentor) to teach and educate his son, Telemachus [3]. Mentor and mentee used today means a one-to- one relationship between an experience person and less experience person [1]. Mentoring however, becomes a means of casual transmission of knowledge, social capital, and psychosocial support perceived by the recipient as pertinent to career or professional development which involves informal communication, usually face- to-face during a sustained period of time [4].

Mentoring is as old as earth in some continents of the world. In Asia, Europe and America, there had been many evidences for effective mentoring which pass mainly the invention of durable technologies we use today from one generation to another [5,1]. For examples, Electricity by Willian Gilgert 1550, Clock by Christian Huygens 1656, Thermometer by Gabriel David Fahrenheit 1714, Bicycle by Baron Karl Von Dra 1818, Computer by Charlse Babbage 1883, Aeroplane by Orville & Wilber wright 1903, Television by John logie-Baird 1926, etc. The disciples of these

men never disappointed their mentor rather more modifications of these technologies have been taking place to let the spirit of their mentor be immortalized globally.

However, mentoring in Africa took drastically different shape. It manifested in Africa mainly in Nigeria in form of apprenticeship. This is the situation where the most knowledgeable would house the protégés for many years in order to get him acquainted with many skills and knowledge of a particular career or craft one would want to engage in. An apprenticeship practice manifest where there is consideration for the servant's promise to serve his master or the employer's promise to teach the servant a craft or trade irrespective of whether money is paid in addition to the teaching [6]. Like any other contract, the duty of the master (employer) is to teach the craft or trade, while the servant is bound to serve, obey instruction and develop themselves in the job [7].

In fact, apprenticeship forms the pillar of economic boom in Africa in 1940s to 1980s. In Nigeria in particular, apprenticeship is seen as a veritable tool for human resource development in 1920s, 30s, 40s, till late 90s when the "Hussling Method" became the order of the day [5]. Famous Nigerian men like Sir Louis Philip Odimegwu Ojukwu from the East, Chief M.K.O Abiola from the West and Alhaji Dan Kabo from the North really effected change in the human resource development in Nigeria through apprenticeship [5].

Furthermore, progress in South East economy in Nigeria mainly after civil war of 1967 could never be mentioned without apprenticeship. In South East then, there was hunger as a result of war devastation; and the only way to get out of this disorder is apprenticeship. People started running helter-scatler to look for solution to hunger at family level. Youths started learning one trade or the other. The success of this

engagement at family level triggered sudden economic development in South East in general. In the early days of apprenticeship practice in Nigeria, contracts were usually made oral and educational level is not needed. Until recently, apprenticeship was meant for persons, who had primary or secondary certificates but couldn't further studies, to practice trade, craft, such as welding, painting, vulcanising, tailoring, mechanic, etc [6]. Unlike in the early days, apprenticeship has to be sophisticated do to the fact that the ratio of youths to the total population in Nigeria has increased; while the numerous higher institutions in Nigeria are turning out thousands of graduates each year with no ready market for employment [8]. The apprenticeship scheme, therefore, becomes a veritable platform for young school leavers and graduates who could not secure employment as expected [6].

In the recent times, unfortunately, the trend of apprenticeship scheme has shifted inversely due to dishonesty on the part of the parties. It is very hard to see young people approaching apprenticeship scheme. Even, some mentors and protégées are tired of the contract. The agreements keeping the parties are no longer honoured because no third party was involved in the process. Quite unlike in South Africa where apprenticeships are established by a body set up by the Labour Relations Act [6]. Apprenticeship trend in south east is rather moving too slowly; and has denied the good intention of the establishment of apprenticeship scheme. No wonder [5] lamented that "Hussling Method" has become order of the day among youths. In fact, craft / trade that offers daily pay is preferred by young people rather than apprenticeship which seems to take longer time.

Consequently, lack of zeal toward apprenticeship scheme has resulted to unemployment, shortage of efficient manpower, etc. This apprenticeship scheme negligence has triggered unemployment which is responsible of manifestation of social vices like robbery, kidnapping, etc.

Researches like [9,10,11,6] have come up to address issues on apprenticeship scheme. These researches lack in-debt coverage and focused on the dependent and independent variables only; it lacks coverage on how it concerns issues facing apprenticeship scheme in Nigeria. These studies also, did not consider mainly why apprenticeship has not been sustained in Nigeria.

Thus, the study on re-engineering apprenticeship scheme for economic sustainability in industrial areas of south east of Nigeria: post civil war experience emerges to evaluate how apprenticeship scheme influenced employment generation after civil war in South East of Nigeria; identify problems affecting apprenticeship scheme; and ascertain ways apprenticeship scheme can be re-engineered in South-East of Nigeria.

To address these objectives, the study asked thought provoking questions; how does apprenticeship scheme influenced employment generation after civil war in South East of Nigeria, what are the problems affecting apprenticeship scheme; and what are the ways apprenticeship scheme be re-engineered in South-East of Nigeria. Also, the study tentatively postulated that apprenticeship scheme does not influence employment generation after civil war in South East of Nigeria in any manner.

Since research on apprenticeship scheme has not been fully established empirically in an absolute term with the right proxies, the result of this study will be beneficial to academics by serving as a guide for subsequent research. To students, it serves as a literature; to government, it serves as policy document; and to the entire SMEs consultants, the result will be guiding in delivering services to clients.

## 2. LITERATURE

### 2.1 Theoretical Review

**Modernization theory:** It categorically affirms that a simple and relatively straight forward process of socio-economic development and social adaptation in a given country can be attained through promotion of apprenticeship system. It affirms that societies that are facing hunger, unemployment and poverty to experience modern ways of life through job opportunities which are not in abundance can be alleviated through keying into apprenticeship programmes [11].

The only way out for economic sustainability is, therefore re-engineering apprenticeship scheme particularly in the South East of Nigeria.

### 2.2 Conceptual Review

Apprenticeship is a method of training youths and the middle aged to learn a trade or craft for

their future wellbeing and livelihood [6]. The traditional model, the informal model and the modern apprenticeship model have been recorded by [6] in the literature. The traditional model involves the transfer of family skill to next generation of members, while the informal model involves the transfer of conventional skills (non-family skill) from one person to another. The modern apprenticeship scheme involves training of participants in vocational skills, well-structured programme of learning, such period of training, wage payment, working/training hours and combination of vocational training with educational programmes.

In Nigeria, the practice of Traditional apprenticeship and informal apprenticeship is popular in Aba, Onitsha and Nnewi in the South-East. Occupation in apprenticeship scheme in Nigeria includes; blacksmith, welding, trading, block moulding, motor mechanics and repair, barbing, electronics repair, etc. Apprenticeship in these areas of endeavour has helped youths acquire skills and become self-employed and self-reliant in the South-East after civil war.

### 2.3 Brief History of Apprenticeship in Nigeria

As recorded by [7,12,6], apprenticeship as a form of labour existed in various traditional forms in Nigeria before the advent of colonialism. Indeed, various customary rules governing the establishment of the contract of apprenticeship are still in existence in Nigeria. Under the Igbo apprenticeship training, the close relative (Father, Mother, Brother, Sister, etc) chooses an occupation for the child and take the child to a famous master in that occupation or trade for training. The only oral agreement always comes in two ways. The intending apprentice may live with the master for the number of years agreed upon. By the end of the agreed period, the master settles him and enables him to establish his own trade. The family of the apprentice does not pay the master any premium for the training. The period lasts between 3-7 years. By the end of this period the trainee is allowed to establish his workshop and thus effectively employed. This apprenticeship scheme is called 'Igba-Odibo'. In the other hand, apprentice is given to a master to be under his guidance. The family of the apprentice pays a certain sum of money to the master in what could be probably called a tuition fee. The payment is usually accompanied with some drinks meant for the entertainment of witnesses who are usually tradesmen within the

environment in which the trade or craft is to be learnt. The fee is usually a lump sum of money paid before the training is commenced. The apprentice in this case does not live with the master within the period of the training. The master only blesses the apprentice at the end of the successful completion of the training. The master may employ the apprentice if the family is not able to establish him immediately. This arrangement is called '*imu oru aka*' which usually takes 2-5 years. It varies however from contract to contract. In some apprenticeship contract, the period may last from 5 to 10 years, and the age of apprentice between 8 to 12 years. In some cases, the apprenticeship contract is supervised by both the master and the apprentice's family.

**Economic sustainability:** It is an explicit view of economic performance within economic indicators in a country, which has taken the time of researchers in management sciences to prove. According to [13], sustainability is concerned with the effect which action taken in the present has upon the options available in the future. Sustainability relates to the way and manner in which economic resources available to a country are judiciously used to achieve nation's objectives; and create a greater prospect for future opportunities. Therefore, economic sustainability is an indication that there are continuous increases in the values of economic indicators (employment, human resource development, employment generation, etc.) in a country over a long period of time.

### 2.4 Empirical Review

Roberts [9] conducted a survey research on the influence of National Open Apprenticeship Scheme on youths' empowerment. Simple regression was applied on sample size of 377 graduates in the North East Geopolitical Zone in Nigeria. The result from the study revealed that National Open Apprenticeship Scheme influenced youths' skill acquisition.

Adeyeye et al. [10] investigated the contribution of apprenticeship system on skill development in the printing sector of the Nigerian economy through descriptive research design. The study was carried out on the sample size of 564 employees of printing establishments in Lagos state. The result from the study showed that apprenticeship system has positive significant impacts on employees' skill development in the printing sector in the Lagos state.

Fajobi et al. [11] conducted a cross sectional research on challenges of apprenticeship development and youths unemployment in Nigeria. The study used questionnaires and in-depth interview in generating information from 160 respondents in the selected wards in Ife-east Local Government, Osun State. The result from the study revealed that the Nigerian economy cannot develop unless apprenticeship is encouraged among the youths.

Olulu and Udeorah [6] conducted a research on contract of apprenticeship and employment generation in Nigeria. The study is opinion discussion. Two apprenticeship contracts were examined viz; the customary apprenticeship scheme and the apprenticeship practice under Nigerian labour act. The study concluded that apprenticeship practice and law in Nigeria is old and outdated, amending the relevant laws will reverse the dwindling apprenticeship spirit among youths, create employment and generate economic growth in Nigeria.

### 3. METHODS

The study was carried out using survey research design. The study was carried out in South-East of Nigeria mainly Aba, Onitsha and Nnewi. Aba, Onitsha and Nnewi were the main commercial cities in the South-East before and after civil war. The population of the study comprises all business practitioners who had undergone apprenticeship programme and later started-up business in Aba, Onitsha and Nnewi. Convenience sampling method was used because the population is infinite. The researchers, therefore, identified one hundred business practitioners in Aba, twenty business practitioners from Onitsha and twenty business practitioners from Nnewi who had undergone apprenticeship programme and later started-up business. Thus, the sample size was one hundred and forty business practitioners who undergone apprenticeship scheme before starting their own business. The researchers used questionnaire as the instruments for gathering information and relevant facts from the respondents. The response option was based on Likert scaling, ranging from Strongly Agree (SA), Agree (A), Undecided (UD), Disagree (D), to Strongly Disagree (SD). To ensure the validity of the research instrument, copies of the questionnaire were given to research experts mainly in the field of small business development for critical assessment. This was to ensure that the questionnaire items would provide answers

to the research questions. The researchers visited the business practitioners who undergone apprenticeship in the areas of the study, one after the other to distribute the questionnaire by hand and the entire questionnaire were returned and was collected on the spot. Weighted mean and percentage were used in the presentation and analysis of the data collection. In order to determine the degree of agreement and disagreement in each of the scaling items, nominal value were assigned to the different scales. The mean of the nominal value was calculated using the formula:

$$\bar{X} = \frac{\sum fX}{N}$$

Where: X = weighted mean,  $\sum$  = summation, f = frequency, x = nominal value assigned to each response, N = number of respondents. Therefore the mean of the nominal value is:

$$\frac{\sum X}{N} = \frac{5+4+3+2+1}{5} = \frac{15}{5} = 3.0$$

The cut-off point is determined by adding 0.5 to 3.0 = 3.5, which is an interval scale.

**Decision rule:** The universally accepted cut-off point is 3.5. Therefore any responses that is 3.5 and above is accepted as agree and any responses that is less than 3.5 is disagree.

### 4. RESULTS

Table 1 shows that the percentage of respondents who undergone apprenticeship scheme before 1970, 1971 -1980, 1981-2000 and 2001 till date is 29%, 50%, 16% and 5% respectively.

Table 2 shows that the percentage of respondents on educational qualification in respect of FSLC, SSCE, NCE / OND and BSc / HND is 36%, 43%, 14%, and 7% respectively.

Table 3 shows that the percentage of respondents on the type of apprenticeship agreement in respect of oral, written, written with local witness; and written agreement under the watch of labour officer(s) is 75%, 14%, 11% and 0% respectively.

Table 4 shows that the percentage of respondents on the type of apprenticeship scheme in respect of 'Igbaodibo', 'Imuoruaka' and 'Imuahia' written, is 57%, 25% and 18% respectively.

**Table 1. Percentage rating of respondents on the period of apprenticeship scheme**

S/N	Period	Number of respondents	Percentage (%)
1	Before 1970	40	29
2	1971- 1980	70	50
3	1981- 2000	22	16
4	2001 till date	8	5
Total		140	100

**Table 2. Percentage rating of respondents on educational qualification**

SN	Qualification	Number of respondents	Percentage (%)
1	FSLC	50	36
2	SSCE	60	43
3	NCE / OND	20	14
4	BSc / HND	10	7
Total		140	100

**Table 3. Percentage rating of respondents on the type of apprenticeship agreement**

SN	Type of agreement	Number of respondents	Percentage (%)
1	Oral	105	75
2	Written	20	14
3	Written with local witness	15	11
4	Written Agreement under the watch of labour officer(s)	0	0
Total		140	100

**Table 4. Percentage rating of respondents on the type of apprenticeship Scheme**

SN	Type of apprenticeship scheme	Number of respondents	Percentage (%)
1	Igbaodibo	80	57
2	Imuoruaka	35	25
3	Imuahia	25	18
Total		140	100

Table 5 show that the respondents accepted items 1 to 13 with their respective mean scores being above cut-off point. Therefore, it is accepted apprenticeship scheme influences employment generation after civil war in South East of Nigeria.

Table 6 show that the respondents accepted items 1 to 6 with their respective mean scores being above cut-off point. Therefore, it is accepted that problems affecting apprenticeship scheme in the South East of Nigeria are apprenticeship contract is entered into on individual bases, lack of awareness of labour officers' involvement in the contract of apprenticeship, lack of written contract covering apprenticeship under the watch of a labour officer, apprentice physiological and social well being is not considered, lack of opportunity to further education; and apprenticeship contract defaulters are not punished.

Table 7 show that the respondents accepted items 1 to 5 with their respective mean scores being above cut-off point. Therefore, it is accepted that ways of re-engineering apprenticeship scheme in the South-East of Nigeria include establishment of labour laws that will persecute the defaulting master or servant in the contract of apprenticeship scheme, giving apprentices educational opportunity while in apprenticeship scheme, Apprenticeship scheme should be covered with an effective contract agreement under the supervision of a labour officer, apprenticeship commission should be established for funding, regulation and standardization of apprenticeship programme; and Apprentice should be given monthly stipends or allowances after two years of being on probation.

**Test of Hypotheses:** Apprenticeship scheme does not influence employment generation

after civil war in South East of Nigeria in any manner.

Table 8 shows the model summary for the regression analysis on apprenticeship scheme and employment generation. From the Table,

the R which shows the correlation coefficient is .939 while the coefficient of determination (R-Square) is .880 showing that an 89% change in employment generation is accounted for, by changes in apprenticeship scheme.

**Table 5. Mean rating of respondents of how apprenticeship scheme influences employment generation after civil war in South East of Nigeria**

S/N	Item statement	SA	A	UD	D	SD	N	X	Remark
1	Igbaodibo is a type of apprenticeship scheme in South East of Nigeria.	72	42	9	10	7	140	4.16	Accepted
2	Imuoruaka is a type of apprenticeship scheme in South East of Nigeria.	90	40	5	3	2	140	4.52	Accepted
3	Imuahia is a type of apprenticeship scheme in South East of Nigeria.	87	52	0	0	1	140	4.60	Accepted
4	People learnt craft / trade under the auspices of employer (master) for some times before starting up their own.	72	36	4	20	8	140	4.03	Accepted
5	Apprentice(s) acquired conceptual skills during apprenticeship scheme.	72	20	0	32	16	140	3.71	Accepted
6	Apprentice(s) acquired human relation skills during apprenticeship scheme.	60	24	4	20	32	140	3.94	Accepted
7	Apprentice(s) acquired technical skills during apprenticeship scheme.	68	32	0	20	20	140	3.77	Accepted
8	Conceptual, human relation and technical skills are the prerequisite for business start-up.	68	28	0	28	16	140	3.74	Accepted
9	Apprentice by the end of the apprenticeship exercise, started-up business after learning the prerequisite skills.	54	60	0	16	10	140	3.94	Accepted
10	Apprentice who became successful after starting up business engaged other apprentice for training.	60	36	12	16	16	140	3.77	Accepted
11	Apprentice on completion of apprenticeship scheme were employed by other business operators.	68	28	4	16	24	140	3.71	Accepted
12	Successful business start-up by apprentice generated employment for people.	60	36	0	16	28	140	3.60	Accepted
13	Successful business start-up led to job creation for a long time.	78	32	4	14	12	70	4.07	Accepted

**Table 6. Mean rating of respondents of problems affecting apprenticeship scheme in South-East of Nigeria**

S/N	Item statement	SA	A	UD	D	SD	N	X	Remark
1	Apprenticeship contract in South East is signed on individual bases.	56	40	8	16	20	140	3.6	Accepted
2	Lack of involvement of labour officer in the contract of apprenticeship.	34	20	2	8	2	70	3.6	Accepted
3	Lack of written contract covering apprenticeship under the watch of a labour officer.	36	6	1	20	7	70	3.62	Accepted
4	Apprentice physiological and social well being is not considered.	28	26	4	4	8	70	3.89	Accepted
5	Lack of opportunity to further education.	30	20	0	14	6	70	3.77	Accepted
6	Apprenticeship contract defaulters are not punished.	36	18	2	8	6	70	4.00	Accepted

**Table 7. Mean rating of respondents on ways of re-engineering apprenticeship scheme in the South-East of Nigeria**

S/N	Item statement	SA	A	UD	D	SD	N	X	Remark
1	Establishment of labour laws that will persecute the defaulting master(s) or servant(s) in the contract of apprenticeship scheme.	32	20	4	8	6	70	3.91	Accepted
2	Giving apprentices educational opportunity while in apprenticeship scheme.	34	20	2	8	6	70	3.97	Accepted
3	Apprenticeship scheme should be covered with an effective contract agreement under the supervision of a labour officer.	30	20	0	14	6	70	3.77	Accepted
4	Apprenticeship commission should be established for funding, regulation and standardization of apprenticeship programme	34	12	2	10	12	70	3.66	Accepted
5	Apprentice should be given monthly stipends or allowances after two years of on probation.	32	16	2	8	8	70	3.63	Accepted

**Table 8. Model summary**

Model	R	R square	Adjusted R square	Std. error of the estimate	Durbin-Watson
1	.939 <sup>a</sup>	.881	.880	4.863	.186

a. Predictors: (Constant), APPSCH

b. Dependent Variable: EMPGEN

Keys: APPSCH: Apprenticeship Scheme

EMPGEN: Employment Generation



**Table 9. ANOVA**

Model		Sum of squares	df	Mean square	F	Sig. <sup>b</sup>
1	Regression	24171.828	1	24171.828	1022.232	.000 <sup>b</sup>
	Residual	3263.165	138	23.646		
	Total	27434.993	139			

a. Dependent Variable: EMPGEN

b. Predictors: (Constant), APPSCH

Table 9 reveals the ANOVA table for the hypothesis which states that apprenticeship scheme does not influence employment generation after civil war in South East of Nigeria in any manner. From the result, the F-statistics is 1022.232 while the sig (p-value) is .000. Going by the level of significance used which is .05; the hypothesis which states that apprenticeship scheme does not influence employment generation after civil war in South East of Nigeria in any manner is not accepted because the p-value obtained is greater than the level of significance used (p-value < .05).

## 5. DISCUSSION OF RESULT

The result of the study on the period of apprenticeship scheme in Nigeria shows that apprenticeship scheme was on the high side between 1971 and 1980. The only factor responsible for the apprenticeship practice under this period is hunger as a result of war devastation. After civil war in Nigeria, there was hunger due to lack of job in the South East; and apprenticeship scheme became the only survival factor. Then, from year 2000 till date apprenticeship scheme dropped drastically due to one problem or the other; and 'hussling' method became other of the day (Egwu, 2014).

On educational qualification, it was observed that apprenticeship scheme in Nigeria is mainly for First School Leaving Certificate (FSLC) and Senior School Certificate Examination (SSCE) holders. Unlike in South Africa, apprenticeship scheme is provided for people with any level of education [6].

Apprenticeship agreement in Nigeria is mostly oral, very few engaged in written agreement. In South Africa, apprenticeship agreement is mostly written under the watch of a labour officer [6].

Looking at the result on how apprenticeship scheme influenced employment generation after civil war in South East of Nigeria, it revealed that People learnt craft / trade under the auspices of

employer (master) for some times before starting up their own business. Apprentice acquired prerequisite management skills for business start-up. Apprentice who becomes successful after starting up business engaged other apprentices for training. Apprentice on completion of apprenticeship scheme were employed by other business operators. Successful business start-up by apprentice generated employment for people. Thus, apprenticeship scheme brought about economic sustainability in South East of Nigeria after the civil war. Apprenticeship scheme became the only and only survival tool after the civil war in South East of Nigeria. Not quite a long time apprenticeship initiative evaporated; and 'hussling' method were adopted. Today unemployment is back in the South East as a result of the wrong conception of 'hussling' method.

In relation to problems affecting apprenticeship scheme in the South-East of Nigeria, it revealed that apprenticeship contract is signed on individual bases, lack of labour officers' involvement in the contract of apprenticeship, lack of written contract covering apprenticeship under the watch of a labour officer, apprentice physiological and social well being is not considered, lack of opportunity to further education; and apprenticeship contract defaulters are not punished.

Furthermore, the result of the study on the ways of re-engineering apprenticeship scheme in the South-East of Nigeria revealed that establishment of labour laws that will persecute the defaulting master(s) or servant(s) in the contract of apprenticeship scheme is necessary, giving apprentices educational opportunity while in apprenticeship scheme is needed, Apprenticeship scheme should be covered with an effective contract agreement under the supervision of a labour officer, apprenticeship commission should be established for funding, regulation and standardization of apprenticeship programme; and Apprentice should be given monthly stipends or allowances.

## 6. CONCLUSION

Based on the objectives of the study, exhaustive review of literature was carried out to provide more insight into the subject matter. On the strength of result, it was discovered that apprenticeship scheme provided employment after civil war in South East of Nigeria over a long period of time; notwithstanding, apprenticeship scheme faces a lot of problems today. Thus, to gain the lost glory through apprenticeship scheme, re-engineering is necessary.

## 7. RECOMMENDATIONS

The study recommends the following;

- An apprentice has to be given educational opportunity while in apprenticeship scheme.
- Apprenticeship scheme has to be covered with an effective contract agreement under the supervision of a labour officer.
- Apprenticeship commission has to be established for funding, regulation and standardization of apprenticeship programme.
- An apprentice has to be given monthly stipends or allowances.

## COMPETING INTERESTS

Authors have declared that no competing interests exist.

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**APPENDICES**

<b>Coefficients<sup>a</sup></b>							
<b>Model</b>	<b>Unstandardized coefficients</b>		<b>Standardized coefficients</b>	<b>t</b>	<b>Sig.</b>	<b>95.0% Confidence Interval for B</b>	
	<b>B</b>	<b>Std. error</b>	<b>Beta</b>			<b>Lower bound</b>	<b>Upper bound</b>
1 (Constant)	-36.098	2.363		-15.278	.000	-40.770	-31.427
APPSCH	5.602	.175	.939	31.972	.000	5.256	5.949

a. Dependent Variable: EMPGEN

<b>Descriptive Statistics</b>						
	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>	
QUES1	140	1	5	4.16	1.140	
QUES2	140	1	5	4.52	.791	
QUES3	140	1	5	4.60	.573	
APPSCH	140	3	15	13.28	2.354	
QUES4	140	1	5	4.03	1.280	
QUES5	140	1	5	3.71	1.547	
QUES6	140	1	5	3.94	1.509	
QUES7	140	1	5	3.77	1.519	
QUES8	140	1	5	3.74	1.505	
QUES9	140	1	5	3.94	1.222	
QUES10	140	1	5	3.77	1.401	
QUES11	140	1	5	3.71	1.565	
QUES12	140	1	5	3.60	1.595	
QUES13	140	1	5	4.07	1.328	
EMPGEN	140	10	50	38.29	14.049	
Valid N (listwise)	140					

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