

**AN ASSESSMENT OF THE EFFECTS OF THE YOUTH INCLUSIVE
ENTREPRENEURIAL DEVELOPMENT INITIATIVE FOR EMPLOYMENT (YIEDIE)
PROJECT ON BENEFICIARIES IN THE SEKONDI-TAKORADI METROPOLIS OF
THE WESTERN REGION**

by

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ABSTRACT

Youth unemployment has become a major social canker in the Ghanaian society. Various governments have implemented different techniques to curb the teaming youth unemployment. This study aimed to assess the effect of the youth inclusive entrepreneurial development initiative for employment (YIEDIE) project on beneficiaries in the Sekondi-Takoradi metropolis. Four objectives were set for the study, which are 1) To identify and assess the skills acquired by the beneficiaries of the project 2) To examine the living conditions of the beneficiaries after exiting the project 3) To examine the prospects and challenges of the project and 4) To make recommendations to enhance the development of the project. Extensive literature review was done, and a quantitative survey was designed and used in the research. Out of the 79 questionnaires administered, all were returned fully completed, giving a response rate of 100%. Out of 7 respondents targeted for interviews, all of them were interviewed, implying a response rate of 100%. The overall response rate of the respondents was thus 100%. To draw meaningful results, the collected data have been analyzed by using the quantitative data analysis techniques (which include Mean Scores, percentages and frequencies, and others) through the Statistical Package for Social Science (SPSS) IBM version 24. From the analysis, it was realized that, the various skills acquired by the beneficiaries of the YIEDEE project are very important to make the youth employable. Also, it was realized that, the YIEDEE project contributes to nation-building. Results of the study show that influence of political powers, inadequate financial resources, delay in payment of allowances and logistical constraints are the main challenges of the YIEDIE project. Regular Payment of beneficiaries, effective supervision, addressing corruption and not politicizing are some of the recommendations of this study.

Keywords: Unemployment, Entrepreneurial.

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DEDICATION

I dedicate this thesis to the Sumbo family and my wife, Mariam Danah, for their support morally and spiritually. I love you all!

CHAPTER ONE

GENERAL INTRODUCTION

1.1 Background to the Study

The world youth (aged 15 to 24) unemployment rate has proved stifling and remained close to its crisis peak. In 2011, unemployment was 12.6 percent, while in 2012 it was 12.7. Currently it stands at 13.3 percent. The world youth redundancy rate remains at least a full proportion point above its level in 2007. Nearly 1.69 billion are ‘working poor’ that is youth earning less than 2 dollars a day. Accordingly, 75% of youth workers in the informally employed with 50% of them were over-educated or undereducated for the jobs they hold. Notwithstanding the proactive actions being put in place to address the problem, still, it persists in both the developed and developing economies with global statistics of more than one in five young people’s not in employment, education or training (NEET). It is worth noting that, youth unemployment is more distinct in Africa than in any other continent of the world (ILO, 2018).

The International Labour Organization report that 74% percent of youth in the world who are unemployed live in developing economies and this number is not likely to vary much in the close to future given the demographic trends in these economies (ILO, 2018). Regrettably, the youth in these countries are comparatively underprivileged in terms of employment. They are 3.8 times more likely to be unemployed than adults, as compared with 2.3 times in industrialized economies. The report also says that, labor force participation rates for young people decreased in the world as a whole by almost four percentage points over the last decade, partly as a result of young people staying in education but also because many young people become so frustrated with the lack of employment opportunities that they just drop out of the labor force. It is also

believed that young people represent some 130 million (24%) of the world's 550 million working poor who work but are unable to lift themselves and their families above the equivalent of US\$ 1 per day poverty line (ILO, 2010).

Young people aged between 15 and 25 years represent more than 60 percent of the Africa continent total population and account for 45 percent of the entire labor force. Unlike other developing regions, sub-Saharan Africa's population is becoming more youthful, with youth as a proportion of the total population projected at over 75 percent by 2015, due to the high fertility rate underlying the demographic energy. It is expected that this increase in the number of young people will not decline before 20 years or more (ILO, 2010). Unemployment among the youth in Sub-Saharan Africa is reported to be over 20 percent. In a lot of instances when the primary education system has failed, vocational training is seen as a means to aid bring people back (the belief of a second chance) or as an addition to the fundamental base of knowledge young people will need to prepare them for the world of work (the belief of continuous adjustment and e – adaptation to an invariably changing labour market). There is the need to replace this kind of vocational training with an option which can equip young people with the required set of requirements related to basic knowledge, literacy and lifelong learning skills.

The purpose of vocational training, namely; to enhance skills related to certain technologies in the workplace and further improving them (Sarr, 2000). The outcome of that in the last two decades is that, the African continent has been bombarded with multi-faceted crisis with several evidences including, wars, floods, famines and droughts, various endemic diseases, HIV and AIDS as well as far-flung poverty. The foundation of all these is the widespread unemployment

across the continent which is indicated as the core of problems in the African sub-region, not excluding the youth (Sarr, 2000). In Ghana, the situation is most defective, as both educated and uneducated people are both affected. The population structure of Ghana is described as youthful (officially between the ages of 15 and 24 years) (ITC/ILO and ILO, 2011). The youth constitute about one out of every four of the population. The proportion of the youth in the total population of Ghana has increased over the past forty years, from 16.8 percent in 1960 to 18.7 percent 1984, 18.4 percent in 2000 and 20.00 percent of the economically active population in 2010 (Ghana Statistical Service, 2013).

Within the government, the coordination of the national youth policy of Ghana is done by the Ministry of Youth and Sports in cooperation with youth organizations such as the National Youth Organizing Commission, Youth Development and Aged Welfare Foundation, Ghana Youth Business, and Yes Country Networks. Young people will improve their economic futures when provided with appropriate skills, support, opportunities and financial capabilities to gain employment or be able to start and grow their own businesses. Their success depends on developing and engaging a broad network of stakeholders in this process. There is a renewed commitment in recent years by Governments in developing countries to address youth unemployment as a means to intensifying the fight against extreme poverty, achieving the Millennium Development Goals, and more importantly, meeting equity and development goals (Amankrah, 2000).

It is for the foregoing that Global Communities-Ghana initiated the Youth Inclusive Entrepreneurial Development Initiative for Employment Project (YIEDIE) in 2015. YIEDIE in

the Twi Language which means “progress” has two main objectives which are 1. Increased employment (including self-employment) in the construction sector by targeted youth; and 2. Increased coordination and support for a better enabling environment by construction sector stakeholders. The YIEDIE program, therefore, combines technical skills and entrepreneurship to better prepare youth to get and keep a job or run their own business.

1.2 Problem Statement

Youth unemployment has been the primary concern of every single person, organizations as well as the successive governments dating back to the colonial era. It does not know any geographical boundary as it affects both urban and rural dwellers alike. It emanates from some powerful barriers to employment for young people. Some of the most powerful of these barriers to employment opportunities for many young people are: lack of job creation, vulnerability of young workers to layoffs when economic growth falters, high labour costs or unrealistic wage expectations on the part of the youth, discrimination (i.e. negative attitudes towards inexperienced young workers), poor access to fundamental education (e.g. the lack of skills from limited job experience and hence little access to on-the-job training), government policies that discourage work, rapid economic change, and the compounded labour-market disadvantages that accompany poverty.

In view of the aforementioned, the National Youth Employment Project (NYEP) currently known as the Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA), was launched in 2006 to address these barriers. A total of 200,000 new jobs were generated in 2006 (including 78,195 placed in the youth employment project) compared with 125,000 in 2005

contributing to a reduction in the level of unemployment from 11.1% in 2005 to 10% in 2006. This effect is attributed to the implementation of the National Youth Employment Program and improved business environment. It seems that the introduction of the GYEEDA had 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. A total of 457,779 youth has been engaged in the GYEEDA (National Youth Employment Project, 2012). Sustaining the GYEEDA beyond the medium term, however, is a challenge (Palmer and Robert, 2007).

However, the Ghana Youth Employment and Entrepreneur Development Agency (GYEEDA) seems not to be the panacea of the youth unemployment as had been perceived. It is grappling with its own bottlenecks from the national level to the local level. At the national level, the project appears to be highly politicized with only the government in power seeing its relevance in addressing youth unemployment challenges. This is seen as an evaluation report compiled by Palmer and Robert (2007), —The GYEEDA appears to be a highly politicized project. Not only was it initiated on a Presidential directive, but the District Chief Executives have been made directly responsible for the successful implementation of the GYEEDA. Thus, massaging the project in favor of its bootlickers popularly termed ‘jobs for the boys.’ Also, there seem to be some funding gaps for the payment of allowances of the beneficiaries as they are not being paid by the Controller and Accountant General Department charged with the responsibility to pay all government employees in the country. These result in a lackadaisical attitude of the beneficiaries towards work defeating the whole concept of the project as a provider of a temporal stipend or relief for the unemployed youth. These challenges do not remain strictly to the national but

extend to both the regional and district levels. It is against this back drop that the YIEDIE project was launched to help remedy the employment situation amongst the youth.

1.3 Aim and Objectives

1.3.1 Aim

The aim of this study was to assess the effect of the YIEDIE project on beneficiaries in the Sekondi-Takoradi metropolis.

1.3.2 Objectives

The following objectives were set in other to achieve the aim of the study.

- i. To identify and assess the skills acquired by the beneficiaries of the project;
- ii. To examine the living conditions of the beneficiaries after exiting the project;
- iii. To examine the prospects and challenges of the project, and
- iv. To outline measures to enhance the development of the project.

1.4 Research Questions

The following research questions will guide the study.

- i. What are the necessary skills acquired by the beneficiaries of the project?
- ii. Have the living conditions of the beneficiaries improved?
- iii. What are the prospects and challenges of the project in the Sekondi-Takoradi Metropolis?
- iv. What should be done to enhance the development of the project?

1.5 Justification

A study of the unemployment situation in many developed and developing countries is very vital for the general growth of the economy and the development of such a nation. The Ghana Youth Inclusive Entrepreneurial Development Initiative for Employment (YIEDIE) project since its inception four years ago has enjoyed success but can do with a little reform on some key aspects of the project. The rationale behind the establishment of Ghana Youth Inclusive Entrepreneurial Development Initiative for Employment Project (YIEDIE) project is to address the country's youth unemployment with the aim of empowering Ghanaian youth so they could add positively to the socio-economic and sustainable development of the nation. However, the youth engaged in the project tend to depend on the project as a permanent source of employment. This research might help the government make informed decisions about the importance of value chain in the already existing modules which is helping the project achieve its intended purpose of the establishment. The youth who are the focus of the YIEDIE project can better understand the project and make informed career decisions after participating in the project.

1.6 Brief Research Methodology

Quantitative research strategy was adopted for the study. This is confirmed by Cresswell, (2003), who suggested that a quantitative approach involves choosing a post-positivist claim in an investigation that helps develop knowledge and explore relationships among variables regarding hypothesis, accuracy, reliability, and removal of bias. Purposive sampling method which is a non-probabilistic sampling method was utilized, and the choice is to help the researcher choose respondents who are willing to give information by merit and provide answers in the field of study (Tongco, 2007). The target group was professionals working in government ministries, department and agencies in the Sekondi-Takoradi Metropolis.

Structured survey questionnaires will be used in collecting data for the quantitative research. The design of the formal survey questionnaires will be dependent on the variables obtained from the literature and the objectives of the study. Questionnaires that will be administered to respondents will be in the form of close-ended questions. The Cross-Sectional Approach (CSA) framework was employed in the study in lieu of the limited time and inadequate funds to embark on an extensive survey. The study will use probability and non-probability sampling techniques. For data analysis, the administered questionnaires will be carefully edited, coded, processed and analyzed with the Statistical Package for Social Scientist (SPSS) version 24 and application of Microsoft Office Excel for the presentation of data into meaningful patterns and trends will also be used.

1.7 Limitation of the Study

The significance of this research to the government, policymakers and the beneficiaries cannot be overemphasized as justified above. However, the quest to do diligent work should be limited among others by the fact that recipients are scattered all over and tracing all to get adequate information was cumbersome. That notwithstanding, a frantic effort was exerted to cover the determined sample size to ensure quality and accuracy of findings.

1.8 Organization of the Study

The study consists of five chapters and is organized as follows:

Chapter One: In this chapter, An introduction to youth employment perspective, challenges, and problems is presented, which is based on the research topic that is ‘**An assessment of the effects of the youth-inclusive entrepreneurial development initiative for employment (YIEDIE) project on beneficiaries in the Sekondi-Takoradi Metropolis**’’. This chapter is helpful to offer

an overview of the research study including the structure of the research study. This chapter includes research background, research aim, research objectives, and research questions, the rationale of the research study, the significance of the research study and the limitations of the research study and how the study is organized.

Chapter Two: This chapter presents relevant literature on the concept and theories of youth, work, employment and unemployment, youth employment policies to answer the different questions posed by the research. It also looks at the youth employment situation in Ghana as well as the Ghana Youth Employment and Entrepreneurial Development Agency as a policy measure to addressing youth employment problems in Ghana and concludes with a conceptual framework of youth unemployment. Through library research using appropriate databases and finding out current journals and papers that are relevant to the research topic was conducted.

Chapter Three: Provides information on how this study was conducted. Beginning with the study approach, strategy and method. It then continues with the research design, population and sample size, sampling techniques, data collection procedures, instrumentation, data analysis procedures, limitation of the research and ethical issues. The chapter ends with the discussion of the study area.

Chapter Four: Provides findings and the discussion of the results of the study. **Chapter Five:** Provides a summary of the findings, conclusion, and recommendation and direction for future work.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter discusses various literatures that are related to the concepts of work, youth, employment, and unemployment to understand the relationship between work and employment, employment and unemployment, and work and youth. It seeks to identify the gaps that have been left by various researchers on similar subject to justify the relevance of this research and as a motivation for further research. This literature review is expected to bring a new insight into the problem studied. This section focuses on the most relevant topics under the following sub-headings: the meaning of work in modern society, youth, employment, unemployment, youth employment policies and the Youth Inclusive Entrepreneurial Development Initiative for Employment Project (YIEDIE) as a policy measure to addressing youth unemployment among others.

2.2 Conceptual Definition

These subsections provide definitions of some key terms and concepts used in this research, Youth, Employment, Underemployment, Unemployment, Unemployed Persons, and Unemployment Pool and many others

2.2.1 Youth

Valid definitions of youth ranges widely from region to region, country to country and so on. The age group between 15 and 24 years old is defined as the youth by the UN (ILO, 2011).

Therefore, the number of people between 15 and 24 years old in a country, area or region are referred to as the youth population (ILO, 2011).

2.2.2 Employment

Employed persons, according to the ILO definition, are people who during a short reference period (the previous day or week) or an hour, have worked (ITC/ILO and ILO, 2011). People who are looking for work actively or working are referred to as the labour force, because they are economically inactive (ITC/ILO and ILO, 2011)

2.2.3 Economically Inactive

Economically inactive people are not in work and are not looking for work either. They are composed of a variety of groups, including people looking after the family and home, students, and those who have long-term illnesses or are disabled (ITC/ILO and ILO, 2011). Youth labour force consists of people between 15 and 24 years old who are either working or actively looking for work, excluding youth who are economically inactive (ITC/ILO and ILO, 2011).

2.2.4 Employment Rate

The fraction of the labour force that is employed is called the employment rate, i.e., the number of employed divided by the total labour force (ITC/ILO and ILO, 2011). Entire labour force refers to the total number of people who are willing and ready to work at the current wages or conditions of work.

2.2.5 Underemployment

Underemployed are persons who, independently of the number of hours already worked during the reference week in all their jobs, express a desire or preference to work more hours (ITC/ILO and ILO, 2011).

2.2.6 Unemployment

Unemployment is defined by the Ghana Statistical Service as 'the ratio of the active population that are ready to work but are not working (Ghana Statistical Service, 2000).

2.2.7 Unemployed Persons

According to the ILO definition, those people who have *not* worked more than one hour during a short reference period (generally the previous week or day) but who are available for and actively seeking work (ITC/ILO and ILO, 2011).

2.2.8 Unemployment Pool

Unemployment pool is the group of individuals in transition between jobs.

2.2.9 Unemployment Rate

Unemployment rate is the fraction of the labour force that is unemployed, i.e., the number of unemployed divided by the total labour force (ITC/ILO and ILO, 2011).

2.2.10 Labour Market Turnover

Labour market turnover refers to the frequency with which workers change jobs in an economy (ITC/ILO and ILO, 2011).

2.3 Theoretical Framework of the Study

Different theories have been developed by people to analyze and explain the relationship between employment and youth unemployment and its effects on youth psychology. These theories developed accesses why youths sometimes behave in in certain way and the reason behind their actions and tries to help with strategies to solve their problems.

2.3.1 The Meaning of Work in Modern Society

Two great wellsprings of mental health are love and work (Freud, 1962). This shows that, loss of one's work or unemployment creates commotion desirable of our attention. Paid work is seen as a crucial practical sense, because it provides essential income, studies have shown that it also has benefits psychologically by providing a sense of social and personal identity (Jahoda, 1979; Hartley, 1992). The construction of an individual's personality is contributed to massively by the individual's employment, access to employment and salary also contribute to feelings of self - esteem.

The patterns of the family, leisure, family, daily routine and norms of propriety are also determined by work, not just the duties and rights which are directly relevant to the work process. Therefore, work is the basic cardinal point, about which all other facets of life pursuits are perceived (Bauman,1998): society is structured around this central pivot called work. Work cannot be misunderstood in any definition because it is a socially process without a fixed earning across time and space. (Grint, 1991). There are two approaches in the ideological view of work. The Aristotelean ideology of work views work as a travail and the enlightenment approach connects labour to the possibility of freedom (GanBmann,1994).

(Applebaum, 1992) considered work as a spine, which laid out the way people live, social reality and how they make contact with material, it even dictates how they achieve their social status and self-esteem. To the human condition, work is necessary to the development of the environment within which we exist and even the setting of human relationships. It produces something valuable for other people, as an activity or an action where energy is used, to provide service or products (Grint, 1991). Work is the same as employment if it merely means the way in which an individual earns a living. Payment connects work to employment. Work is greater than employment but falls below all forms of activity socially: employment is a form of work but not all work is employment.

On a large scale, to enhance one's social status and membership in multiple groups, one has to work. The value attributed to work has changed drastically and will continue to improve in the future

Previously, work was used to help in the construction of an individual's identity, but in recent times, individuals need to consume in order to construct their identity and be included in society. The consistent self-identities and narratives which were linked to older types of work have been destroyed by new forms of work (Sennett, 1998). This has changed the meaning of work and work itself by moving to the consumer society instead of the producer. This has resulted in the change of role allocation between the family, state and market, requiring individuals to take up more responsibilities. This is reflected in the labour market in varying ways: increasing formality, insecure jobs, odd jobs and low pay. In addition, a risk of high unemployment is experienced by everybody but heavily amongst the youth, whether they are qualified or are not qualified. The above perspectives direct that, work could be a socially accepted and legitimate personal means of livelihood engaged in by an individual.

2.4 Types of Unemployment

Essentially there are three kinds of unemployment: frictional, cyclical and structural. There are various causes and consequences associated to each kind of unemployment, therefore policies meant to reduce unemployment must differ in each case.

2.4.1 Cyclical Unemployment

Cyclical unemployment refers to the unemployment that occurs at different levels of the business cycle, due to the volatile nature of the business world, from a boom to a downturn. Mostky cause by a drop-in demand that results from a deficiency in the number of job vacancies (ITC/ILO and ILO, 2011). The government can sometimes use fiscal ot monetary policies to help increase spending by households and businesses, for example by cutting taxes or the government can increase its spending to fight this kind of unemployment.

2.4.2 Structural Unemployment

The difference between the structure of employment vacancies and the structure of unemployment causes structural unemployment, mostly occurs due to change in technology. People looking for jobs lack skills required for those jobs on demand or have a different set of skills different from those required, sometimes the location of the job and the person could also cause structural unemployment (ITC/ILO and ILO, 2011). Training programs are organized too reduce structural unemployment are set up in policies for these workers. In some cases, the government provides support for retraining when increased competition from imported goods and services puts workers out of work (Microsoft ® Encarta ® 2009).

2.4.3 Frictional Unemployment

This happens within the short-period where workers change jobs. It is a feature for all types of national economies and occurs even when an economy is at full employment. By making job information readily available to people, labor policies can help reduce this type of unemployment, (ITC/ILO and ILO, 2011). Labor mobility allows workers to look for and select the available jobs and the best one which suits them and their qualifications. Even when economists describe the economy as being at full employment, there will be some frictional unemployment (as much as 5 to 6 percent of the labor force in some years). This kind of unemployment is generally not a significant economic problem.

2.5 The Emergence of Unemployment

Recently the hardships and realities of unemployment have relatively captured the attention of scientists and economists. The explanation for the subsequent appearance of unemployment, the causes and effects of unemployment and youth employment policies has been examined in the sections that follow.

2.5.1 History of Unemployment

Since the agricultural mode of production did not make room for unemployment, joblessness is relatively new development. There was no division amongst the population according to their employment status, the labor market was also not segregated into employed, unemployed and inactive.

There was stable population of course, but these populations were defined as the poor.

Joblessness was not concocted; it existed, regardless of whether society or the individual was aware of it or not (Perry, 2000). Notwithstanding, it didn't rise as a class until the progress from

pre-modern to mechanical society occurred. Pahl (1988) describes this progress as the development of the male boss worker supporting his reliant family, the socialization of laborers, and the separating of normal pre-mechanical types of conduct into the time orders of modern private enterprise. Amidst these changes, another social class - the unemployed surfaces (Pahl, 1988). Reliance on pay work, rather than farming work, made joblessness to surface, making the feeling of disappointment and rejection that reason jobless individuals to portray their circumstance as a bad dream. In this way, joblessness can be viewed as the offspring of mechanical free enterprise. Despite the fact that wage-work had existed from old times, it gained an inexorably critical job in Western Europe beginning in the seventeenth century (Perry, 2000). The historical backdrop of unemployment clarifies that joblessness is definitely not an ageless classification with all-inclusive attributes. Unemployment is a social innovation that has been constantly modified. Various authentic investigations describe how unemployment as a particular and imperative social issue rose close by industrialization. Unemployment was just made as an applied and etymological class with the development of specific sorts of mechanical business, and just when the State started to see it as a social instead of simply personal issue. Studies such as unemployment indicate that unemployment has economic, social, political and psychological costs. Its economic costs include:

- i. the reduction of economic well-being,
- ii. the decline in output, and
- iii. the erosion of human capital

Regarding social costs, unemployment leads to

- i. social exclusion,
- ii. the deterioration of family life, and

- iii. an increase in grievances and cynicism, which may be responsible for the supposed link between unemployment and crime.

The hardships of joblessness are not constrained to pay misfortune, yet in addition incorporate the broad negative impacts it might have on self-confidence, work inspiration, essential ability, social coordination, racial concordance, gender equity, and the application and utilization of individual opportunity and obligation (Sen, 1997). Notwithstanding financial and social difficulties, joblessness additionally welcomes mental trials as it has been affirmed that work is basic for personality development. Since employment is an imperative wellspring of personality and even the wellspring of a vital authoritative edge for day by day life, jobless people endure mental pain alongside the clearer interference of salary and loss of status (Freud, 1962; Jahoda, 1979). Freud contended that employment is for all intents and purposes likened with one's character and social spot, —no other method for the lead of life connects the individual so solidly to reality as stressing work; for this work at any rate gives him a protected spot in a part of certainty, in the human community.

The powerful unemployment investigations of the 1930s reported the mental impacts of unemployment on the individual and upon communities and their discoveries that individuals experience an anticipated arrangement of reactions, extending from starting stun, fiery endeavors to discover alternative work, cynicism caused by rehashed disappointment and at last, passivity and acquiescence, were taken as aphoristic up to this point. Bakke (1933) in his book, *The Unemployed Man: A Social Study*, said that —with an occupation, there is a future; without an occupation, there is moderate passing of every one of that makes a man aggressive, enterprising, and happy to be alive. Another established examination (Jahoda, 1979) says that the workplace

gives open doors as well as capacities as a significant wellspring of structure, social contact, character, reason, and security. According to Jahoda, employment:

- i. Imposes time structure on the day
- ii. Permits regularly shared experiences and communications with others,
- iii. Links an individual to goals and purposes that transcend his/her own,
- iv. Defines aspects of personal status and identity,
- v. Enforces activities, and
- vi. Provides security.

Besides, there is a tireless conviction that paid employment is a socially satisfactory methods for procuring a living in spite of the fact that there is a wide scope of exercises outside paid employment that might be similarly fulfilling.

2.5.2 Effects of Unemployment

Similarly, as work functions from multiple points of view to look after financial, social, and mental prosperity, joblessness takes away from generally speaking wellbeing in these classes. In reality, a wide range of joblessness have negative results, and it influences the people as well as the general public on the loose. The followings can be recorded as the primary results of unemployment (Sen, 1997):

- i. **Lost current yield and a financial weight:** Unemployment includes squandering gainful power since a piece of the potential national production is not utilized in view of joblessness. Joblessness hits the livelihoods of others in two unmistakable and commonly strengthening ways: it chops down the national yield and expands the offer of the yield that must be given to income transfers.

- ii. **Loss of freedom and social rejection:** Taking a more extensive perspective on destitution, the nature of the hardship of the jobless incorporates loss of freedom that goes well past the decrease in salary. Joblessness can be a noteworthy causal factor inclining individuals to social prohibition. The rejection applies not exclusively to financial chances, for example, work related protection, and to benefits and therapeutic qualification, yet additionally to social exercises, for example, investment in the life of the community, which might be very hazardous for jobless individuals.
- iii. **Skill Skill loss and long-run harm:** Just as individuals learn by doing, they likewise unlearn by not doing. Joblessness may produce lost intellectual capacities because of jobless individual's loss of certainty and feeling of control.
- iv. **Psychological harm:** Unemployment can result in serious forms of mental pain and suffering causing problems in the life of the unemployed individuals.
- v. **Ill health and mortality:** This can, to some degree, be the consequence of loss of income and material methods, however the association likewise works through misery, an absence of dignity and a breakdown of inspiration produced by tenacious unemployment.
- vi. **Motivational loss and future work:** The demoralization that is prompted by joblessness can prompt a debilitating of inspiration and make the long haul jobless more surrendered and detached. The persuasive loss coming about because of large levels of joblessness can be exceptionally unfavorable to the scan for future employment.
- vii. **Loss of human relations and family life:** Unemployment can be exceptionally troublesome of social relations. It might likewise debilitate the amicability and rationality inside the family. To some degree, these results identify with the decay of self-assurance,

however the loss of a sorted out working life would itself be able to be an extreme hardship.

- viii. **Racial and gender inequality:** At the point when jobs are rare, the categories of people most influenced are frequently the minorities, particularly outsider communities. Joblessness sustains the governmental issues of prejudice and racism. Gender divisions also are solidified by broadened unemployment, primarily on the grounds that the section of ladies into the work drive is regularly basically impeded during general joblessness.
- ix. **Loss of social values and responsibility:** People in proceeded with unemployment can create negativity about the reasonableness of social courses of action, and furthermore an impression of reliance on others.
- x. **Organizational inflexibility and technical conservatism:** In a circumstance of across the board joblessness, when removal from one's present activity can prompt an extensive stretch of unemployment, the protection from any monetary rearrangement including job loss can be especially solid.

Unmistakably the instance of unemployment will influence distinctive individuals in various ways. Unemployment is not an issue of insights or financial matters; it is an issue about individuals. Joblessness is huge for everybody, except it is particularly critical for youngsters. Since youngsters need work involvement, rank, an entryway, and systems, they have encountered higher rates of joblessness than have other age gatherings. Subsequently, in practically all nations, youth joblessness is perceived as a genuine societal issue.

In the course of the most recent 30 years, unemployment by and large and youth unemployment, specifically, has been a noteworthy issue in numerous nations. Expanding joblessness is associated with pessimistic effects on the jobless individual's points of view of life, political

restriction, and integration issues, yet in addition with developing preparation to turn to viciousness and misconduct (Berlin, 2002). Thus, a wide range of joblessness have negative outcomes, and it influences people as well as society on the loose. In practically all nations, youngsters have encountered higher rates of joblessness than other age gatherings. For youngsters, unemployment basically implies inability to get autonomy and selfhood, inability to encounter one's esteem and social skill, challenges in setting up the structure of day by day time, confinements in social collaboration, and troubles in shaping designs for the future, disappointment, immediate and clandestine hostility, and deviant conduct. Moreover, youth unemployment leads not exclusively to social issues on the individual dimension yet in addition to more extensive societal issues, for example, an absence of orientation, threatening vibe towards outsiders and the State, drug abuse, vagrancy, and wrongdoing. At long last, joblessness surfaces in the field of legislative issues too, bringing about a diminishing of political enthusiasm, accusing of the particular government, increased identification with demographic ties, or a turn towards outrageous gatherings or developments.

2.5.3 The Causes of High Youth Unemployment

The following factors are the causes of Youth employment in the Sekondi-Takoradi metropolis and elsewhere.

- i. **A necessary premise: the lump-of-labour fallacy.** As per the International Training Center of the International Labor Organization and International Labor Organization (2011), an outright monetary misconception that frequently inspires work advertise approaches is the piece of-work misrepresentation. At whatever point joblessness is high, individuals regularly imagine that the arrangement lies in spreading existing work all the more uniformly among

the work constrain. For instance, Europe during the 1990s endured amazingly high joblessness, and many work pioneers and government officials proposed that the arrangement was to lessen the working week with the goal that a similar number of hours would be worked by all laborers. This view, which believes that the measure of work to be done is fixed, is known as the lump-of-labour fallacy.

- ii. Work isn't an irregularity that must be shared among the potential specialists. Work advertise modifications can adjust to shifts in the free market activity for work through changes in the genuine compensation and movements of work and capital. Obviously, in the short run, when wages and costs are sticky, the modification procedure can be greased up by suitable macroeconomic approaches.
- iii. **Low school-leaving age:** The school-leaving age is the base age at which an individual is legitimately permitted to leave necessary training. In certain nations, there is a distinction of quite a while between the school-leaving age and the legitimate least employment age, along these lines keeping any change from training into work. From one perspective, nations which have their work age set beneath the school-leaving age (generally developing nations) hazard allowing youngsters the chance to leave their instruction right on time to acquire cash for their families. Then again, a low school-leaving age can build the quantity of youngsters searching for jobs (an expansion in the supply). We expect that a more extended taught populace is progressively talented: by and large increasingly instructed youngsters ought to have the capacity to get a first line of work quicker, (ITC/ILO and ILO, 2011).
- iv. **Macroeconomic and business environment:** The macroeconomic condition alludes to how the economy of a nation is faring as entirety. Basically low monetary development,

which is showed in low financial action and low venture involve low generally work creation both for youngsters and for grown-ups Despite what might be expected, when nations 'economies perform better, unemployment levels will in general be low since yield is high and managers need more specialists to keep up expanded production. Along these lines, business development for all age groups is a consequence of economic advancement and is just conceivable in the privilege macroeconomic conditions. A rich large scale financial condition prompts monetary development, which alludes to an increment in the creation of products and enterprises, and in this manner an extension of national salary, (ITC/ILO and ILO, 2011). A business domain where business visionaries can without much of a stretch start-up their business can make a generous commitment to jobcreation. Self employment creates employments straightforwardly, however effective organizations, in the event that they can extend, likewise make occupations for others as the interest for work increments.From numerous points of view, business enterprise drives financial improvement. It breeds intensity and advancement. Advancement, using new technologies, builds efficiency and further grows existing business sector opportunities, which thus fortifies impetuses to improve. Independent ventures, in this way, add to one of the basic mainstays of continued financial development: innovative advancement. The quality of the independent venture area is regularly a definitive factor in deciding an economy's capacity to accomplish GDP development and a reasonable dispersion of riches. This holds in numerous districts in any case, it isn't generally the situation; educated unemployed is fairly intense in a decent number of nations - e.g., North Africa Countries (Egypt, Libya, Tunisia, Algeria, and Morocco).In any case there exist a scope of critical limitations and boundaries to entrepreneurship by and large and

undertaking new companies by youngsters specifically. The most unmistakable (at any rate most discussed) hindrance to youngsters looking to make their very own business is the absence of satisfactory start-up fund. Youngsters are frequently observed as especially unsafe speculations on account of the nonappearance of a substantive record of loan repayment, adequate insurance or certifications to verify advances or credit extensions. Another basic concern when loaning cash to youthful business people is the absence of experience and business abilities. In view of their age, youngsters are probably not going to have the sort of business experience, track record or business abilities that banks or other monetary foundations would search for in surveying financial soundness (ITC/ILO and ILO, 2011).

- v. **High wage level for inexperienced workers:** High wages can add to unemployment. This is even more genuine if there should be an occurrence of youth labor market. In manual occupations, specialists with completely qualifying work experience frequently get section compensation not essentially not the same as passage compensation earned by laborers with no past work understanding (and performing different errands). This place the unpracticed, less profitable specialists off guard: the business will ordinarily like to employ experienced laborers than contract youthful specialists without experience.
- In administrative occupations, where there is more compensation separation on the grounds of past understanding, there is no precise connection between the extent of laborers at different aptitude levels and the quantity of new enlisting's or the supply of experienced specialists. Compensation separation (lower compensation for new contestants to the work showcase) can be a viable method to handle youth joblessness and diminish the hindrance of less experienced specialists. Wages ought to be founded on

the estimation of the work performed, independent of the specialist's age, however wage separation can be supported for individuals performing diverse occupations or work of various incentive inside an organization (typically experienced individuals have distinctive undertakings (ITC/ILO and ILO, 2011).

- vi. **Excessive labour market regulation and ineffective social security systems:** The effectiveness and adaptability of the labor market are basic for guaranteeing that laborers are apportioned to their most productive use in the economy and given motivating forces to give their best exertion in their employments. Intemperate work advertise guidelines and hyper-defensive business enactment can add to high youth unemployment level. Adversaries of labor market adaptability guarantee that it puts all the power in the camp of the business, enabling firms to contract and terminate voluntarily and leaving laborers unprotected. Another argument in favour of more labour laws and regulation is that these make workers feel more secure and therefore encourage them to invest in acquiring job - and Company-specific skills that enable them to do their current job better but that would not be useful in a job in another company. In countries with a social welfare system, the unemployed are financially supported by the state (with workers and employers usually contributing a percentage of wages and the wage bill, respectively) through unemployment benefits, also called unemployment insurance (ITC/ILO and ILO, 2011). Unemployment benefits can increase unemployment in three ways:

- i. Unemployment benefits allow for more extended job searches
- ii. Employment stability, and
- iii. Measured employment.

vii. **Education, skills levels and labour market demands:** Human capital is a crucial determinant of economic growth. It affects the income of the economy as a whole, and the individual. Continued economic growth is not possible without human capital. Businesses need skilled and educated workers: they are the critical factor to make profit and expand. Low educational attainment has been linked to higher unemployment rates. Also, education appears to pay off. Higher education levels lead to higher wages, which in turn lead to increased spending and saving, leading to growth.

Most education systems still teach only traditional values rather than independent thinking and acting, risk-taking and self-reliance. Moreover, an academic approach to education nurtures skills that are appropriate to working in the public sector or large organizations and companies, are not the critical skills needed to start an entrepreneurial career. Low education and skills levels will lead to a skills mismatch, rendering school-to-work transitions for young people more difficult (ITC/ILO and ILO, 2011).

viii. **Mismatch between skills sets and labour market demands:** A jumble between the ranges of abilities of the unemployed(work supply) and the necessities of employers(demand on labor market) is the basic explanation for auxiliary unemployment. The bungle comes about in light of the fact that the jobless are reluctant or unfit to change abilities or to move to an area where their aptitudes are sought after. Subsequently, it turns out to be in all respects exorbitant to coordinate laborers with employments and unemployment is regularly drawn out.

ix. For instance, organizations in a particular region may require youngsters with cutting edge ICT abilities. A youngster living around there however without these abilities will experience issues getting a new line of work – his/her aptitudes are not coordinated to the

demand. Down a comparable line of thinking, a youngster with the required aptitudes set yet living in a territory where these are not all together on the grounds that businesses are searching for farming laborers will have a similarly troublesome time looking for some kind of employment or may wind up underemployed. A noteworthy pattern in labor markets in increasingly developed economies, affected in no little degree by globalization, has been a consistent move sought after far from the less talented toward, the more experienced. This is the situation anyway abilities are characterized, in the case of with respect to instruction, experience, or employment characterization. The aftereffect of the changing synthesis of work request has lead to and is driving, to a decrease in the quantity of entry level, incompetent jobs, bringing about a befuddle for youngsters with low instruction and aptitudes levels. Repetitive joblessness can likewise impact abilities befuddles. In the event that workers are jobless for quite a while, their abilities may wind up corroded and even out of date in a quickly changing work market

- x. **School-work transitions:** It very well may be troublesome for youngsters to make the change among work and school, prompting expanded unemployment among new contestants to the labor market yet not really on the grounds that there are no jobs accessible. In numerous nations absence of business and training linkages, connections between instructive foundations and the business community (school-industry organizations, blend of classroom learning and organized hands on understanding) don't exist or are inadequately created.

2.6 Youth Employment Policies

As youth unemployment rates are anticipated by the ILO to remain for all intents and purposes unaltered in 2012, and most areas face critical youth employment difficulties, youth employment arrangements warrant the most elevated need. To address these difficulties, nations have just authorized a wide scope of strategies explicitly focused at youthful, first-time work searchers to handle the youth unemployment emergency effectively. These measures should be ventured up and furthermore reached out to those nations that have not yet sanctioned approaches in this regard (ILO, 2012). Basic territories for mediations incorporate:

Macroeconomic and growth policies: at last, work development won't originate from labor market intercessions alone. Macroeconomic and financial arrangements should comprise of or upgrade estimates that help work age, achieve a continued activity recuperation and account the important interests in youth employment advancement. Youth work is a developing need in national arrangement plans, however regularly it is deficiently converted enthusiastically, and financing is frequently constrained and assets disparaged. All around, advance in rebalancing world interest dependent on viable measures by the G20, and strength in the euro zone are fundamental for making ready to more grounded yield and business development. In this regard, somberness measures at present actualized in a wide scope of created economies forecast well for a speedy recuperation of youth work markets (ILO, 2012a). Development arrangements can likewise impact youth work by empowering monetary enhancement and beneficial change through sectoral procedures, evacuating requirements on private division venture and development, specifically for small startups.

Labour standards and social protection for young people: decent work is not just about creating any employments, yet in addition about improving the nature of jobs. Poor youthful workers work extended periods of time, regularly in dangerous conditions and still are unfit to move their families out of neediness. Henceforth employment arrangements must not simply concentrate on making occupations but rather likewise on guaranteeing satisfactory wages and working conditions. Pay arrangements, for example, are basic from both a monetary and a human rights point of view. A respectable compensation can empower laborers to accommodate themselves (and their families) and help satisfy the essential human appropriate to a tolerable way of life which incorporates sustenance, dress, lodging, and restorative consideration. Raising the wages of laborers – including youthful specialists – additionally builds residential interest which, thusly, supports monetary development and recuperation. A specific worry in this regard is the lacking social security for youngsters, to some degree since they are occupied with non-standard types of work. Subsequently, better techniques are expected to improve and extend social insurance ventures for youngsters, and tailor work showcase changes for their particular needs. It is likewise basic that such social insurance measures are not seen as an expense to society but instead as a speculation (Cichon and Hagemejer., 2006). Putting resources into youthful people 'has critical constructive effects on human improvement and profitability.

Social dialogue and partnerships for youth employment: similarly imperative is the foundation of wide based associations to swing duty to youth employment into the real world. Associations among governments, employer's associations, worker's organizations, and different associations can be instrumental in deciding the most fitting move to be made at national and local dimensions for the advancement of good employment for the youth. To bring high youth unemployment rates down, it is fundamental that businesses, associations, and governments not

just exchange together about how to accomplish a financial recuperation however assemble to create explicit undertakings and intercessions, incorporating into organization with youngsters. Social settlements can be a viable system to verbalize work showcase approaches that can make positive cooperative energies among financial and social advancement. They are remarkably appropriate to touch base at ideal arrangements in macroeconomic approach, in reinforcing profitability, occupation, and pay security, and in supporting business producing endeavors. Social exchange can be encouraged further when governments likewise endeavor to fix and control their money related frameworks. To this end, it is important that policymakers diminish the dread and vulnerability that is frustrating private ventures with the goal that the private part can re-begin to be the primary motor of worldwide occupation creation, including for youth (ILO, 2012a).

Supporting robust labour market information and analysis systems: support in the territories of information gathering, classification, investigation and spread of labor market data, and reinforcing institutional connections among creators and clients of news and examination gives a strong premise to monitor work markets, and plan and execute compelling approaches. More data is required especially on the pathways of youth to respectable work.

In total, to forestall the rise of a —lost generation, it is fundamental that youth employment is organized on national strategy plans, and nations build up or create incorporated procedures planned to guarantee long haul, supported and purposeful activity for the advancement of average work for the youth. Prioritizing need youth employment requires a rational arrangement system, with quantifiable targets and conceivable results that tends to youth work in national improvement procedures and employment approaches, ILO, (2012).

2.7 The Situation of Youth Unemployment in Ghana

As indicated in chapter one, Ghana's populace has an energetic structure with the youth establishing around one out of each four of the populaces, (see Table 2.1). In the course of recent years, the quantity of the young in the all-out populace of Ghana has expanded from 1.1 million out of 1960 to 2.3 million of every 1984, and 3.5 million out of 2000. The last comprises about 22.6 percent of the financially active populace (Ghana Statistical Service, 2000). The government in its effort to curb the youth employment menace has introduced several intervention projects such as the NaBCo, Youth in Agroforestry, Recruitment of more graduate to support the free senior high school double track system, etc.

2.8 Conceptual Framework

Relevant literature reviewed so far points to basic fact that there is a strong correlation between youth and unemployment as conceptualized in figure 2.1. The conceptual framework defines the the various cost to the nation as a result of employment. The effects of the result on the nation and the ways to mitigate them. The results are significantly determined by the various government of Ghana intervention programs and that of NGO's to help curb the unemployment situation in Ghana.

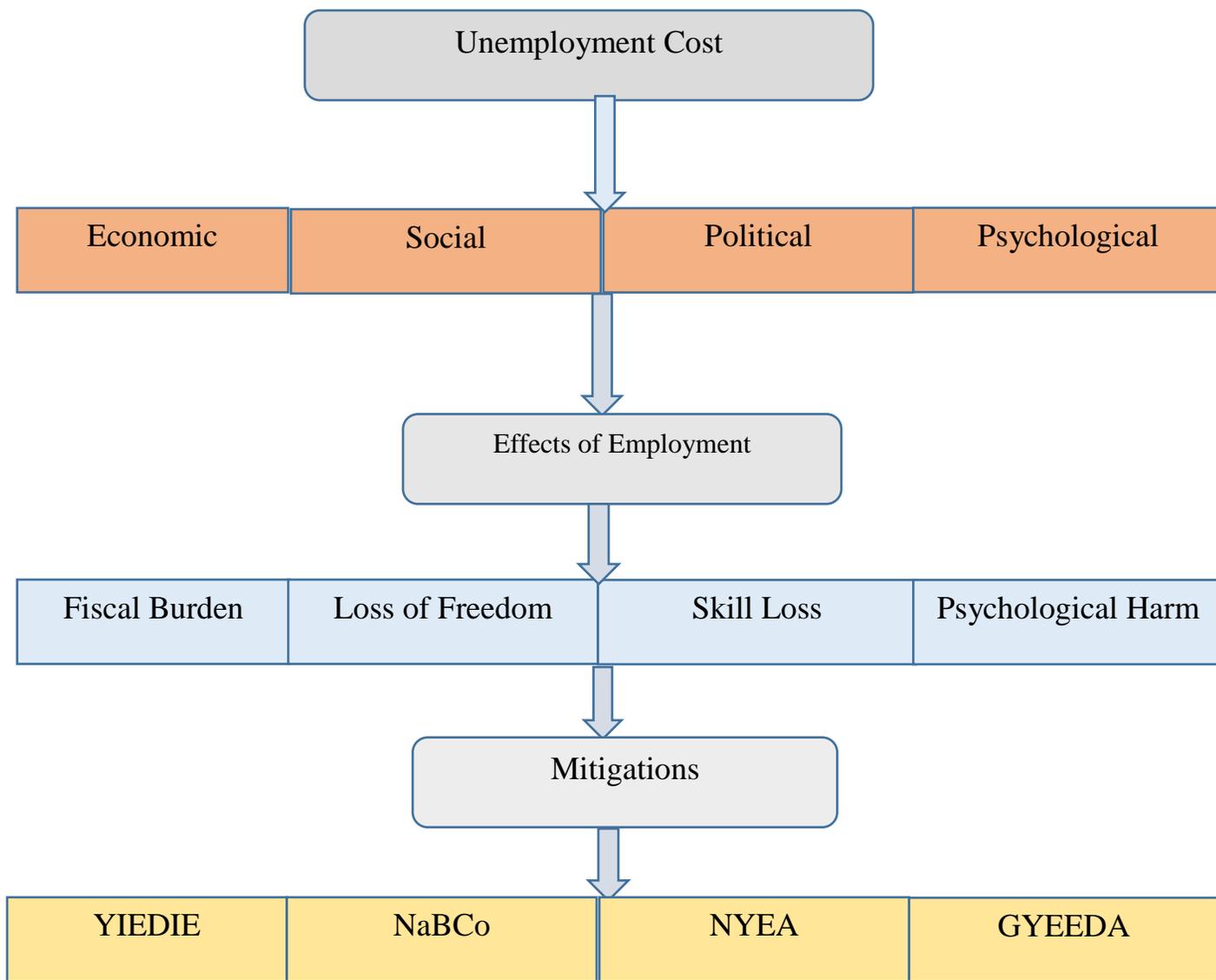


Figure 2.1: Conceptual Framework

Source: Author's construct, (2019)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

In chapter two, the relevant literature on the topic was reviewed to place the research in a sound theoretical context. This chapter focuses on the blueprint of the selection of the different research methods that have successfully been used for the completion of the research project. It explains the research approach, research strategy, research methodology, research strategy, research design, study population, sample size and sampling techniques, research instruments, and data analysis techniques used and how they are appropriate to address the objectives of this research. In addition to this, ethical consideration of the research has also been considered as a subject of discussion in this particular chapter. The entire discussion made in this chapter has been summarized in the concluding section.

3.2 Research Approach

This study has connected the inductive way to deal with research. Bryman and Bell (2015) and Saunders et al. (2012) have demonstrated that in inductive deduction, realized premises are utilized to create an untested end. Regarding generalizability, the inductive surmising sums up from the particular to the general. Three noteworthy ways to deal with research have been distinguished. These as per Kathori (2004) are qualitative, quantitative and the mixed methodology. In any case, these methodologies are appropriate for explicit sorts of inquiries about. Snape and Spencer (2003) characterized subjective research as an interpretative technique dependent on fathoming the clarification given by people to events inside their condition. As per Denzin and Lincoln (1998), subjective research centers around seeing how social importance is acquired and stresses the connection among scientists and the theme. Quantitative research, then

again, centers around the estimation and investigation of connection between factors (Denzin and Lincoln, 1998). This examination approach gathers numerical information so as to clarify, foresee as well as control wonders of intrigue. Regarding the blended methodology, Creswell et al. (2003) characterized the methodology as the reception of both the quantitative and subjective examination in a specific report. This investigation is most favored when the joining of both the subjective and quantitative methodology in the examination gives a vastly improved comprehension of the examination than utilizing only one of the techniques.

The Cross-Sectional Approach (CSA) framework was employed in the study in lieu of the limited time and inadequate funds to embark on an extensive survey. The CSA is usually designed to study a phenomenon, situation or issue by taking a cross-section (representative) of the population at one point in time (Becker and Bryman, 2004). It was, therefore, the most appropriate approach to assess the effects of the YIEDIE beneficiaries in the Sekondi-Takoradi Metropolis. The study also employed both qualitative and quantitative techniques. The quantitative technique was used in studying quantifiable variables such as the work they do, and the incomes of the beneficiaries. The qualitative technique, on the other hand, was used to assess perceptual variables reflecting the attitude, the impact of the beneficiaries on the project implementation, among others.

3.3 Research Strategy

Research strategy has been defined by Saunders et al., (2009) as the general plan of how the researcher goes about answering the research questions. Bryman (2008) similarly define it as a general orientation to the conduct of research. Research strategy, according to Remenyi and Williams (2003), provides the overall direction of the research including the process by which the research is conducted. Saunders et al. (2009) mentioned that appropriate research

strategy has to be selected based on research questions and objectives, the extent of existing knowledge on the subject area to be researched, the amount of time and resources available, and the philosophical underpinnings of the researcher.

Easterby-Smith et al. (2008), Collis and Hussey (2009) and Saunders et al (2009) have identified some of the common research strategies used in business and management as experiment, survey, case study, action research, grounded theory, ethnography, archival research, cross-sectional studies, longitudinal studies and participative enquiry. From these various strategies, this research sought to adopt the case study research strategy as the appropriate strategy for research.

The case study as a strategy has been defined by Yin (2003) as an “empirical inquiry that investigates a contemporary phenomenon within its real-life context, especially when the boundaries between phenomenon and context are not clearly evident” (pp13). The definition put forward by Collis and Hussey (2013), also identified some of the observable characteristics of case study strategy. They defined the case study as “a methodology that is used to explore a single phenomenon in a natural setting using a variety of methods to obtain in-depth knowledge.” Therefore, it can be seen that case study research is capable of accommodating different research techniques and is usually used when it is required to obtain in-depth knowledge with regard to a particular phenomenon.

3.4 Research Method

Research methodology refers to the underlying theory of how research is conducted. It provides the theoretical and philosophical assumptions of the study and its consequence on the method or

methods adopted for the study (Saunders et al., 2009). It is subsequently used to probe the research problem, collect, analyze and interpret the data (Dainty, 2007).

3.5 Research Design

The study adopted a descriptive survey design. A descriptive survey design allows for an in-depth analysis and understanding of a particular phenomenon as it exists in the present condition (Cooper and Schindler, 2008). In a descriptive survey design, objectives are predetermined allowing data collection relevant and sufficient to the study problem (Kothari, 2004). By combining both quantitative and qualitative data collection procedures, descriptive survey design allowed a researcher to gather exhaustive information in a way that reduces the cost of the data collection. According to Kombo and Delno (2009), a research study that raises questions that require interviewing and questionnaires for data collection should use a survey design. According to Orodho (2004), a representative survey is a method of collecting information by interviewing or administering questionnaires to a sample of individuals. Indeed, this is what the questions of my study require and therefore will guide my choice of the design since the design is meant for primary data collection. The secondary data was collected using desk research. That is to say, the internet, magazines, journals, reports, and textbooks as attributed to the literature review.

Yin (2009) asserted that the choice of any particular design deemed suitable must be explicit in addressing the research questions as well as expressing the causal correlations among the variables. In selecting the appropriate and proper design for the study, the ‘onion model’ by Saunders et al. (2012) was used.

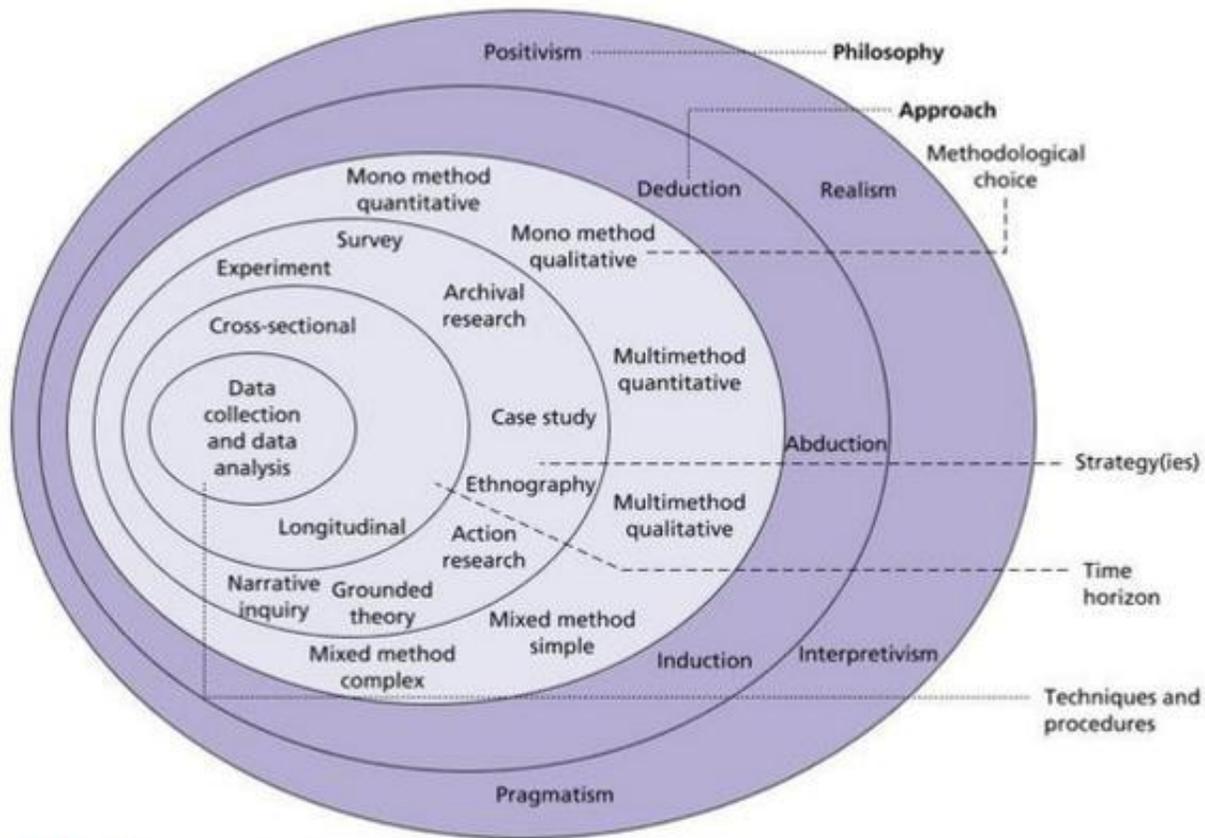


Figure 3.1: The Research 'Onion Model'

Source Saunders et al. (2012).

3.6 Population

The population of research refers to the collection of all possible individuals, objects or measurements of interest (Mason et al., 1999). The identification of the population of the research in question will help in narrowing down to the specific objects that are the subject matter of the investigation. For the purposes of this research, the selection of respondents was limited only to people in the Sekondi-Takoradi Metropolis. Youth within the STMA was selected as the target population for the survey. They were 100 in number.

3.6.1 Sample Size Determination

The sampling frame was the YIEDIE beneficiaries within the study area. To determine the sample size of the population of the study, Krejcie and Morgan (1970) formula which gives a procedure for the calculating sample size was applied. The formula is stated below:

$$S = \frac{X^2 NP(1-P)}{d^2(N-1)+X^2 P(1-P)} \text{-----(1)}$$

Where,

S = required sample size

N = the given population size

P = population proportion assumed to be 0.5

d = degree of accuracy

$X^2 = 3.841$ for the 0.95 confidence level

Now, the given values are:

S =?

N =100

P =0.5

$D^2 =d^2 = 0.0025$ (5%)

$X^2 = 3.841$

Substituting this into the general formula, equation (1) yield;

$$S = \frac{3.841 \times 100 \times 0.5(1-0.5)}{(0.0025 \times 99) + 3.841 \times 0.5(1-0.5)}$$

$$S = \frac{3.841 \times 50(0.5)}{0.2475 + 0.96025}$$

$$S = \frac{96.025}{1.20775}$$

$$S = 79$$

3.6.2 Sampling Technique

The study employed both probability and non- probability sampling techniques. The researcher thus adopted purposive and stratified procedures. Purposive sampling which is a non- probability sampling technique, was employed in the selection of the project coordinator in view of his uniqueness in the area of expertise for the study. With regard to selecting beneficiaries for the proper questionnaire administration, the beneficiaries were first stratified into Area Councils to ensure fair representation of each council. Again, the beneficiaries from each council were stratified into males and females. The researcher then employed a simple random sampling method in selecting the first male and female from each council.

3.6.3 Data Analysis

The data were collected and coded into SPSS version 24. The collected data was analyzed using descriptive statistics and content analysis. This helps in making inference about the collected data.

3.7 Ethical Considerations

The ethical issue of validity versus avoiding harm Miles et al., (2014) is always present while performing a study. Thus ethical consideration for the research started from research's beginning stage until the reporting stage. As part of negotiating access, anonymity and confidentiality were ensured to participants. Their participation was entirely voluntary, and the participants were

informed before the interview. And that their identity and details will remain confidential, no personal information was collected other than their ages, their certification (if any) and their contributions to be used within the context of KNUST MSc. Project Management requirements and would not be disclosed to any third party. They also at any point could refuse to answer any question presented. Thus, interview questions were designed to a certain degree explored participants' experience without diving into confidential information. During the interviews, researchers do not participate or influence participants' perceptions of the subject matter, to ensure data collected were purely participants' perceptions. Finally, researchers presented data collected from participants "as is" without tweaking participants' contributions to match researchers desire results.

3.9 Chapter Summary

This chapter described the detailed adopted methodology of the research. It included the first research framework for the study, details of research location, population, and sample size. The questionnaire design was detailed including the initial draft that was modified and refined through a pilot study. Quantitative data analysis techniques, which include, reliability test, normality test, and Pearson correlation analysis, were designed to be applied by the instruments of SPSS. To test the research validity, reliability, and adequacy of methods used in the analysis, different statistical tests were used and explained in details.

CHAPTER FOUR

DATA ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter presents the empirical data and findings from the field of study as given by the YIEDIE beneficiaries of the Sekondi-Takoradi Metropolis in the various interviews and the questionnaires made in the field. As a continuation of the previous chapter, this chapter consists of detailed analysis, discussions, and presentation of data collected from the field into meaningful patterns and establishing relationships among the various variables for easy visualization, understanding and finally making sound inferences based on the research questions and study objectives.

Ghana has an acute problem of youth unemployment that requires a multi-pronged strategy to raise employment and support inclusion and social cohesion. High youth unemployment means young people are not acquiring the skills or experience needed to drive the economy forward. This inhibits the country's economic development and imposes a larger burden on the state to provide social assistance. The New Growth Path calls on the state to provide bold, imaginative and effective strategies to create the millions of new jobs that Ghanaian youth need. This requires a combination of initiatives such as direct state involvement, private sector partnerships, as well as the mobilization of civil society to take a proactive interest in addressing the problems presented by unemployment. To this end, the outcomes-based approach that has been adopted by the government identifies the need to develop a multi-pronged strategy to tackle youth unemployment. The policy options to support youth employment will provide an additional lever for government to create jobs and will not be limited to any particular sector. These include

providing training as well as identifying employment and entrepreneurial opportunities for the youth.

4.2 Response Rate

A total of 79 questionnaires were issued. Out of these questionnaires, 79 were returned duly completed. This represents 100% response rate. This was considered a representative sample for further studies according to Mugenda and Mugenda (2003) who report that a rate of 50% and above is acceptable.

4.3 Background Information of the Respondents

Respondents were asked about their gender, age, level of education, involvement in YIEDEE program, years of experience and employment before the project. This information was required to ensure that the sample that participated in the study have similar distribution of the respondents by characteristics to that of the population it was drawn from. This determines the accuracy and representativeness of information drawn from the sample to the population. Findings regarding their sex, age, level of education, involvement in YIEDEE program, years of experience and employment before the project are presented in Table 4.1

Table 4.1: Respondents Sex

Characteristics	Category	Frequency	Percentage
Sex	Male	47	59.5%
	Female	32	40.5%
	Total	79	100%

Source: Field Survey, (2019).

From Table 4.1, there were more males than females, respondents as 59.5% represent males and 40.5% represent female.

Table 4.2: Respondents Age

Characteristics	Category	Frequency	Percentage
Age	10-15	2	2.5%
	15-20	16	20.3%
	20-25	38	48.1%
	25-30	20	25.3%
	Above 30	3	3.8%
	Total	79	100%

Source: Field Survey, (2019).

The results in Table 4.2 also show that majority 48.1% of the study respondents were between 20-25 years of age, 25.3% of the study respondents were between 25-30 years of age. Also, 20.3% of the study respondents were between 15-20 years of age. This indicates that the majority of the respondents are in their most productive age group. Such respondents are likely to give the true reality on the ground. 3.8% of the study respondents were above 30 years of age.

Table 4.3: Highest level of education of the Respondents

Characteristics	Category	Frequency	Percentage
Level of Education	JHS	27	34.2%
	WASSCE	24	30.4%
	Tertiary	17	21.5%
	VOTECH	11	13.9%
	Total	79	100%

Source: Field Survey, (2019).

The results in Table 4.3 depicts that, majority 27(34.2%) of the respondents were educated up to JHS level, 24(30.4%) were educated to WASSCE level, 17(21.5%) were educated up to Tertiary level and 11(13.9%) were educated p to VOTECH level. This shows that the majority of the

study respondents were adequately educated. This practically implies that the respondents have adequate knowledge of the YIEDEE project.

Table 4.4: Involvement in YIEDEE project

Characteristics	Category	Frequency	Percentage
Involvement in YIEDEE	YES	70	88.6%
	NO	9	11.4%
	Total	79	100%

Source: Field Survey, (2019).

From Table 4.4, majority 70(88.6%) of the respondents responded Yes to their involvement in the YIEDEE project. 9(11.4%) responded No to the question asked under this heading. The inference from Table 4.4 is that majority of the respondents are directly involved in the YIEDEE project. This shows that respondents are very much aware of the benefits, challenges, and ways to make the project more attractive and to curb the unemployment situation in the country.

Table 4.5 : Years of Experience

Characteristics	Category	Frequency	Percentage
Years of Experience	Less than 4 years	69	87.3%
	4-8 years	6	7.6%
	8-12 years	1	1.3%
	12-16 years	2	2.5%
	Above 16 years	1	1.3%
	Total	79	100%

Source: Field Survey, (2019).

The results in Table 4.5 also show that the most significant proportion 69(87.3%) of the study respondents had worked for less than 4 years, followed by those who had worked for 4-8 years 6(7.6%). Those who had worked for 12-16 years were 2(2.5%) and 1(1.3%) had work for 8-12

years and above 16 years. The results show that the respondents were experienced enough to make informed decisions.

Table 4.6: Employment before YIEDEE

Characteristics	Category	Frequency	Percentage
Employment before YIEDEE	YES	27	34.2%
	NO	52	65.8%
	Total	79	100%

Source: Field Survey, (2019).

The results in Table 4.6 show that 52(65.8%) of the respondents had no previous employment before their enrollment onto the YIEDEE project. However, 27(34.2%) had worked before enrolling in the YIEDEE project.

4.4 Findings of the Main Objectives

In this section, descriptive statistics were presented. The descriptive statistics used were frequencies, percentages and mean. The respondents were asked to select the rate that best deemed their involvement and understanding on the YIEDEE project. The Likert-type scale was used to rate their responses on a 5 – point scale ranging from 5 to 1.

4.4.1 Objective One: To identify the skills acquired by the beneficiaries of the YIEDEE project.

The first objective of the study was to identify and assess the skills acquired by the beneficiaries of the YIEDEE project. The respondents were requested to respond to a number of statements indicating their agreement to the skills acquired by the beneficiaries of the YIEDEE project.

Table 4.7:Skills Acquired (Module)

Skills Acquired (Module)	MS	1	2	3	4	5
		SD	D	N	A	SA
Carpentry	4.2	3(3.8%)	5(6.3%)	2(2.5%)	32(40.6%)	37(46.8%)
Masonry	4.4	2(2.5%)	1(1.3%)	5(6.3)	30(37.8%)	41(51.9%)
P.O.P Design	4.6	3(3.8%)	1(1.3%)	4(5.1%)	11(13.9%)	60(75.9%)
Machine operation	4.2	5(6.3%)	2(2.5%)	3(3.8%)	28(35.4%)	41(51.9%)
Fiber Glass and aluminum fabrication	4.3	4(5.1%)	2(2.5%)	2(2.5%)	31(39.2%)	40(50.6%)
Filling station Canopy Fabrication	4.4	3(3.8%)	1(1.3%)	3(3.8%)	23(29.1%)	49(62.0%)
Hairdressing	4.3	2(2.5%)	4(5.1%)	3(3.8%)	33(41.8%)	37(46.8%)
Road Signal Installing	4.3	3(3.8%)	4(5.1%)	1(1.3%)	30(37.8%)	41(51.9%)
Draftsmanship	4.3	1(1.3%)	3(3.8%)	6(7.6%)	28(35.4%)	41(51.9%)
Interior Decoration	4.4	2(2.5%)	2(2.5%)	5(6.3%)	24(30.38%)	46(58.2%)
Tiling	4.3	3(3.8%)	1(1.3%)	3(3.8%)	33(41.8%)	39(49.4%)
Survey Technical Assistant	4.5	2(2.5%)	2(2.5%)	1(1.3%)	26(32.9%)	48(60.76%)
Electrician Technician	4.2	3(3.8%)	5(6.3%)	3(3.8%)	31(39.2%)	37(46.8%)
Plumbing	4.5	1(1.3%)	3(3.8%)	2(2.5%)	19(24.1%)	54(68.4%)
Entrepreneurial (this for those who already have a skill)	4.3	3(3.8%)	4(5.1%)	6(7.6%)	22(27.9%)	44(55.7%)
Others (please identify any not in list)						

Source: Field Survey, (2019).

The results in Table 4.7 indicate that the respondents strongly agreed to the skills acquired by the beneficiaries of the YIEDEE project, P.O.P Design (Mean = 4.6); Survey Technical Assistant and Plumbing (mean = 4.5); Masonry, Filling station Canopy Fabrication and Interior Decoration (Mean = 4.4); Fiber Glass and aluminum fabrication, Hairdressing, Road Signal Installing, Draftsmanship, Tiling and Entrepreneurial (Mean= 4.3); Carpentry, Machine operation, and Electrician Technician (Mean= 4.2). The findings show majority of the respondents strongly agree that the various skills acquired by the beneficiaries of the YIEDEE project are very important to make the youth employable.

4.4.2 Objective Two: To examine the living conditions of the beneficiaries after exiting the project.

The second objective of the study was to examine the living conditions of the beneficiaries after exiting the YIEDEE project. The respondents were requested to respond to a number of statements indicating their agreement using a five-point Likert scale.

Table 4.8: Living Conditions after the project

Living Conditions after the project		1	2	3	4	5
	M	SD	D	N	A	SA
Employment in public sector	4.4	2(2.5%)	4(5.1%)	5(6.3%)	18(22.7%)	50(63.3%)
Social Recognition and Psychological Relief	4.3	3(3.8%)	1(1.3%)	9(11.4%)	21(26.6%)	45(57.0%)
Social Security and Protection	4.1	1(1.3%)	10(12.7%)	2(2.5%)	30(37.8%)	36(45.6%)
Contribution to Nation Building	4.5	2(2.5%)	3(3.8%)	4(5.1%)	15(19.0%)	55(69.6%)
Time for Leisure	4.3	4(5.1%)	1(1.3%)	1(1.3%)	31(39.2%)	42(53.1%)
Employment in private sector	4.4	2(2.5%)	3(3.8%)	3(3.8%)	28(35.4%)	43(54.4%)
Others (please identify any not in list)						

Source: Field Survey, (2019).

The results in Table 4.8 depict that the respondents strongly agreed that Contribution to Nation Building (Mean= 4.5); Employment in public sector and Employment in private sector (Mean = 4.4); Social Recognition and Psychological Relief and Time for Leisure (Mean = 4.3); Social Security and Protection (Mean= 4.1) as living conditions after the project. The findings show majority of the respondents strongly agree that the YIEDEE project contributes to nation-building.

4.4.3 Objective Three: To identify the prospects and challenges of the project

The third objective of the study was to examine the prospects and challenges of the YIEDEE project. The respondents were asked to respond to a number of statements by indicating their level of significance using a five-point Likert scale.

Table 4.9:Challenges of the Project

Challenges of the project	MS	1	2	3	4	5
		NS	LS	MS	S	VS
Influence of political powers	4.7	2(2.5%)	3(3.8%)	2(2.5%)	7(8.86%)	65(82.3%)
Inadequate financial resources	4.6	1(1.3%)	1(1.3%)	6(7.6%)	12(15.19%)	59(74.7%)
Lack of adequate accommodation	4.3	1(1.3%)	3(3.8%)	7(8.86%)	28(35.44%)	40(50.6%)
Delay in payment of allowances	4.5	3(3.8%)	2(2.5%)	3(3.8%)	17(21.52%)	54(68.35%)
Logistical constraints	4.3	2(2.5%)	3(3.8%)	1(1.3%)	34(43%)	39(49.4%)
Inadequate startup capital	4.5	1(1.3%)	1(1.3%)	5(6.3%)	25(31.6%)	47(59.5%)
Limited number of beneficiaries	4.0	4(5.1%)	7(8.9%)	3(3.8%)	33(41.8%)	32(40.5%)
Others (please identify any not in list)						

Source: Field Survey, 2019

The results in Table 4.9 indicate that the influence of political powers is very significant challenge in the YIEDEE project (Mean =4.7); inadequate financial resources (Mean = 4.6); delay in payment of allowances and inadequate startup capital (mean = 4.5); lack of adequate accommodation and logistical constraints (mean=4.3); and limited number of beneficiaries (Mean = 4.0).

4.4.4 Objective Four: To outline ways to enhance the development of the project

The fourth objective of the study was to make recommendations to enhance the development of the project. The respondents were requested to respond to a number of statements by indicating the level of criticality using a five-point Likert scale of NC=Not Critical, MC=Moderately Critical, C – Critical, VC=Very Critical, and EC= Extremely Critical as shown in Table 4.10. The responses are summarized in the table 4.10;

Table 4.10: Recommendations to enhance the development of the project

Recommendation to enhance the development of the project	MS	1	2	3	4	5
		NC	MC	C	VC	EC
Time for the training and duration of the project	4.2	6(7.6%)	3(3.8%)	4(5.1%)	25(31.6%)	41(51.9%)
Regular Payment	4.0	7(8.9%)	3(3.8%)	11(13.9%)	22(27.8%)	36(45.6%)
Effective Supervision	4.6	1(1.3%)	1(1.3%)	3(3.8%)	20(25.3%)	54(68.3%)
Ability of the formal sector to absorb the beneficiaries	4.5	2(2.5%)	1(1.3%)	2(2.5%)	28(35.4%)	46(58.2%)
Addressing corruption	4.3	3(3.8%)	2(2.5%)	1(1.3%)	32(40.5%)	41(51.9%)
Not Politicizing	4.6	1(1.3%)	1(1.3%)	2(2.5%)	18(22.8%)	57(72.1%)
Skill Acquisition	4.6	2(2.5%)	2(2.5%)	4(5.1%)	10(12.7%)	61(77.2%)
Others (please identify any not in list)						

Source: Field Survey, (2019)

The findings show that the respondents agreed that Effective Supervision Not Politicizing, and Skill Acquisition are extremely critical (mean = 4.6) to enhance the development of the YIEDEE project; Ability of the formal sector to absorb the beneficiaries (mean = 4.5); Addressing corruption (mean = 4.3); Time for the training and duration of the project (Mean = 4.2) and Regular Payment (Mean = 4.0). The analysis can, therefore, be interpreted the recommendations to enhance the development of the YIEDEE project are extremely important to achieve the goals of the project.

4.5 Summary

The YIEDEE Project has had tremendous impact on the beneficiaries in areas such as skills acquisition by beneficiaries during the project implementation, attainment of employment by beneficiaries after the project and subsequent improvement of income levels, achievement of

social recognition and psychological relief, and improvement in quality of living. The project is, however, saddled with several challenges leading. Such challenges include change of government with its associated transitional issues, untimely release of funds for payment of allowance, logistical constraints for monitoring and political favoritism in the selection of beneficiaries among others. It is believed that with all hands-on-deck, the YIEDEE project can be an alternative solution to the swelling unemployment rate in Ghana.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

The chapter prior to this focused on the presentation and the analysis of data on the effects of the YIEDEE project on its beneficiaries. Specific attention was directed towards its operation in the Sekondi-Takoradi Metropolis of the Western Region, the skills acquired by beneficiaries of the project, their living conditions and how the project has aided in the creation of jobs. This chapter thus recaps the principal findings from the research, giving the basis for suggesting of plausible recommendations to curbing the challenges and problems identified and ensuring the optimum benefits from the project, and the realization of its objectives. The chapter then ends with a general conclusion of the research.

5.2 Summary of findings

Under this section, the findings were divided under the various objectives of the research, whilst principal general findings were also presented.

5.2.1 Characteristics of Respondents

The study exposed the dominating gender group; out of the 79 respondents, 47 representing 59.5 percent were males, whereas 32 representing 40.5 percent were females. The male dominance over females could be attributed to the nature of modules of the project. Again, it was revealed that 48.1% of respondents were between 20-25 years of the age.

5.2.2 Skills acquired by Beneficiaries

Several skills were discovered to have been imparted into beneficiaries by the project through its various project modules. It was found out that, beneficiaries who participated in the Masonry modules, testified to have acquired skills like block laying, plastering and foundation profile settings. Electrician Technician, Interior Decoration testified to the acquisition of skills including fault diagnosis and domestic house wiring, furnishing of rooms and offices. More so, beneficiaries of the Youth in Hairdressing could boast of hand control and simple repairs. Beneficiaries of the Fiber Glass and aluminum fabrication module could make mention of glass cutting, job estimates, and fixing of glass doors and windows. Machine operation, Filling station Canopy Fabrication, Draftsmanship, Survey Technical Assistant Plumbing and as among their skills acquired.

5.2.3 Employment Status of YIEDEE Beneficiaries

The research revealed that 88.6% of beneficiaries are employed, either in the public or private sector. 11.4% had no employment. It is worth noting that, information gathered from the project coordinator, revealed that unearned income beneficiaries upon completion received tools and equipment like sewing machines, dryers, spanners, equipment and accessories, pair of scissors, tape measures, saws, hammers, pliers. This is to set them up for their own businesses.

Again, it was revealed that beneficiaries are sometimes given a startup capital, to enable them kick start on their own.

5.2.4 Living Conditions of Beneficiaries after YIEDEE

The study indicated the indispensable effect their indulgence in YIEDEE has had on their income levels. It was gathered that prior to the project, income levels ranged from GHC 80-120, whereas a month after the project, income levels had risen to GHC 300-500. Admittedly, this was seen to have increased their living conditions, by meeting their independent daily food consumption, purchase of basic needs, and affords travel cost and utilities. The research again unearthed that some of the beneficiaries admitted they could afford three square meals in a day as compared to two earlier before YIEDEE.

5.2.5 Challenges of YIEDEE Project

Among the challenges of the project were the inadequacy of financial resources, as it hampers its efforts of expanding to cover a significant proportion of the remaining unemployed youth. Again, there is the untimely release of funds for the payment of allowances of the beneficiaries as they are not paid by the Controller and Accountant General Department. More so, there is a logistical constraint in terms of office equipment and vehicles to facilitate timely monitoring and reporting tend to impede the smooth running of the project. As part of challenges facing the project, was the use of the project to score cheap political points, ignoring relevant critical issues that need to be addressed.

5.3 Recommendations

The outcome of the study entailed certain findings and issues which need to be attended to in order to promote the aims and objectives of the YIEDEE Project as well as enhance the chalking of greater success of the Project in the future. The following recommendations relevant to the

major issues of the findings for consideration by the government and appropriate authorities of the YIEDEE project were made by the respondents and the researcher.

5.3.1 Educational Levels of Respondents

Formal education in the country's educational curriculum should be more tailored toward skills acquisition rather than general knowledge acquisition at all levels of the educational ladder, especially at the secondary and tertiary levels. Such alteration and preference to skills acquisition will stimulate graduate's creativity and innovativeness in launching into self-employment ventures other than looking up to government and other entities for white collar jobs.

Again, students should be guided and mentored right from the basic schools' level in identifying their talents and gifting. This will enable the students to be more focused in the preparation, training, and development of their hidden potentials thereby enabling them to make effective decisions in their selected career paths.

5.3.2 Neutrality of YIEDEE

Independent body should be made to run the project so that staff employment and organizational activities are done without any partisan political interest or influence. This will reduce the tendency of selecting only political party favorites as the beneficiaries. Again, it will allow the project to travel beyond one political regime.

5.3.3 Monitoring and Evaluation

The necessary logistics, as well as incentives for Monitoring and Evaluation, should be provided to facilitate effective Monitoring and Evaluation of beneficiaries of the various modules during

implementation. Competent and experienced Monitoring and Evaluation staff should be engaged in the exercise to ensure that regular reports on progress can be obtained.

5.3.4 Payment of Allowance

Monthly allowance of YIEDEE employees in the formal sector should be hooked to the Controller and Accountant General Department Payroll system. Regional and district offices should be provided with payroll/allowances advice, and validation of existing beneficiaries should form the bases of the final payroll to be issued to banks for payments. This will enhance transparency and accountability in the management of allowance payment and also ensure regular payment of allowance on time.

5.3.5 Duration of the Project

Training period for the modules should be reviewed to ensure that the required knowledge and skills can actually be obtained in the designated period. This will adequately equip the trainees with the needed skills and knowledge for maximum impact in the working field after their tenure of training.

5.4 Conclusion

In the face of rising youth unemployment in Ghana, the commencement of NYEP now known as YIEDEE in 2006 to alleviate the plight of the unemployed Ghanaian youth, addressing poverty and potential national insecurity was undoubtedly a step in the right direction. The concept of YIEDEE is as relevant today as it was in 2006 when it was conceived. In this study, the researcher sought to assess the effects of the YIEDEE project on beneficiaries in the Sekondi-Takoradi of the Western Region taking into consideration the living conditions of the

beneficiaries, the employable skills, entrepreneurship and relevant working experience acquired through the project to make the beneficiaries fit into the world of work at the local level. Indeed 100% of randomly sampled beneficiaries expressly indicated that they had benefited in diverse ways from the project. Such benefits include improvement in income of beneficiaries, acquisition of skills, social recognition, and enhancement of status in the society among other benefits.

The study, however, revealed a number of challenges with the YIEDEE project implementation such as inadequate logistics for monitoring and supervision, delay of payment of allowances to the beneficiaries and inability to implement the exit project for the beneficiaries as planned. The researcher, therefore, made certain recommendations including recruitment of YIEDEE project personnel in line with public sector recruitment criteria and processes, creation of the enabling environment for private sector initiative, timely release of allowance to those on the project as well as providing the needed logistics for effective supervision of the project at the district level.

The implementation of the aforementioned recommendations tailoring them to the specific areas of need will put the YIEDEE project on a higher pedestal of achieving its set goals and objectives.

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APPENDIX 1

**KWAME NKURUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY
COLLEGE OF ART AND BUILT ENVIRONMENT
DEPARTMENT OF BUILDING TECHNOLOGY**

SURVEY QUESTIONNAIRE

**“AN ASSESSMENT OF THE EFFECTS OF THE YOUTH INCLUSIVE
ENTREPRENEURIAL DEVELOPMENT INITIATIVE FOR EMPLOYMENT (YIEDIE)
PROJECT ON BENEFICIARIES IN THE SEKONDI-TAKORADI METROPOLIS OF
THE WESTERN REGION”**

Dear Sir/ Madam,

I am an MSc. student at Kwame Nkrumah University of Science and Technology, Department of Building Technology currently undertaking **“An Assessment of the Effects of the Youth Inclusive Entrepreneurial Development Initiative for Employment (YIEDIE) Project on Beneficiaries in the Sekondi-Takoradi Metropolis of the Western Region”**.

The research is ongoing under the supervision of Dr. Ernest Kissi and requires a questionnaire survey to be undertaken to collect data from YIEDIE in the Sekondi district in the Western Region. Your experience and knowledge in the area of the research is very important and much appreciated. Information on the identification and skills acquired by the beneficiaries of the project, living conditions of the beneficiaries after exiting the project, the prospects and challenges of the project and recommendations to enhance the development of the project will be obtained from the research. The information you shall provide shall be **STRICTLY CONFIDENTIAL** and for academic purposes only and findings from this research will be made available to you on request.

I know you have a very busy schedule and this will take some time off you, I will plead that you help me with your knowledge as it means so much to the achievement of this research. I appreciate your effort and time very much in advance.

Yours faithfully,

Martin Ansinumah Sumbo, MSc. Student, KNUST

Dr. Ernest Kissi, Project Supervisor, (KNUST)

SECTION A: DEMOGRAPHIC BACKGROUND OF RESPONDENTS

Please, kindly respond to the questions by ticking (√) the appropriate box for each item.

1. Sex: [] Male [] Female
2. Age: [] 10-15 [] 15-20 [] 20-25 [] 25-30 [] Above 30
3. Highest level of education: [] JHS [] WASSCE [] Tertiary [] VOTECH
4. Are you currently or ever involved in the YIEDIE? Yes [] No []
5. Years of experience in YIEDIE: [] Less than 4 years [] 4-8 years [] 8-12 years [] 12-16 years [] Above 16 years
6. Did you have any employment before the project? Yes [] No []

SECTION B: IDENTIFY AND ASSESS THE SKILLS ACQUIRED BY THE BENEFICIARIES OF THE PROJECT

Kindly, indicate your level of the agreement or disagreement with the following statement on the skills acquired by the beneficiaries of the project.

[1=Strongly disagree; 2= Disagree; 3= Neither agree nor disagree; 4= Agree; 5=Strongly agree]. Please tick (√) in the space provided.

Skills Acquired (Module)	1	2	3	4	5
1. Carpentry					
2. Masonry					
3. P.O.P Design					
4. Machine operation					
5. Fiber Glass and aluminum fabrication					
6. Filling station Canopy Fabrication					
7. Electrician Technicians					
8. Road Signal Installing					
9. Draftsmanship					
10. Plumbing					
11. Painting					
12. Interior Decoration					
13. Tiling					
14. Survey Technical Assistant.					
15. Entrepreneurial (this for those who already have a skill)					
Others (please identify any not in list)					

Living Conditions after the project	1	2	3	4	5
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SECTION C: LIVING CONDITIONS OF THE BENEFICIARIES AFTER EXITING THE PROJECT

Kindly, indicate your level of the agreement or disagreement with the following statement on the living conditions of the beneficiaries after existing the project.

[1=Strongly disagree; 2= Disagree; 3= Neither agree nor disagree; 4= Agree; 5=Strongly agree]. Please tick (√) in the space provided.

1. Employment in public sector					
2. Social Recognition and Psychological Relief					
3. Social Security and Protection					
4. Contribution to Nation Building					
5. Time for Leisure					
6. Employment in private sector					
Others (please identify any not in list)					

Challenges	1	2	3	4	5
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SECTION D: PROSPECTS AND CHALLENGES OF THE PROJECT

Kindly, indicate the level of significant with the following statement on the challenges of the YIEDIE project.

[1=Not Significant; 2= Less Significant, 3=Moderately Significant; 4=Significant; 5=Very Significant]. Please tick (√) in the space provided.

1. Influence of political powers					
2. Inadequate financial resources					
3. Lack of adequate accommodation					
4. Delay in payment of allowances					
5. Logistical constraints					
6. Inadequate startup capital					
7. Limited number of beneficiaries					
Others (please identify any not in list)					

	1	2	3	4	5
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SECTION E: RECOMMENDATIONS TO ENHANCE THE DEVELOPMENT OF THE PROJECT

Kindly, indicate your level of the criticality with the following statement on recommendations to enhance the development of the YIEDIE project.

[1=Not Critical; 2=Moderately Critical; 3=Critical; 4=Very Critical; 5=Extremely Critical]. Please tick (√) in the space provided.

1. Time for the training and duration of the project					
2. Regular Payment					
3. Effective Supervision					
4. Ability of the formal sector to absorb the beneficiaries					
5. Addressing corruption					
6. Not Politicizing					
7. Skill Acquisition					
Others (please identify any not in list)					

End of questionnaire. Thanks for your valuable contribution