
Inter- State Road Transportation Companies and Capacity Building/Employment Generation in Akwa Ibom State, Nigeria.

¹Ibanga Isaac Jonah & ²Ituen Uwem J.

^{1&2}Department of Geography & Natural Resources Management
University of Uyo, Uyo,
Akwa Ibom State, Nigeria

Phones: ¹+2347032363342, ¹+2348024148591; ²+2348037810411, ²+2347082634658

E-mails: ¹isaacibanga10@gmail.com; ²uwemituen@gmail.com

ABSTRACT

This study assessed the contribution of inter- state road transportation companies to capacity building and employment generation in Akwa Ibom State. The study was guided by two objectives, two research questions and two hypotheses. Survey research design was adopted and the population for this study comprised 5229423 residents of Akwa Ibom State and the sample size of 381 was estimated using Krejcie and Morgan (1970) formula. Purposive sampling technique was used to select three major inter-state road transportation companies in Akwa Ibom State (Akwa Ibom Transport Company Limited, ABC Transport and God is Good Motors) while the 381 samples of commuters was selected using convenience sampling. Primary data was obtained with the aid of structured questionnaire "Inter- State Road Transportation and Capacity Building / Employment Generation Questionnaire"(ISRTCBEQG) while secondary data was obtained from available records of the selected three inter- state road transportation companies. The instrument used in data collection was a structured questionnaire validated by experts while the reliability of the instrument was determined using Cronbach alpha reliability which yielded reliability coefficient of 0.79. The demographics of the respondents and research questions were analysed using frequency and percentage while the two hypotheses were tested using multiple linear regression at the 0.05 level of significance. Result revealed that though the three transportation companies have done much in the area of employment generation, only AKTC has contributed to capacity building and employment generation by providing direct and indirect employment, organizing skill acquisition programme for youths, provision of start-up capital for graduate of skill acquisition programmes as well as procuring of working equipment and other logistics for their apprentices after graduation. Result of regression showed significant contribution of inter- state road transportation companies to both capacity building and employment generation in Akwa Ibom State. It is recommended among others that the management of these inter- state road transportation companies most especially God is Good and ABC motors should do more in the area of capacity building that is skill acquisition programme which is presently lacking in their base in Akwa Ibom state.

Keywords: Capacity building, employment generation, inter-state road transportation, skill acquisition.

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1. INTRODUCTION

Transport is a central dimension of the national and global production systems that are reshaping the world, making it a topic of universal interest and importance. People move from one place to the other, regularly or occasionally. Goods collected, extracted and manufactured, must be distributed from place to place prior to consumption. People who need services, which are generally provided at a limited number of places, must travel in order to access such services.

Transport therefore fulfils a very important function in a society and is one of the most pervasive factors in any economy (Munby in Hoyle and Knowles, 2001). Transport also plays a crucial role in urban growth by linking and providing access to essential services such as education, markets, employment, recreation, health care and other key services that induce growth of towns, cities and metropolis. Enhanced mobility for the poor and vulnerable groups especially in cities of the developing world is one of the most important preconditions for achieving Millennium Development Goals (Munby in Hoyle and Knowles, 2001).

Those cities with transport modes in an integrated system are more likely to evolve and prosper as centers for trade, commerce, industry, education, tourism and services. The rate of growth of urban centers has called for the need for movement of people, goods, services and information. In order to sustain the growth of urban centers, efficient transportation system is required (Button, 1991). However, the rate of growth of urban centers is related to the rate of movement of people, goods and services, using different means of transportation (Hoyle and Knowles in Bala, 2015)

One of the major forms of transportation is the road transportation of which inter- state road transportation is one. This is because there must be movement of people as well as goods and services before any meaningful socio-economic development can take place (Bala, 2015). According to Anyanwu, Oaikhena, Oyefusi and Dimowo (1997), everything will remain at a standstill without an effective transportation system. Aside the movement of people and goods within the state (intra- state road transportation), there is also need for goods and people to be moved from one state to another. This could be from state where these resources are readily available to states where it is not available or less available. People also have to move from one state to another may be for business purpose or in search of “greener pasture” or for any other reasons.

This necessitates the need for inter- state road transportation. According to Buis, (2009) Inter- state road transportation serves other modes of transport as it provides door-to-door services and inadequate inter- state road transportation services could limit a nation’s ability to utilize its natural resources, distribute food and other finished goods, integrate the manufacturing and agricultural sectors; and supply education, medical and other infrastructural facilities. Inter- state road transportation is one of the key factors that play a pivotal role in a region’s economic growth. This may be due to the fact that a well developed inter- state road transportation system provides adequate access to the region which in turn is a necessary condition for the efficient operation of manufacturing, retail, labour and housing markets (Buis 2009).

Inter- state road transportation becomes the backbone of any economy especially countries like Nigeria. Inter- state road transportation (ISRT) focuses mainly on conveying people, goods and services from one metropolitan state to another and also enhances the conveyance of raw materials from its source of production as well as finished products to other parts of the country where such products are not available but desired. The activities of inter-state road transport (ISRT) could help promote the socio-economic development. This is because of the nature of their operations which involves movement of people, goods, services and information from one state to another (Wane 2001).

This means that there could be a nexus between the operations of inter- state road transportation and socio-economic development. Socio-economic development is the activities involving both social and economic factors which are capable of resulting in the growth of the economy as well as stimulates societal growth in terms of improved standard of living of the citizenry. Several positions have been made by experts in transportation management on the possible effects of inter- state road transportation on socio- economic development. Olamigoke and Emmanuel (2013) posited that inter- state road transportation could enhance socio- economic development by facilitating easy movement of goods, people and information from one state to another.

Unemployment is one of the leading causes of social vices including armed robbery, militancy, kidnapping and other forms of social vices. Ajufo (2012) observed that unemployment could result to frustration, dependency on family member and friends. World Bank (1998) described unemployment as the number of economically active population who are without work but are available for and seeking work including people who have lost their jobs and those that voluntarily left work. Fujana (2000), stressed that unemployment is a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the socio-economic problems confronting Nigeria (Adesina, 2013). One of the ways of addressing the problem of unemployment is through building human capacity through skill acquisition (Ekong and Ekong, 2016). Skill acquisition has been recognized as one variable way of enhancing employment generation and socio-economic development (Stephen and Assumpta, 2018). This is one of the reasons why the National Directorate of Employment (NDE) was introduced (Amadi and Abdullah, 2017; Muogbu and John Akamelu, 2018).

Capacity building as posited by Inyang and Agwadu (2017) are series of interventions, policies and actions tailored towards enhancing the capacities of individuals and social groups. Inyang and Agwadu (2017) added that capacity building involves the provision of enabling environment for their productive and intellectual abilities to be realized. The economic and technological advances of any nation is pre-dominantly reliant on the level of capacity building (Wordu, Igrubia and John bull 2018; Nicolaou and Shane, 2016; Okorieocha and Musa, 2016; Nwoye, 2017). Skill acquisition can be described as the form of training by individuals or group of individuals that can lead to acquisition of knowledge for self-sustenance. It involves the training of people in different fields of trade under a legal agreement between the trainers and the trainees for certain duration and under certain conditions. Oyesiku (2002) viewed skill acquisition as the process of demonstrating the habit of active thinking or behaviour in a specific activity.

Oyesiku (2002) maintained that for skill to be acquired, appropriate knowledge, attitudes, habits of thought and qualities of character are learnt to enable the acquirer develop intellectual, emotional and moral character which prepares him or her for a brighter future. Moreover, skill acquisition is the process and the means of releasing human energy, it means providing an opportunity for people to make the maximum contribution to their own development and to the self-development of their communities. Oluremi and Ilori (2008) noted that skill acquisition means releasing human energy, it means providing an opportunity for people to make the maximum contribution to their own development and to the self-sustaining development of their communities. It is therefore glaring that the need to provide skills is very crucial and vital if poverty is to be reduced or eradicated. The skills acquisition which is a vital instrument of empowerment that seeks to provide the people with different skills, vocation and entrepreneurial ability like bead making, hat making, sewing, fashion designing, shoe making and making workers interested in their job and at the same perspective improving on their existing skills.

Similarly, Donli (2004) is of the view that skill acquisition is the manifestation of idea and knowledge through training which is geared towards instilling in individuals, the spirit of entrepreneurship needed for meaningful development. Donli (2004) stressed that if individuals are given the opportunity to acquire relevant skills needed for self-sustenance in the economy, it will promote their charisma in any work environment. He further maintains that skill acquisition increases competition and cooperation among people. Accordingly, Nnaji (2013) posited that skills acquisition requires the accumulation of different skills that enhances task performance through the integration of both theoretical and practical forms of knowledge. This means that the role of skill acquisition as a form of capacity building for youth employment generation cannot be overemphasized.

Youth empowerment according to Aderamo and Magaji (2010) involves different ways the youth can be facilitated to cause changes in their life style. Aderamo and Magaji (2010) maintained that youth empowerment means a way of inculcating into the youths the spirit of transformation of ideas into creativeness. Youth empowerment can also be seen as a means of exposing the youths into skills or training that makes them productive.

It encompasses different ways youth can be exposed into different trades that may help them to engage in sustainable paid and self-employment. The purpose of skill acquisition programme as a means of youth empowerment according to Ogundowolo (2008) is to prepare and equip the youths with appropriate skills that can be beneficial to them in future. Ogundowolo (2008) maintained that ideal skills acquisition is capable of ensuring value re-orientation among the youths and transforming them into creators of wealth and employment instead of seekers. Basically, the creation of wealth and employment will lead to poverty reduction and increase of welfare status of individuals in the country.

Inter-state road transportation companies have the capacity to contribute to skill acquisition and employment generation. Capacity building in the form of skill acquisition is not exclusively the responsibility of inter- state road transportation companies, but it must form part of the Corporate Social Responsibility (CSR). Inter- state road transportation companies just like any other businesses must be socially responsible meaning that the business must adapt and conduct discretionary business practices and investments that support social causes to improve community well-being in order to protect the environment (Famoroti, 2007). Famoroti (2007) stressed that the key distinctions include focus on activities that are discretionary, not those that are mandated by laws or regulatory agencies or are simply expected, as with meeting moral standards. This is where the issue of the contribution of inter- state road transportation companies to capacity building comes into play. It is expected that inter- state transportation companies as a responsible business organisation must be able to organize skill acquisition programmes like welding, mechanic, auto electrical, panel beating, upholstery and other programmes at least related to their business to boost the capacity of the member of their host community.

Adeyanju (2012) noted that every business must be able to contribute to sustainable development of the community and by sustainable development Adeyanju (2012) described it as the development that meets the needs of the present without compromising the ability of the future generations to meet their own needs. One of the ways of doing this is to empower the people by building their capacity through skill acquisition programmes. Ugwunwanyi and Ekene (2016) while commenting on the issue of capacity building as part of the CSR activities of any organization noted that company attention should be diverted away from the objective of shareholders wealth maximisation (which is a profit motivated calculation) into the objective of societal wealth maximisation (which is a morality based calculation). Ugwunwanyi and Ekene (2016) added that where a business tries to satisfy all of its stakeholders in pursuit of CSR activities, it may be forced into accepting all types of concessions which can destroy its immediate profit. There is a contention that pursuing CSR activities and conceding to the interest of all stakeholders can adversely affect the immediate profit of a business because of the cost incurred in executing CSR activities. To illustrate further, the employees need of a secured job and a higher pay; the suppliers need of a secured supply and higher purchase payments; the customers' needs of a low priced and high quality product, and the society's need of an on-going community infrastructural development, all represent some form of a cost to a business.

Ugwunwanyi and Ekene (2016) observed that where the interest of all stakeholders is not justly served adversaries can arise, whereby customers may decide to boycott purchasing from an organisation, employees may defect to competitors, suppliers may withhold supplies, and the communities may shut-down key aspects of a business operation, all of which can ultimately destroy the long-term profit of a business. All of the stakeholders may justly argue that they have some form of a moral claim on businesses simply because each of the stakeholders can be viewed as a supplier of an ingredient in the profit creation process of businesses. This therefore emphasizes the need for inter- state road transportation companies to show more commitment towards building the capacity of the members of their host community. Doing this will help create a conducive environment for them to operate and hence help in the actualization of their profit maximization objective because it is only a business that is running that can talk about profit maximization.

Employment generation is another area inter- state road transportation companies can contribute meaningfully. Inter- state road transportation companies are one of the major employers of labour. This is because the company will require the services of different people like bookers, drivers, security, station managers, store keeper, technicians, management staff among many other positions. For instance, in the nominal role of Akwa Ibom Transport Company, there are up to 706 staff excluding 625 drivers that operate on contract basis. Inter- state road transportation companies can provide short- and long-term employment for men and women. Hansen (2010) noted that more jobs can be by investing in road transport or road maintenance. According to Hansen (2010) every USD billion spent on road transportation, at least 110,000 related jobs would be created. Inter- state road transportations companies also provide a range of employment opportunities for the poorer sections of the population as both direct and indirect jobs.

Hidalgo and Huizenga (2013) noted that formal public transport operations are estimated to employ 7.3 million worldwide. In quantitative terms, road transportation sector accounted for at least 0.84 percent on the average of annual employment of 49,522,028 Nigerians between 2003 and 2007. Real growth rates of 13.28, 7.65, 5.39, 6.75 and 27.6 percent for 2001, 2002, 2003, 2004 and 2005 respectively, were recorded for employment in the sector (NBS, 2008). Wilson (2004) noted that the road transportation sector utilizes a sizeable number of the nation's labour force. For instance, the transportation industry provides employment to the following categories of Nigerians: drivers, loaders, security personnel, management staff among others (Wilson, 2004).

1.1 Statement of the Problem

Inter – State Road Transportation has been recognized as one of the major drivers of capacity building and employment generation in any given society (Ighodaro 2008). This is because an efficient inter-state road transportation enhances free movement of people, goods, services and information from one place to another. Inter-state road transportation has been described by Momodu (2000) as a requisite for capacity building and employment generation. For instance, Dakyes and Ogbuli (2011) investigated the impact of road transport development on capacity building and employment generation in Gwagwalada Area Council, Abuja, Nigeria and established that an improvement in road transportation would no doubt enhance the socio-economic activities of the study area, thereby improving the wellbeing of the people in the area.

Similarly, Precious (2011) analyzed the effects of road transport development on spatial integration in Kaduna State while Ajiboye and Afolayan (2009) examined the impact of transport development on agricultural production in a developing country which focuses on kolanut production in Nigeria. Ajiboye and Afolayan (2009) established that road transportation have positive impact on farmers' productivity, income, employment and capacity building in the rural areas. Muktar (2011) in a similar study on the impact of transportation on economic growth, reiterated that road transport is an important determinant of the success of a nation's effort in diversifying its production base, expanding trade and linking together resources and markets into an integrated economy.

Oni (2007) examined the accessibility and connectivity of arterial roads in Ikeja, Lagos State while Idiong (2016) evaluated road network dynamics and socio- economic development in Akwa Ibom State. Similarly, Etim and Umoren (2015) empirically analysed road transport infrastructure and the level of economic activities in Ikot Abasi Urban. These studies have contributed in no small measure to the impact of road transportation on capacity building / employment generation yet there still exist a major gap in these studies in that they only focused on road transportation generally and not specific on inter- state road transportation. Also, none of these studies focused on inter- state road transportation, capacity building and employment generation in Akwa Ibom State, Nigeria.

1.2 Aim and Objectives of the Study

The aim of this study is to examine the effect of inter- state road transportation companies on the capacity building and employment generation in Akwa Ibom State. The objectives of the study included the following, to:

1. Examine the contribution of inter- state road transportation companies to capacity building in terms of skill acquisition programmes for youths in Akwa Ibom State
2. Examine the effect of inter- state road transportation companies on employment generation in Akwa Ibom state.

1.3 Research Questions

This study was guided by the following research questions:

1. How has inter- state road transportation companies contributed towards capacity building in the form of skills acquisition programmes for youths in the study area?
2. In what area(s) has inter- state road transportation companies contributed to employment generation in terms of loaders, drivers, bookers, security guards, artisan, administrative and Management Staff among others in Akwa Ibom State.

1.4 Research Hypotheses

This study was guided by the following research hypotheses.

1. There is no significant effect of the operation of inter- state road transportation companies on capacity building in the study area.
2. There is no significant effect of the operations of inter- state road transportation companies on employment generation in the study area.

2.METHODOLOGY

2.1Study Area

Akwa Ibom State is located between Latitude 4° 3° and 5° 32' North of the equator; and longitudes 7° 25' and 8° 30' east of the Greenwich Meridian. It is bounded on the north by Abia and Cross River States. In the south, the State is bordered by the Atlantic Ocean and on the south-west and west by Rivers and Abia States respectively. Akwa Ibom has a landmass of 8,412sq kilometers (Akwa Ibom State, 1989). There are 2 distinct predominant climate which is the wet rainy season between April to November and the dry season between December to March. The state experiences a uniformly high temperature all round with a mean monthly figure of 26°.

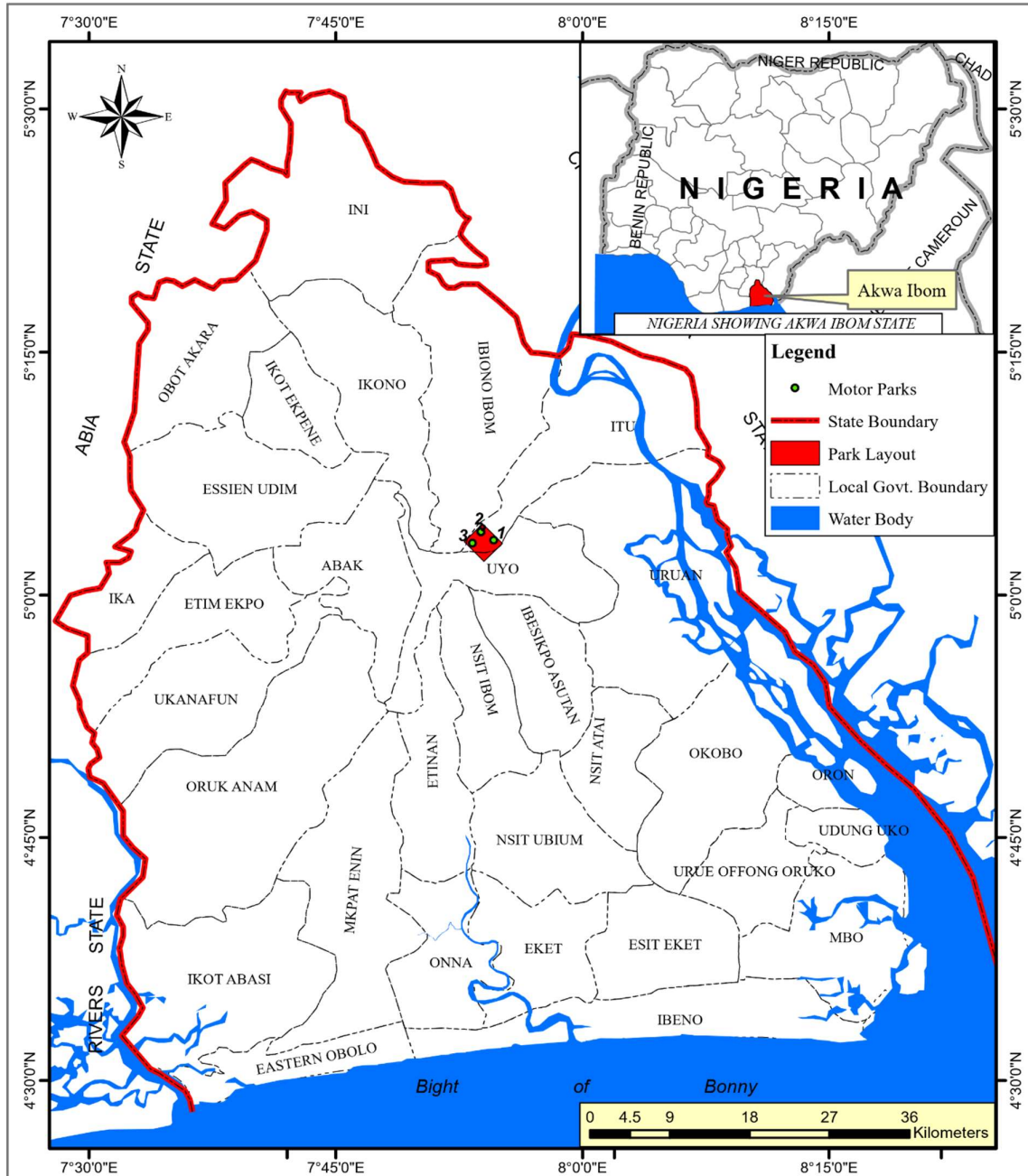


Figure 1.1: Map of Akwa Ibom State indicating area of study

Generally, there are different transportation companies within the states which includes: Akwa Ibom Transport Company Limited, God Is Good Motors (GIGM) Limited, ABC Transport Services Company Limited, Peace Mass Transport Company Limited, etc.

3. MATERIALS AND METHOD

3.1 Data Set and Type

The Survey Research design was adopted in the study. The major data sets collected were data on capacity building and employment generation. These were collected through the use of well structured questionnaire, interview and observations.

The sample of 381 was selected from the three major inter-state road transportation companies in Akwa Ibom State and administered using Convenience Sampling which is a type of non-probability sampling that involves the sample being drawn from that part of the population that is close to hand and easy to contact and reach within the study area. The total sample size was determined using Krejcie and Morgan (1970) formula. Sample size according to Krejcie and Morgan (1970)

$$n = \frac{\chi^2 NP(1-p)}{d^2 (N - D + \chi^2 P(1-P))} \dots\dots\dots (1)$$

The sample population is indicated below:

Table 1. Sample Population

S/N	Transport Company	Number of Questionnaire	%
1.	AKTC	153	40
2.	God is Good Motors	114	30
3.	ABC	114	30
	TOTAL	381	100

Source, Field Data (2020)

3.2 Sampling Technique

Purposive Sampling Technique was used to select the three major inter-state road transportation companies out of 21 companies. This procedure was utilized since the three companies met up these criteria:

- i) Presence of facilities such as parking lots/space,
- ii) Coverage (long distance coverage)
- iii) Employability (having at least ten (10) staff and above)
- iv) Quality of service delivery such as courier services / transport

3.3 Method of Data Analysis

The study adopted descriptive techniques such as tables to present results. To examine the effect of inter-state transport a multiple Regression was used. The model was used because the study determined the effect of operations of inter-state road transportation (movement of goods, movement of people, free flow of information and quality of services provided) on capacity building / employment generation.

4. RESULTS AND DISCUSSIONS OF FINDINGS

Contribution of Inter-State Road Transportation Companies to Capacity Building and Employment Generation in Akwa Ibom State, Nigeria

Result reveals that out of the 381 respondents, 55.8 percent of the respondents were male and 44.2 percent were female. Age distribution of the respondents indicates that 3.16 percent were between 18-30 years, 7.5 percent were between 31-40 years, 34.6 percent were between 41-50 years while 26.3 percent of the respondents were above 50 years. In terms of their education, 29.5 percent were SSCE or equivalent holders, 19.8 percent had NCE/OND, 38.3 percent had HND/B.Sc. and 12.3 percent of the respondents had postgraduate degrees. Result indicates that 38.9 percent of the respondents were into business, 35.4 percent were civil servants, 6.2 percent were students, 8.6 percent were unemployed while 11.0 percent had other qualifications. Result reveals that 30.3 percent have been resident in the study area for less than 5 years while 44.2 percent, 24.7 percent and 0.8 percent of the respondents had been residing in the study area for more than 15 years. Result reveals that the majority of the respondents were male (55.8 percent), age between 41-50 years (34.6 percent), HND/B.Sc. holders (38.3 percent), business (38.9 percent) and had been residing in the study area between 5-1 years (44.2 percent).

Table 2: Demographics of the Respondents

Demographic variables	Inter-state road transportation companies			Total	
	AKTC (n=150)	GIG (n=113)	ABC (n=110)	n	%
Sex					
Male	87	61	60	208	55.8
Female	63	52	50	165	44.2
Age (years)					
18-30 years	37	47	34	118	31.6
31-40 years	12	13	3	28	7.5
41-50 years	57	25	47	129	34.6
Above 50 years	44	28	26	98	26.3
Academic qualification					
SSCE or equivalent	43	29	38	110	29.5
NCE/OND	24	23	27	74	19.8
HND/B.Sc.	61	54	28	143	38.3
Postgraduate degrees	22	7	17	46	12.3
Occupation					
Business/trading	45	50	50	145	38.9
Civil servants	62	26	44	132	35.4
Students	14	4	5	23	6.2
Unemployed	14	11	7	32	8.6
Others	15	22	4	41	11.0

Source: Field survey (2019).

Table 3: Frequency and percentages showing responses on the contribution of inter-state road transportation companies to capacity building

Items	Responses options	AKTC (n =150)		God is Good Motors (n = 113)		ABC Transport (n =110)		Total (n = 373)	
		n	%	N	%	N	%	n	%
Inter- state road transportation in Akwa Ibom State									
Organizes skill acquisition programme for youths	SA	101	67.3	25	22.1	0	0.0	126	33.8
	A	23	15.3	25	22.1	18	16.4	66	17.7
	D	0	0.0	0	0.0	28	25.5	28	7.5
	SD	26	17.3	63	55.8	64	58.2	153	41.0
Organizes empowerment programme for widow and other less privileged in Akwa Ibom State.	SA	89	59.3	0	0.0	0	0.0	89	23.9
	A	0	0.0	24	21.2	16	14.5	40	10.7
	D	18	12.0	16	14.2	26	23.6	60	16.1
	SD	43	28.7	73	64.6	68	61.8	184	49.3
Provides start-up capital for graduate of their skill acquisition programme and/or retain their services.	SA	79	52.7	6	5.3	0	0.0	85	22.8
	A	12	8.0	35	31.0	37	33.6	84	22.5
	D	0	0.0	0	0.0	6	5.5	6	1.6
	SD	59	39.3	72	63.7	67	60.9	198	53.1
Organise free skill acquisition programme to technicians.	SA	15	10.0	31	27.4	31	28.2	77	20.6
	A	67	44.7	14	12.4	15	13.6	96	25.7
	D	23	15.3	20	17.7	19	17.3	62	16.6
	SD	45	30.0	48	42.5	45	40.9	138	37.0
Procure working equipment and other logistics for their apprentices after graduation	SA	59	39.3	28	24.8	23	20.9	110	29.5
	A	38	25.3	16	14.2	16	14.5	70	18.8
	D	35	23.3	34	30.1	23	20.9	92	24.7
	SD	18	12.0	35	31.0	37	33.6	90	24.1

SA-Strongly Agree, A- Agree, D- Disagree, SD- Strongly Disagree, Source: Field Survey, 2019

Result summarized in Table 3 provides the summary of the descriptive analysis of the contribution of inter- state road transportation to capacity building. Result as presented in Table 3 indicates that the majority of the respondents drawn from Akwa Ibom Transport Company organizes skill acquisition programme for youths (67.3%), organizes empowerment programme for widow and other less privileged (59.3%), provides start-up capital for graduate of their skill acquisition programme and/or retain their services (52.7%), procure working equipment and other logistics for their apprentices after graduation (39.3%) while larger percentage agree that AKTC organises free skill acquisition programme to technicians (44.7%). Result obtained for God is good and ABC transport companies the majority of the respondents either disagrees or strongly disagree. Result shows that generally, larger percentage of the respondents strongly disagree that these inter- state transportation companies organizes skill acquisition programme for youths (41.0%), empowerment programme for widow and other less privileged (49.3%), provides start-up capital for graduate of their skill acquisition programme and/or retain their services (53.1%), organise free skill acquisition programme to technicians (37.0%) but strongly agree that they procure working equipment and other logistics for their apprentices after graduation (29.5%). Summary results of the regression analysis for the contribution of inter- state road transportation to capacity building in the study area is presented in Tables 4, 5 and 6.

Table 4: Multiple regression result showing the effect of the operations of inter- state road transportation on capacity building in Akwa Ibom State

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.447	.200	.191	2.06617

Source: Researcher Computation using SPSS version 20.0

Table 4 reveals coefficient of determination of 0.200 indicates that 20.0 percent of the variation in capacity building was explained for by the operations of inter- state road transportation as measured by their role movement of goods, movement of people, free flow of information and quality of their service delivery. The significance of the regression relationship was examined using Analysis of Variance and the result obtained is presented in Table 4.

Table 5: ANOVA summary showing the effect of the operations of inter- state road transportation on capacity building

Sources of variation	Sum of Squares	df	Mean Square	F-calc.	P-value
Regression	393.115	4	98.279	23.021*	0.000
Residual	1571.014	368	4.269		
Total	1964.129	372			

F-critical = 2.40, *significant at 5% (p<0.05).

Table 5 shows F-calculated of 23.021 and F-critical of 2.40 at the 0.05 level of significance. Result shows that the F-calculated (23.021) is greater than the F-critical (2.40) at the 0.05 level of significance. This means that there is a significant regression relationship between the dependent and the independent variables. This result also implies that the four explanatory variables accounted for significant variation in the dependent variable. Also, since the F-calculated (23.021) is greater than the F-critical (2.40), the null hypothesis is rejected. Hence, there is a significant effect of operations of inter- state road transportation on capacity building in the study area. The individual effect of each of the four independent variables was examined and the result presented in Table 5.

Table 6: Parameter estimates of each of the independent variable showing the contributions of the operation of inter- state road transportation to capacity building.

Model	Unstandardized Coefficients		Standardized Coefficients	t-calc.	P-value	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	11.441	0.707		16.182	0.000		
X ₁	.453	0.125	0.193	3.618	0.000	0.764	1.308
X ₂	.695	0.148	0.258	4.691	0.000	0.716	1.396
X ₃	.265	0.127	0.102	2.091	0.037	0.910	1.099
X ₄	.315	0.134	0.110	2.347	0.019	0.983	1.017

*significant at 5% (p<0.05)

X₁ = Movement of goods, X₂ = movement of people, X₃ = Free flow of information and X₄ = Quality of the services provided.

Result displayed in Table 6 shows that the operations of inter- state road transportation as measured by movement of goods ($\beta = .453$, S.E = 0.125, t-calc. = 3.618, p-value = 0.000, p<0.05), movement of people ($\beta = .695$, S.E= .148, t-calc. = 4.691, p-value = 0.0000, p<0.05), free flow of information ($\beta = .265$, S.E = .127, t-calc. =

2.091, p-value = .037, $p < .05$) and quality of the services provided ($\beta = .315$, S.E = .134, t-calc.= 2.347, p-value = 0.019, $p < 0.05$) all have significant positive effect on capacity building in the study area.

Therefore, the operation of inter- state transportation in the study area has positive effect on capacity building in Akwa Ibom state. Result also shows Variance Inflation Factor (VIF) of 1.308, 1.396, 1.099 and 1.017 for movement of goods, movement of people, free flow of information and quality of the services provided respectively. The VIFs are all less than 10 which indicate that there is no evidence of multicollinearity.

Several youths drawn from the 31 Local Government Areas of Akwa Ibom State have benefitted immensely from the skill acquisition programmes of Akwa Ibom Transport Limited with headquarter in Akwa Ibom State. Available records obtained from Akwa Ibom Transport Company (AKTC) Limited shows that a total of 169 youths are various skill acquisitions programmes and they are trained in area of AC Technician, Mechanics, Bumper repairer, Panel beater, spray painter, upholstery, gear box, lighting, alignment and vulcanizing repairers. Currently, a total of 169 youths are presently on any of these programmes. These youth receive ₦15, 000 stipends to take care of their transportation and feeding and they are also given free launch on a daily basis. Some of the beneficiaries of the programme are employed after training while others are given financial assistance and other logistics they need to establish their own shops. Below are pictures of beneficiary of these skills acquisition programmes.



Figure 1: Showing Skill Acquisition Training on Mechanic Apprenticeship in AKTC Skill Acquisition Workshop



Figure 2: Showing Skill Acquisition Training on Mechanic Apprenticeship in AKTC Skill Acquisition Workshop.



Figure 3: Showing Skill Acquisition Training on Alignment in AKTC Skill Acquisition Workshop.



Fig 4:
Skill

Acquisition Training Workshop as built by AKTC Management on Upholstery.



Fig.5: Showing Skill Acquisition Training on Crankshaft in AKTC Skill Acquisition Workshop.



Figure 6: Skill Acquisition Training Workshop as built by AKTC Management on Bumper Repairs / Dash Board.

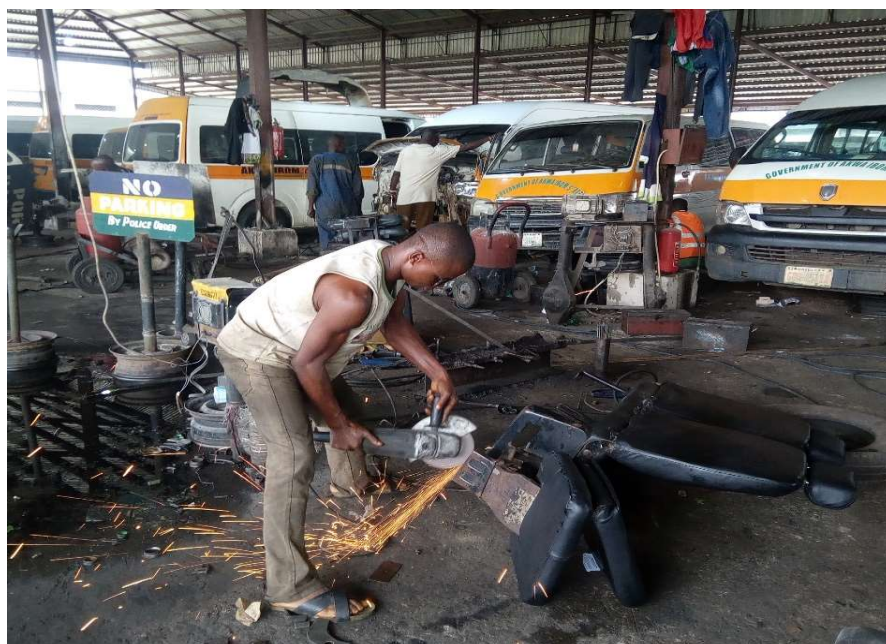


Figure 7: Skill Acquisition Training Workshop as built by AKTC Management on Electric Welding.

Table 7: Frequency and percentages showing responses on the contribution of inter-state road transportation company to employment generation

Items	Responses options	AKTC (n =150)		God is Good Motors (n = 113)		ABC Transport (n =110)		Total (n = 373)	
		n	%	n	%	n	%	n	%
Inter-state road transportation in Akwa Ibom State:									
Has served as one of the major employment of labour in Akwa Ibom state	SA	0	0.0	54	47.8	58	52.7	112	30.0
	A	83	55.3	48	42.5	68	61.8	199	53.4
	D	50	33.3	11	9.7	42	38.2	103	27.6
	SD	17	11.3	0	0.0	10	9.1	27	7.2
Has provided indirect jobs to youths in Akwa Ibom State	SA	89	59.3	73	64.6	26	23.6	188	50.4
	A	18	12.0	16	14.2	0	0.0	34	9.1
	D	43	28.7	0	0.0	16	14.5	59	15.8
	SD	0	0.0	24	21.2	0	0.0	24	6.4
Has provided direct jobs in the form of drivers, loaders, security, bookers, and administrative staff among others.	SA	50	33.3	49	43.4	51	46.4	150	40.2
	A	50	33.3	36	31.9	40	36.4	126	33.8
	D	0	0.0	28	24.8	19	17.3	47	12.6
	SD	32	21.3	48	42.5	49	44.5	129	34.6
Has helped reduced unemployment in Akwa Ibom State	SA	0	0.0	0	0.0	45	40.9	45	12.1
	A	60	40.0	41	36.3	16	14.5	117	31.4
	D	71	47.3	24	21.2	0	0.0	95	25.5
	SD	19	12.7	0	0.0	0	0.0	19	5.1
Has helped reduced the burden of unemployment in Akwa Ibom State	SA	16	10.7	58	51.3	53	48.2	127	34.0
	A	80	53.3	16	14.2	22	20.0	118	31.6
	D	35	23.3	24	21.2	16	14.5	75	20.1
	SD	16	10.7	15	13.3	19	17.3	50	13.4

SA-Strongly Agree, A- Agree, D- Disagree, SD- Strongly Disagree, Source: Field Survey, 2019

Results presented in Table 7 on the contribution of inter- state road transportation to employment generation and the result shows that the majority of the respondents agree that inter- state road transportation companies have served as one of the major employment of labour (53.4%), helped reduced unemployment (31.4%) and strongly agree that they have provided direct jobs in the form of drivers, loaders, security, bookers, and administrative staff among other (40.2%) and reduced the burden of unemployment (34.0%).

Result also reveals that the respondents from each of the selected three inter- state road transportation company also support all the statements on the contribution of inter- state road transportation to employment generation as the majority either agree or strongly agree. Result of hypothesis testing relating to the contribution of inter- state road transportation companies to employment generation using multiple linear regression are presented in Tables 8, 9 and 10.

Table 8: Multiple regression result showing the effect of the operations of inter- state road transportation on employment generation in Akwa Ibom state.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.373	.139	.130	2.18263

Source: Researcher Computation using SPSS version 20.0

Table 8 shows coefficient of determination of 0.130 indicates that 13.0 percent of the variation in employment generation was explained for by the operations of inter- state road transportation as measured by their role movement of goods, movement of people, free flow of information and quality of their service delivery. The significance of the regression relationship was examined using Analysis of Variance and the result obtained is presented in Table 8.

Table 9: ANOVA summary showing the effect of the operations of inter- state road transportation on employment generation

Sources of variation	Sum of Squares	df	Mean Square	F-calc.	P-value
Regression	282.715	4	70.679	14.836*	0.000
Residual	1753.113	368	4.764		
Total	2035.828	372			

F-critical = 2.40, *significant at 5% ($p < 0.05$).

Table 9 shows F-calculated of 14.836 and F-critical of 2.40 at the 0.05 level of significance. Result shows that the F-calculated (14.836) is greater than the F-critical (2.40) at the 0.05 level of significance. This means that there is a significant regression relationship between the dependent and the independent variables. This result also implies that the four explanatory variables accounted for significant variation in the dependent variable. Also, since the F-calculated (14.836) is greater than the F-critical (2.40), the null hypothesis is rejected. Hence, there is a significant effect of operations of inter- state road transportation on employment generation in Akwa Ibom state. The individual effect of each of the four independent variables was examined and the result presented in Table 9.

Table 10: Parameter estimates of each of the independent variable showing the effect of the operation of inter- state road transportation on employment generation.

Model	Unstandardized Coefficients		Standardized Coefficients	t-calc.	P-value	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	12.738	.747		17.055	.000		
X ₁	.475	.132	.199	3.594	.000	.764	1.308
X ₂	.579	.156	.212	3.702	.000	.716	1.396
X ₃	.102	.134	.039	.764	.445	.910	1.099
X ₄	.176	.142	.061	1.241	.216	.983	1.017

*significant at 5% ($p < 0.05$)

X₁ = Movement of goods, X₂ = movement of people, X₃ = Free flow of information and X₄ = Quality of the services provided.

Result displayed in Table 10 shows that the operations of inter- state road transportation as measured by movement of goods ($\beta = .475$, S.E = .132, t-calc. = 3.594, p-value = 0.000, $p < 0.05$), movement of people ($\beta = .579$, S.E = .156, t-calc. = 3.702, p-value = 0.0000, $p < 0.05$) all have significant positive effect on employment generation while the effect of other predictor variables were not significant ($p > 0.05$). Result also shows Variance Inflation Factor (VIF) of 1.308, 1.396, 1.099 and 1.017 for movement of goods, movement of people, free flow of information and quality of the services provided respectively.

The VIFs are all less than 10 which indicate that there is no evidence of multicollinearity. Inter- state road transportation had contributed to employment generation by employing people as loaders, drivers, bookers, management staff, security personnel and other staff. For instance, Akwa Ibom Transport Company Limited has contributed to employment generation in Akwa Ibom State. In the monthly nominal roll of AKTC, there were 706 staff in the employ of Akwa Ibom Transport Company Limited while drivers of 732 number operated as contract staff.

Table 11: Structural Arrangement of Employments in selected Inter-State Road Transport Companies in Akwa Ibom State

S/N	Companies	Drivers	%	Employees	%	Apprentices	%
1.	AKTC	732	91.4	706	96	126	100
2.	GIG	42	5.3	18	2.4	NIL	NIL
3.	ABC	27	3.3	12	1.6	NIL	NIL
		801	100	736	100	126	100

Source: Field Survey, 2020

Table 11 shows the structural arrangements of employment in the selected inter- state road transportation companies. Result reveals the structure of the employment status within Inter-State Road Transportation Companies in Akwa Ibom State. AKTC was the highest employer of labour, accounting for 91.4%, 96% and 100% of drivers, employees and apprentices respectively. While in the same order God is Good Motors retained 5.3%, 24% and 0% as well as ABC Transport 3.3%, 1.6% and 0%). These massive differences were as a result of the fact that AKTC has its National Headquarters in Uyo, Akwa Ibom State while God is Good Motors and ABC Transport Companies are outlets of their parent companies whose headquarters are in Benin City and Owerri, Imo State for God is Good Motors and ABC Transport respectively.



Figure 8: Showing ABC Transport, AKTC and GIGM in operation engaging the services of Drivers, Loaders, Bookers, Scalars and Managers

5. DISCUSSION OF THE FINDING

Findings of the study revealed that inter-state road transportation companies in Akwa Ibom state had provided jobs for so many people of Akwa Ibom State. The findings also showed that not only did these inter-state road transportation companies provide direct jobs, they also helped in the provision of indirect jobs for the people of Akwa Ibom State. In fact, the findings showed that the majority of the respondents strongly agreed that inter-road transportation companies had employed large number of people.

Finding from the hypothesis also revealed significant positive effect of inter- state road transportation companies on generation of employment in Akwa Ibom State in form of bookers, loaders, drivers, security personnel, monitoring, management staff among others directly and indirectly. One possible explanation of this result is that transportation is the blood regulatory system whose effective functionality is a necessity for the sustenance of human life in general. Inter- state transportation Companies do not exist in a vacuum; they would need many people to function in different capacities like driver, loaders, cashiers, security, monitoring, management staff among others. This creates an opportunity for employment generation. These findings agreed with that of Oyesiku (2002) that transportation is the life wire of employment generation in Nigeria. These findings also corroborates that of the findings by Nnaji (2013) in Imo state where large number of the citizen of the state were found to be gainfully employed in the transportation sector.

The findings of this study showed that inter- state road transportation companies have contributed positively to capacity building by organizing skill acquisition programmes for youths, providing startup capital for graduates of their skill acquisition programme and other programmes targeted towards building the capacity of youths in Akwa Ibom state. The finding also revealed significant positive contribution of inter- state road transportation to capacity building as the operations of inter- state road transport companies accounted for significant variation in capacity building of youths in Akwa Ibom state.

This impact is evident in the skill acquisition programmes of these companies which cuts across different areas of specialization in the automobile industry ranging from automobile mechanics, panel beating, auto electrician, spray painting, vulcanizing, bumper repairers, air condition technicians, electric welders among other areas. This finding corroborates that of Aworemi and Ilori (2008) in south western Nigeria in which private transport companies help in organizing of skill acquisition programme which has boosted the economic activity in the area. These findings also agreed with that of Aworemi, et. al. (2009) in Niger state where public Transport Companies were found to help in the training of youths on skill acquisition in the study area.

6. CONCLUSION

This study assessed the impact of inter-state road transportation companies to capacity building and employment generation in Akwa Ibom state. The study established that inter- state road transportation companies has contributed significantly to capacity building and employment generation in the study area. The study found that inter- state road transportation companies provided both direct and indirect employment to residents of the study area. With regards to capacity building, the study found that not much have been done by ABC and GIG Motors in the area of capacity building though AKTC has contributed significantly to capacity building by organizing skill acquisition programmes, empowerment programme, provides start-up capital for graduate of their skill acquisition programmes and/or retain their services, organise free skill acquisition programme to technicians and working equipment and other logistics for their apprentices after graduation.

7. RECOMMENDATIONS

Based on the findings, the following were recommended:

1. The management of these inter- state road transportation companies most especially God is Good and ABC motors should do more in the area of capacity building that is skill acquisition programme which is presently lacking in their base in Akwa Ibom state.
2. The government of Akwa Ibom state should invest in the skill acquisition programmes of inter- state road transportation companies to make it more robust and more impactful.
3. The government of Nigeria should create more conducive environment for inter- state road transportation companies to strive in Nigeria.
4. It is imperative that both state and federal governments invest more on road construction and rehabilitation so as to reduce the operating cost of these inter- state road transportation companies. This will enable them channel more money to programmes that will further help build the capacity of youths in the study area and then making them to be self employed.

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