

# **Global Job Crises: Curriculum Misfits, Reform Perspectives and Strategic Imperatives**

**Olugbemi Jerede**  
Professor Emeritus  
**National Open University of Nigeria**

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**Being a Keynote Address to the 2<sup>nd</sup> Annual Blossom Career & Entrepreneurship Summit, with the Theme: *Curriculum Re-Examination: Skills Opportunities & the Dilemma of Academic Ambitions*, Organised by the Best of the World Ent. Ltd held at The Haven, Oba Akinjobi Way, Ikeja GRA, Lagos, Thursday, 2<sup>nd</sup> and Friday, 3<sup>rd</sup> June, 2016**

# ANNUAL BLOSSOM CAREER & ENTREPRENEURSHIP SUMMIT

(Thursday, June 2nd – Friday, June 3rd 2016)

## THEME:

**CURRICULUM RE-EXAMINATION: SKILLS OPPORTUNITIES & THE DILEMMA OF ACADEMIC AMBITIONS**

## SUMMIT OBJECTIVES:

- To chart a focused direction towards tackling the job crises in Nigeria by advocating curriculum reviews in secondary and tertiary institutions.
- To inspire students in secondary and tertiary institutions and their guardians to focus on careers and skills with prospects for employment.
- To reinvent civic and patriotic spirit in Nigerian youths, with a view to promoting responsible leadership behaviour.
- To curtail fraudulent practices in the education sector, especially those that promote acquisition of certificates without commensurate knowledge.
- To create the platform for unhindered interaction between policy makers and implementers in the education sector, with a view to promoting feedback mechanisms and formidable partnerships that will transform the education sector and ultimately reinvent the lost academic glory in Nigeria.

## 1.0 Introduction

It is with exceeding pleasure and great excitement that I accept the invitation to address this wonderful Summit today on the global Job Crises: Curriculum Misfits, Reform Perspectives and Strategic Imperatives as a subset of the Theme: Curriculum Re-Examination: Skills Opportunities and the Dilemma of Academic Ambitions organised by the Best of the World Enterprises Limited and co-hosted by The Anglican Diocese of Lagos West with His Excellency, Mr Akinwunmi Ambode, The Governor of Lagos State as the Chief Host.

I wish to thank our dynamic, vivacious, energetic and future-result oriented Head of the Best of the World Ent. Limited, Mrs Joy Chinwokwu for bravely spearheading the search for a solution for this hydra-monster that, could consume the world much earlier than the doomsday predicted, if care is not taken. I must confess that it is her tremendous enthusiasm and call for urgency in this direction, which I noticed when she spoke to me at an old students' reunion that caught my attention. I actually accepted being here without consulting my diary, only to find that I had already planned to be in another national event. Given the importance of this Summit to the world, to Africa and to Nigeria and to all of us here either as parents, compatriots or concerned youth, I decided to come here, no matter what. Mrs Joy Chinwokwu deserves our commendation and support to find a lasting solution to the issue of youth unemployment and skills development in this country.

There is definitely a global rise in all the continents of the world in underemployment, unemployment and employability.

Let me provide some guide to the benchmark I shall use in this paper to discuss unemployment.

- People are considered unemployed when they are: aged between 15 and 64 and therefore fall in the “economically active” segment of the population, are available for work, and actively seeking a job.
- Youth unemployment refers to the share of the labour force ages 15-24 without work but available for and seeking employment.
- Under-employment refers to a situation when a person is engaged in in job or position at work far lower than what s/he is trained or qualified for or paid for.
- Unemployability refers to a situation where a person does not possess any skills whatsoever to merit being gainfully engaged in any work or paid responsibility either due to lack of certification or lack of desirable skills suitable for that position being sought for.

This 2<sup>nd</sup> annual career and entrepreneurship summit could, therefore, not have come at a better time especially at the backdrop of the global crises on unemployment and where the greatest pressure appears to be felt in the African continent and especially Nigeria, the home of the largest concentration of the black race with 20 percent of the population of Africa. It has come at a time when every aspect of our national endeavour, including security, economy, politics and indeed education, is at a cross road, seeking for realistic and lasting solution.

The world has been given a series of red-alert warning. Let me spotlight them in the chronological manner the various reports have sensitised us to the global catastrophe.

**On September 9, 2014**, the World Bank in a report said that we are heading for as global job crisis and warned that 600 million new jobs would have to be created by the year 2030 just to keep up with the current levels of population growth. According to Nigel Twos, the World bank’s Senior Director for jobs, ‘although progress had been made in emerging economies like Brazil, China and South

Africa, wage and income inequality continues to widen in several G-20 countries. He was reacting to a study report released by the World Bank at the G-20 Labour and Employment Ministerial Meeting held in Australia which indicated that currently there are 100 million people unemployed and around the world 447 million that live on less than \$2 per day across the G-20 member nations. He instilled some fear into people when he concluded that ‘there is no magic bullet to solve this jobs crisis, in emerging markets or advanced markets.’

**On October 13, 2015**, just about a year after the World Bank report, in another quite disturbing report, the world has been warned that addressing the Youth Employment Crisis Needs urgent global action. In the inaugural report of Solutions for Youth Employment (S4YE), a multi-stakeholder global coalition which is a partnership of the World Bank, Plan International, the International Youth Foundation (IYF), Youth Business International (YBI), RAND, Accenture, and the International Labour Organisation (ILO), Mr Matt Hobson, the S4YE Coalition Manager, said the following:

“Young people account for 40 percent of the world’s population – the largest youth generation in human history – but they are disproportionately affected by unemployment. This is a persistent problem. Approximately 30 percent of young people are not in employment, training or education, and around the world, young women are worse off. We need to act now, and we need to act together if we are going to realise the significant opportunities presented by this many young people today”.

**On January 19, 2016**, the International Labour Organisation (ILO), in their World Employment and Social Outlook (WESO) report released in Geneva, the world was again reminded with a warning that continuing high rates of unemployment

worldwide and chronic vulnerable employment in many emerging and developing economies are still deeply affecting the world of work. ILO confirmed that for emerging and developing economies, the final figure for unemployment in 2015 stood at 197.1 million and that for 2016 the forecast was a rise of about 2.3 million to reach 199.4 million. An additional 1.1 million jobless will likely be added to the global tally in 2017.'

**On April 16, 2016**, the well-respected Guardian Newspaper in the United Kingdom has fingered the recent spate of huge migrations as a recipe for youth unemployment of unprecedented proportion since the Second World War. The newspaper reports that globally, one out of every 122 people is a refugee, an asylum seeker, or an internally displaced person. They report that in the last 15 years, the number of those travelling in pursuit of better lives and work abroad has surged by 43% to 200 million – that is more than three times the population of the United Kingdom. According to high ranking UN officials, this “tragedy of epic proportions” may merely be a harbinger of what is to come. Several trends are likely to amplify global migration. Demographic studies suggest that by 2050, an additional 630 million people will have joined the labour market in the least developed countries, where a quarter of the world’s young people reside today. The report said ‘we have not seen nothing yet’, and strongly suggested that for those in a position to act, it is high time to look beyond the headline-grabbing crises of today to the brewing crisis of tomorrow. The advice is that we all need to tackle the challenges before they become threats.

To some of us, things are getting out of hand and in Africa and too many of us in Nigeria, our collective, communal and individual existence is daily threatened by this unemployment of youths. Dare I say the situation is pretty much the same in

developing economies or what is termed as Least Developed Economies (LDCs) of the world? The global statistics will bear me out on this. It is on record that one third of the world's young people are currently neither in employment, education or training. Of the one billion more youth that will enter the job market in the next decade, only 40 per cent are expected to be able to get jobs that currently exist. The global economy will need to create 600 million jobs over the next 10 years –n five million jobs monthly – just to keep pace with projected youth employment rates. What the world must set itself as a global priority is how to reverse the youth employment crisis. If we don't the socio-economic and socio-cultural cost, as we are already witnessing in Nigeria is going to be colossally high!

## **2.0 The African Situation**

Having surveyed the global landscape, let us come nearer home and examine very briefly the African situation.

Africa, with a current population of 1 billion has about 250 million people unemployed. It is forecast that the population will rise to 2.3 billion in 2050 while the unemployment figure will rise to more than 1 billion if nothing is done to check this unacceptable trend. Some of these statistics are quite disturbing but real.

- **Over 10 million seek employment annually and that 60 per cent of the unemployed are youths.**
- **At least half of the 1 billion people are still illiterate. Africa has the world's highest illiteracy rates.**

- **Sub-Saharan Africa is home to at least 30 per cent of the world's poorest people.**
- **Africa has at least six out of 10 most unequal countries in the world.**

It is said that the continent of Africa, next to Asia, is the world's largest and most populous continent, with about 15 percent of the world's people.

According to the statistics of the United Nations Department of Economic and Social Welfare (DESA), as quoted by African Development Bank (2014), by 2040 Africa will have the world's largest workforce, surpassing China and India. Africa is also the world's youngest region, and in the mid 2011 the continent had the world's 10 youngest countries by population. Within the continent, East and West Africa will be the youngest regions. A large "youth bulge" in which 60% of the population is made up of the youth is growing very rapidly.

On education, the DESA data show that 5.3 million African youth graduate from high school (only 23% of the children are enrolled in primary education). 38.4 million children would enter the primary school by 2017. If three-quarters of these children graduate from secondary school (25.8 million, half of them are girls), this would be a fivefold increase over today.

Not surprising, the twin brother of unemployment is poverty and Africa's poverty has been shown to remain very high. Africa is the world's second-most inequitable region. Between 2008 and 2011, the statistics show that inequality for resource-rich countries was 42 per cent compared with 44 per cent in resource-poor countries of Africa.

According to the African Development bank data, most young Africans are underemployed in low-productivity household enterprises. According to the ILO, 60 per cent of the unemployed in Sub-Saharan Africa are 15 to 24 years old – an



average 72 per cent of youth live on less than \$2 a day, and 46 per cent on less than \$1 a day. Africa is urbanizing rapidly, opening opportunities to transform the continent's economies although there is the risk to create slumps in the urban areas by those who will become unemployed for a variety of reasons.

Africa has one of the world's highest unemployment rates, after Europe. Unemployment in Africa is 15 per cent as against 9.1 per cent world-wide. Young people ages 15 to 24 represent 60 per cent of Africa's unemployment. In Egypt, Mauritius, Morocco and South Africa young people are two to six times more likely to be unemployed than their adult counter parts and the multipliers are far worse for young women. The number of university graduates tripled in Sub-Saharan Africa over 1999 to 2009, from 1.6 million to 4.9million, but so did unemployment rates for educated youth.

As I have found in the literature, absenteeism among teachers ranges from 8 per cent in Kenya to 35 per cent in Namibia, Nigeria, Zambia and Ethiopia recorded staggering figures of up to 50 per cent in 2012! I am sure the teachers who are here will support this and indeed attest that the figure are definitely higher in urban Nigerian cities like Lagos, Calabar, Kaduna, Port Harcourt, Kano and Ibadan than in the rural areas.

### **3.0 The Nigerian Situation**

Having talked briefly about the world and Africa, let us now come home and see how the all what we have said earlier about other parts of the world translate to reality for us. Please note that all the statistics and the facts and figures I have given have not been magically conjured by me. They are all easily available in the

literature. All I have done is to distil them in a form that we can all make sense of, and readily and easily digest, the information in our conversation of today. If I were to add insult to injury, I would have said that it may well be that many of the figures we have for Nigeria are fairly conservative and may in fact be worse than what has been documented internationally. Nigeria is a very peculiar country in the world and in Africa. We live in a world of paradox.

Nigeria has a fast evolving economic and social landscape. For instance we have a huge deposit of untapped mineral wealth; capital flows are increasing; a middle class consumer base is growing, one of the highest penetration of mobile telephony in the world; and democratically we are becoming increasingly open and democratic with tolerance for the rule of law.

But Nigeria lives in a paradox of rapid economic growth alongside unspeakably huge poverty situation and inequalities that have striking effects on youth and women.

Nigeria, a country of about 180 million people, is said to have a staggering statistics of 50 percent unemployed, and 80% of our youth are unemployed. Nigeria's economically active population is about 103 million (age 15 to 64 years) and Labour Force is about 75 million available for work and actively seeking for job

There has been some controversy about the figures for unemployment and especially youth unemployment in Nigeria. As with many issues we simply politicise and even trivialise them when we either refuse to accept reality or want to wish them away for certain reasons. The National Bureau of Statistics (NBS) said that 54 per cent of Nigerian youth were unemployed as at 2012. This was contained in the "2012 National Baseline Youth Survey Report" issued in Abuja by

the NBS in collaboration with the Federal Ministry of Youth Development. Of this, females stood at 51.9 percent compared to their male counterpart with 48.1 percent.

According to another survey, the population of youths aged between 15 and 35 years in Nigeria is estimated to be 64 million, while females are more than males in all age groups. The report said Lagos State had the highest percentage of the youth in Nigeria with 6.1 per cent, followed by Kano state representing 5.7 per cent, while Bayelsa state had the lowest with 1.3 per cent.

In a Vanguard Newspaper publication, Osalor (2014:18) says that “unemployment rate has risen to frightening level of 23.9 per cent; youth unemployment is at 50 per cent; the poverty situation has been worsening, currently estimated at 67 per cent (just as) the security challenges have not really abated”..

The Central Bank of Nigeria recently brought to the front burner the issue of youth unemployment in the country as it said 80 per cent of Nigerian youths are without jobs.

According to the International Labour Organisation, 60% of the unemployed in Nigeria are between 17 to 25 and an average of 72% of our youth live on less than ₦500 a day and 46% on less than ₦300.

90% of Nigerian jobs are in the informal economic sector characterised by low productivity, low quality and low-paid jobs. These lead to poverty. Lack of decent employment, high unemployment and socioeconomic and gender inequalities,

have contributed high poverty levels. According to the President of the African Development Bank, Dr Akinwumi Adesina ‘Nigeria must not continue to manage or reduce poverty, we must eliminate it completely’.

Given all the figures being adduced as Nigeria’s youth unemployment rate, it looks like it is between what the Central Bank (80%) and what the ILO (60%) have said. Common sense would tell us to take accept the average of the two figures, which will be about 70 per cent.

At the World Economic Forum in Davos, youth unemployment took centre stage. At one of the panel discussion in Davos, it was noted that “there is a sense that youth unemployment is more of a cocktail conversation right now but we need to start seeing this as a pandemic.”

Aliko Dangote, President and Chief Executive Officer, Dangote Group, Nigeria, opined that “our entire society is in danger of destruction” unless we pay attention to this huge segment of our young and jobless global population.

According to a Panelist at the Forum “This trend is occurring at a time when technology is moving ever faster and transforming the labour market. As robotics, automation and 3D printing play a larger role in the economy; future jobs for young people will invariably take a hit.

## **4.0 Causes of Youth Unemployment**

Several reasons have been proffered as the causes of youth unemployment. They include but are not limited to the following:

- Our precocious rate of breeding leading to ‘a large youth population bulge’.

- Lack of robustness in our economy to accommodate the large number of people looking for jobs.
- Incessant down-sizing in industry especially in the banking and telecommunication sectors.
- Inadequacy of the job creation opportunities to keep pace with the expanding working age population.
- Lack of effective and efficient government policies, planning and implementation to address employment in a growing economy.
- Global financial crisis and unstable economic environment associated with volatile capital flows.
- Drastic fall in the price of export commodities such as crude oil (in Nigeria).
- Lack of well-equipped TVET centres to provide young workers with high quality and in-demand skills.
- Very weak STEM base with a direct lack of new skill profiles in emerging new job requirements that are non-existent 10 years ago.
- Limited or no development at all in the knowledge economies of LDCs.
- Huge migrant populations especially with internally displaced groups as we have in Nigeria currently.
- Drastic changes in traditional ideas about “work”: Looking back to the 1990s, the big three US motor vehicle companies – Chrysler, Ford and General Motors – collectively hired 1.2 million employees. Today, the big three companies in Silicon Valley – Google, Facebook and Apple – together employ a total 134,000 people.

## **5.0 Consequences of Youth Unemployment**

The consequences of youth unemployment in Nigeria are myriad and create social, family, domestic and other dislocations. The rising unemployment has been

described as a looming time bomb and a national crisis ( Salif et al, 2014). According to Eme (2014), it is quite ironic that youth unemployment situation is worsening at a time in our nation's history when we are told that our economy is rated as one of the fastest growing economies in the world and indeed number one in Africa!.

Some of the consequences of youth unemployment as listed in various sources include: armed robbery, kidnapping, steep increase in prostitution, street begging, hawking, cyber crimes, proliferation of 'baby manufacturing' dens, corruption, examination malpractices, advance fee fraud (419), cultism, drug and child trafficking, militancy and insurgency. These have done untold and needless harm and damage to almost every sector and every aspect of our society and economy. It has brought hardship and indeed fatalities to families, communities and individuals. Our nation's international image and integrity have suffered significant damage and in some specific cases beyond repair.

The nation, communities, individuals and corporate world must wake up to fight this terrible cankerworm that is eating deep into the nation's fabric.

## **6.0 Possible Solutions**

Nigeria needs to harness the potential of this demographic dividend to strategically build our human capital in readiness for the development challenges ahead.

Young Nigerians are tomorrow's movers and shakers and they must be harnessed to strategically become a part of the development of the future that Nigeria so urgently and badly needs.

The situation, as it is now is horrible and if left unchecked, it will become unbearable, and the repercussions will be far greater than the myriads of social ills we are witnessing today. Youth unemployment in Nigeria has developed into a situation that it has become a serious threat to socio-economic peace and stability (Eme, 2014).

Failure to tackle these formidable problems will deprive a whole generation of Nigeria's the opportunities to develop their potential, escape poverty and support the nation's trajectory toward inclusive growth and economic transformation.

No development can meaningfully take place unless you build our assets in human resources. This is what Nigeria requires to drive its rise toward an industrial revolution.

A large 'youth bulge' in Nigeria can be an opportunity for change, progress and social dynamism or if left unchecked will constitute an eternal risk for all of us.

Nigeria should harness this demographic dividend to our national advantage.

What the nation requires is a multi-sectoral, synergistic approach to inclusive and green growth, which includes:

- The provision of better and efficient jobs
- Ensure equal opportunities, and
- Increase workforce competitiveness.

The S4YE Coalition Report has suggested FOUR areas to improve the chances of the youth around the world in securing jobs. They are:

**Digital Age Impact** – the technological revolution is fundamentally changing work and relationships.

**Skills Gap** – in order to fill the skills gap, opportunities for men, women and those at the lowest end of the spectrum need to improve.

**Entrepreneurship and Self-employment** – worldwide, youth are 1.6 times more likely than adults to display entrepreneurial activity, which needs to be bolstered.

**Quality jobs** – quantitative unemployment measurements do not reflect quality of employment and deeper understandings of today's working conditions is required.

All the above possible solutions can be achieved through **TEN** major routes:

- Build skills – that are appropriate and effective for the 21<sup>st</sup> century; and close the skills gap between the tertiary institutions and the world of work
- Connect youth with the labour market (expose them to career and entrepreneurship meetings or workshops – as being done on the 2 and 3 of June in Lagos by the Best of the World NGO).
- Promote technologies and innovative learning and teaching methods
- Vigorously pursue public-private partnership in virtually all areas of our economy, and
- Tremendously increase and expand access to quality education (UNESCO – Nigeria needs 1.4million teachers by 2030, and 450,000 lecturers in higher education sector)
- Focus on the renewal of our curricula – cascaded from the primary through secondary to the tertiary level; and professional community
- The Nigerian society and the tertiary institutions must change their focus regarding the purpose of education—which is to arm graduates with a repertoire of quality skills to be creator of jobs and not hunters of jobs
- Develop to the fullest our focus on entrepreneurship.
- Build a Knowledge economy and Use applied research as a veritable linkage between education and industry.
- Spend more resources on Science Technology, Mathematics and Engineering (STEM) at school .

To effectively do this we must:

Comprehensively review our policy on education and harmonise it with policies in other sectors. We should use as a basis various initiatives such as

1. Agenda 2063; AUC/UNECA/NEPAD)
2. the Sustainable Development Goals (SDGs) –(outcome of Rio+20 document – ***The Future we Want***)
3. CESA 2016 (Continental Education Strategy for Africa 2016 – 2025)
4. The New Education Model in Africa of the AfDB
5. New Partnership for Africa’s Development (NEPAD)
6. Learn from the effective practices of other countries like Rwanda and Mexico.



## **7.0 Strategic Imperatives**

The way to go in combatting the scourge of youth unemployment is to develop and deploy some strategic initiatives to comprehensively solve the problems that have been and are being created in the country. The strategic imperatives include the following which must be given priority attention. They are:

### **7.1 Curriculum Re-examination**

One of the current weaknesses our educational system is the obsolete curricula being used in training student at the various levels of education especially the tertiary education level. Our review of the various curricula being used at our institutions of higher learning has not kept pace with global development, research outcomes and current societal needs. It does appear as if we still use analogue thinking to solve current issues which have gone digital. The tertiary institutions are still producing graduates for the labour market without constant reviews of what the market requires. Industry therefore thinks that it has nothing to gain from the tertiary institutions. The curriculum review must aim for fit-for-purpose personnel to avoid wastage in resources and industry retraining graduates they hire from the tertiary institutions. There needs to be a symbiotic relationship between academia and industry so that the knowledge directs teaching learning and research being done at the institutions will match what is required by the action-oriented industry driven by target and return on investment.

### **7.2 Bridging the Skills gap**

More often than not, the skills required to function effectively in industry and the society are not taught at the tertiary level. Practical work in laboratories is not done

very well, if they ever exist. There must be industry-ready collaborative partnership programmes with tertiary educational institutions to bridge the skills gap. The skills needed by graduates to function in the outside world and industry are not taught to graduates in our institutions that are increasingly becoming too theoretical. A number of things must be done to drive skill development and they consist of the following components: link with the labour market; public-private partnership; creativity and critical thinking; participation to engage stakeholders to develop strong education models; evidence-based programmes with build-in impact evaluation component to ensure that they are results-oriented and focused on quality and learning outcomes and ; ICT-based to produce high-quality education and tap into new learning technologies.

### **7.3 Establishing Sound Entrepreneurship**

Entrepreneurship must focus on the develop skills and employability. There is a need for interactions between industry and tertiary institutions in order to develop or implement scholarship schemes, staff exchanges, evaluation, incubator/accelerator centres for students to acquire entrepreneurship. The establishment of centres for industry and institutional partnership must be looked into for the purpose of technology transfer and the acquisition of entrepreneurship. There are examples in the world and Africa where such has ben done. They include:

- IBM Academic Initiative
- The Zambia and Germany Cooperative Graduate linkage involving also the various chambers of commerce
- Audi AG Collaboration and Technical University of Munich in 2004 which established a centre that could handle over 100 PhDs at a time.

- University of California system Industry-University Cooperative Research Programme with all its 9 campuses which was started in 1996.
- Rwanda has established the Rwanda's Skills, Employability and Entrepreneurship Programme (SEEP). SEEP supports and reinforces the implementation of policy reforms addressing critical skills gaps, the relevance of education to the job market and the creation of an environment for innovative entrepreneurship to flourish.
- Mexico - Earth University has linked higher education curriculum and programmes with industry.
- Other Africa Wide Initiatives at supporting social entrepreneurship and accelerating the regional response to youth unemployment. They are:
  1. Souk At-Tanmia
  2. The Holistic Social Business Movement in Africa (HSBMA)
  3. The Africa Youth Employment Initiative (AYEI), and
  4. The Global Facility for Employment in Fragile States (GFEFS)

There may be a need to harmonise the laws of universities which deal with knowledge generation and teaching with entrepreneurship, innovation and commercialisation.

#### **7.4 Developing Knowledge economy**

Africa has been very slow in developing its knowledge economy and this is why we find it hard if not impossible to compete with on the global stage. Africa only spends 0.42% of its GDP on research and development. The target of 1% has only been reached by Tunisia. Africa has 15% of the world's population but only produces 1.1% of the scientific knowledge. Only 3 African Universities are amongst the world's top 500. Nigeria has only 35 Scientists and Engineers per million inhabitants, compared with 168 for Brazil, 2,457 for Europe and 4,103 for the USA.

Compared with the USA (1<sup>st</sup> in the world) 6.1 million documents, Japan (4<sup>th</sup> in the world) 1.6 million documents, France (6<sup>th</sup> in the world) 1.1 million documents, the countries that produce the highest research document in Africa are:

South Africa (35<sup>th</sup> in the world) 107, 976 documents,

Tunisia (51<sup>st</sup> in the world) 35, 233 documents, and

Nigeria (52<sup>nd</sup> in the world) 32, 250 documents

The weak development of STEM has delayed the emergence of African countries as knowledge economies. Due to low investment in research and development, Africa ranks low in global competitiveness and productivity.

Nigeria needs to place emphasis on STEM and develop new skill profiles that will be needed in the 21<sup>st</sup> century. These include green consultants, eco-friendly freelance writers, software and smartphone engineers and developers, 3D printing engineers, etc. Our school should build the teaching force in STEM and ensure that enrolment in schools and universities follow the 60:40 science to art ratio. Our specialised institutions of higher learning such as Universities of science and technology and Universities of Agriculture must remain so without straying in including programmes and courses in the liberal arts or business just to make money. Nigerian institutions of higher learning must develop sustainable research-industry linkages to ensure that we have a solid foundation for knowledge economy while government must be prepared to fund research very heavily and provide rewards and incentives to researchers who generate the knowledge and patents.

Thank you All

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