



Impact of Vocational Skills Programme on Livelihood of Internally Displace Persons Camp in Bama, Borno State, Nigeria: Implications for Human Resource Development Planning

Abubakar Abba Aji¹

Email: abubakarabbaaji75@gmail.com

Umate Warda¹

Amina Abba Sanda¹

¹Department of Continuing Education and Extension Services, University of Maiduguri

Abstract

This study was conducted to assess the Impact of vocational skills programme on livelihoods of IDPs in Bama Camp, Borno state, Nigeria. Descriptive Survey research design was used for this study. The population for this study consists of 43,743 registered IDPs in Senior Science Secondary School Camp in Bama, Borno State. A sample of 337 was selected using simple Random sampling technique. A self-developed questionnaire was used for collecting data in this study. The reliability coefficient of 0.78 was obtained using Cronbach Alpha method. Two research, questions and two null hypotheses were formulated. Descriptive statistics of frequency counts and percentage score was used to analyze the research questions and inferential statistics of t-test and One-way analysis of Variance (ANOVA) was used to test the hypotheses 1 and 2 at 0,05 level of significance. Result of the findings reveal that, there is impact of vocational skills programme on the livelihoods of the IDPs in Bama Camp, also the IDPs in Bama Camp utilize the vocational skills programme for livelihoods. The study further revealed that, there is statistically significant gender difference in the perception of the respondents among the different age groups examine and there are statistically significant differences in the level of vocational skills programme utilization for livelihood of IDPs in Bama Camp, Borno state. Based on these findings, it is recommended that, among others the, government and relevant NGOs should continue to offer training on livelihoods through vocational skills and educate the IDPs and others in the communities on the impact of vocational skills programme in reducing the high rate of poverty and to become self-reliance. In addition, implication for human resource development policy and practice was discussed.

Keywords: Vocational Skills, Livelihood, Human resource and Internally Displaced Persons.

Introduction

Vocational skills programmes are offered under the auspices of different agencies and in diverse forms. It could be school based that is formal or non-formal (out of school based). In other words, the school based vocational skills programme are basically regarded as pre- vocational and vocational programmes offered in technical and vocational institutions of learning in the country. Vocational skills aim to develop not just practical abilities but also attitudes and habits that foster creativity, innovation, and resourcefulness in the individual. Thus, the development of competent skills is essential for the sustainability of socio-economic growth and the ability to improve a nation's Human Resource Development capacity for self-reliance, employment generation, poverty reduction among citizenry for overall national socio-economic advancement.

Industrialized nations are known to have purposefully planned and organized the training of desirable specific skills for their citizens to become gainfully employed and self-reliant. The technological



revolutions which the India, Indonesia, Japan, South Korea etc are famous of in contemporary period, was due to the attractiveness and relevance of their formal and non-formal educational system which is rich in vocational skills.

Vocational skills in the context of this paper are practical skills that help Internally Displace Persons master a trade or job for self-reliance and economic sustainability. Studies have shown that, skills such as Welding, plumbing, aluminum work, electrical installations, photography/video, GSM maintenance, interlocking spurs, fashion design, soap making, catering, hairdressing, bead making, hat making, crop production, fisheries, piggery, poultry, and schemes such as start your own business (SYOB), entrepreneurship development program (EDP), improve your business (IYB), computer operation and repairs, and programming are some of the vocational skills that usually provided to disadvantage persons. According to Mortak (2012) such identified Skills are important in reducing poverty, unemployment and promote self-reliance in Nigeria. Uranta and Nlerum (2017) affirmed that many countries worldwide recognize the importance of vocational skills in economic development through creativity, innovation, job creation, and contributions to the gross domestic product. Hence, the development of human resource as a driving force for overall national development need not to be emphasized, particularly in case of person affected by arm conflict. Moreover, internally displaced persons are persons who lost their livelihood as a result of displacement.

Okwute, Sanda & Usman (2017) reported that the displaced persons are faced with family's breakup and communities' tiers. They are unemployed with limited access to land, education, food and shelter which make difficult to earn a livelihood and lack economic strength to fight poverty. Displacement disrupts the live not only the individual and families concerned but the society as a whole. Both the areas left by the displaced and new settlement also suffer.

Camps are set up to meet emergency needs of displacement apart from those that may decide to live with relations and friends outside the camps. However, camps settings are associated with challenges especially when the displaced overstayed more than expected period in the camp. Aid/assistance from the government and other donor agencies were no longer adequate and other needs of the displaced such as putting food for the family and securing job to become self-reliance starts to emerge, due to protracted activities of the insurgents, calls for improving access to basic services and livelihood opportunities, especially in the area of vocational skills.

Moreover, study has revealed that, prior to displacement, most of the IDPs have farming, trading and some handcraft as a primary source of income and livelihood. Even though, skilled employment on casual bases seems to be available, IDPs often lack the requisite skills to be considered, hence unable to access job. Crisp (2016) cited in Adamu and Galadima (2020) stated that loss of assets in addition to limited chances for income generation has led to IDPs facing economic insecurity which has compounded their poverty level and affects their potential to become self-reliant. Predicated on such worrisome scenario, strategies were put in place to make some of the IDPs challenge hunger, poverty and to be self-reliant. Some NGOs in partnership with the State Emergency Management Agency have provided vocational skills programme to the IDPs (Mshelia and Abdulrahman, 2018). The vocational skills are deliberately design and expected to bring relief and to impact on IDPs livelihoods. Diverse skills such as baking and catering, tailoring and sewing, bricklaying, carpentry and joinery, computer skills, bicycle repair, hair dressing and barbing, agriculture- animal and crops husbandry, handset repair, which open ways for self-reliance to IDPs were carried out in the camps.

Despite the presence of these advantages and opportunities in place, the impact of the vocational skills on IDPs livelihood on Bama camp seems not to be adequate and remains underexplored. The



researchers observed that, IDPs seems not to recognize the impact of vocational skills, on livelihood, especially on poverty alleviation and self-reliance and appears not to have effectively utilize the acquired skills to fight poverty and become self-reliant. In addition, researchers noticed paucity of literatures in the context of the study area in view of its strategic importance to trade and economy of the state prior to the insurgency have remained the critical areas that, are under reported. Understanding the extent at which the vocational skills programmes benefitted the IDPs is imperative not only for the earning a means of livelihood while in the camps, but also for designing and developing a hub of training the human resource required and boost targeted strategies and interventions aimed at strengthening recovery, resettlements, resilience, and sustainable restoration of the affected persons and their communities while in their original settlement. It is against this background that the researchers sought to examine the impact of vocational skills programme on internally displaced persons' livelihood in Bama camp, Borno State.

Objectives of the Study

The objectives of the study are to

1. Assess the impact of vocational skills programme on IDPs' livelihoods in Bama Camp, Borno state.
2. Evaluate the level of the utilization of vocational skills programme for livelihoods by the IDPs' in Bama Camp, Borno state.

Research Questions

The following are the research questions.

1. What is the impact of vocational skills programme on IDPs' livelihoods of IDPs in Bama Camp, Borno state?
2. How do IDPs utilize vocational skills programme for livelihoods in Bama Camp, Borno state?

Hypotheses

H₀₁: There is no significant gender differences on the level of utilization of vocational skills programme for livelihoods of IDPs in Bama Camp, Borno state.

H₀₂ There is no significant age difference on the level of utilization of vocational skills programme for livelihoods of IDPs in Bama Camp, Borno state.

Literature Review

The protracted activities of Insurgents in some parts of the North east have impacted significantly on the livelihoods of the communities, although there is relative peace in most of the communities in recent times, the complex challenges confronting the livelihoods of the IDPs especially in Bama camp need to be empirically explored and documented. The insurgency resulted in numerous factors that directly impact the economic stability and overall well-being and livelihood of the affected individuals (Buhari and Abbagana (2024). Ada, & Abdullahi (2022) cited in Solomon (2024), disclosed that, numerous humanitarian interventions have positively impacted on the livelihood of IDPs, creating prospects and opportunities for the socioeconomic development of Borno State. According to Buhari and Abbagana (2024) examined the effect of post-insurgency activities on livelihood of victims in North East Nigeria. The study sampled 386 IDPs from different camps in Borno, Yobe and Adamawa states. Results revealed that, the activities of the insurgents greatly affect livelihood of the IDPs, majority of the respondents have no access to vocational skills development programs, there is significant gender difference on the impact of post-insurgency on the livelihood of IDPs and also there is significant differences in perceived impacts across different age groups. Okwute, Sanda & Usman (2017) assert that, over the years, the role of vocational skill acquisition as a tool for human empowerment and community development cannot be estimated. It has proven to be significant tool for creating employment, poverty reduction and self-reliance most especially in situations where the



individuals sway due to inevitable conditions; of natural or man-made origin. A typical example is the IDP's living in camps; with family or relatives who have been forced out of their comfort zone where they use to cater for their own needs. At a point, the families and relatives of such individuals can no longer maintain and shoulder the responsibility and burden of sustaining them thus, negligence sets in, the IDP's do not cater for their basic necessities such as food, shelter, health and clothing. One thing is providing the needs and another thing is accessing these needs. When these needs among other secondary needs are not met, only vocational skill acquisition programmes can salvage this situation. Corroborating, Agabi (2002) mention that, all society's that are desirous of achieving socio- economic and political growth must therefore pay sufficient attention to the development of the critical human resource needed through vocational skills to implement development programs.

In a study, assessment of women's needs in IDP camps, reported by Kachin Women's Association Thailand (2013) to make deeper, the understanding of needs in IDP Camps in Kachin State. Humanitarian actors, registered Non-Governmental Organizations (NGOs) and other donor communities are involved, the assessment was undertaken in 17 camps in 4 townships in Kachin State, with over 30,000 IDPs. Findings shows that among the sectoral needs, women needed sewing training, girls (women under 18) needed materials for sewing, knitting, weaving while the men needed vocational skills training to generate income. "Only women who had no children and those whose children had grown up could go and work for daily wages work.

In other camps, there were less chances to get income because there were no areas to cultivate their own farms because the camps were based at rocky hillsides, the camps were too far away from the Kachin Towns/ villages and Chinese border, and the difficulties of the transportation. Most of the people from each camp said that they needed money whenever they were asked what else they needed. They said they could buy anything they truly needed if money was given and not the materials." Restriction from in and out of the camps and depletion of most of the resources and assets of the IDP's were some of the difficulties encountered.

Buhari and Abbagana (2024), in a study, affirms that, the activities of the insurgents greatly affect livelihood of the IDPs, in camps in Borno, Yobe and Adamawa states. Majority of the IDPs that are respondents in the study have no access to skills development programs to enhance their livelihood through income generating activities, and express the desire to acquire skills to establish diverse sources to be self-reliant and there is significant gender difference on the impact of post-insurgency on the livelihood of IDPs and also there is significant differences in perceived impacts across different age groups. Similarly, investigation carried out by Adamu and Galadima (2020) revealed that, NGOs such as United Nations Development Programme (UNDP), International Committee of the Red Cross (ICRC) immensely contributed to the poverty reduction in IDPs camps through provisions of skills acquisition programmes, with particular emphasis on cap making, embroidery design on fabrics, tailoring, hairdressing, shoes making, soap making, trainings among others. Also, United Nations Children Emergency Fund (UNICEF) has contributed in ensuring IDPs children are educated in various Camps in Maiduguri.

Another related study was carried out by Adam (2019) on the provisions of skills acquisition and its impact among IDPs, reveals that, 59.33% of the respondents strongly agree that cap design and embroidery is a type of skill acquisition training for poverty management in IDPs camps were 52% of the respondents agree that tailoring is a type of skill acquisition training for poverty management in IDPs camps also 48% of the respondents agreed that Carpentry is a type of skill acquisition training for poverty management in IDPs camps and the findings further revealed that 52% of the respondents agree that soap/detergent making is a



type of skill acquisition training for poverty management in IDPs camps. The objectives of the study are to identify the contributions of NGOs in poverty reduction in IDPs camps.

Furthermore, Falobi (2014) in a study, assessed the contributions NGOs to IDPs in the provision of business strategies for self-reliance, provisions of grants/capital to start up business and the enlightenment of IDPs on small business as part of humanitarian aids in Borno State. Affirms that, there are a number of humanitarian partners and actors offering livelihoods assistance on a small scale, particularly cash support for livelihood, agricultural support to IDPs and returnees and also widows and children’s cash-based livelihood support.

Methodology

Survey research design was adopted for this study. The target population was 43,743 registered IDPs in Senior science secondary school camp Bama, Borno State. A simple Random sampling technique was used to select and 337 as study sample. Researcher design questionnaire was use as the instrument for data collection. The questionnaire is divided in to 3 sections. Section A is to find out the demographic characteristics of the respondents, while section Band C consist of 10 items in Likert scale response format of Strongly Agree (SA = 4), Agree (A = 3), Disagree (D = 2) and Strongly Disagree (SD = 1) was validated by experts in the field of measurement and Evaluation and Adult Education. Items that are not valid were dropped and some items are modified base on their suggestions. Cronbach Alpha reliability of 0.78 was obtained through pilot study that was conducted with 40 IDPs that are not part of the actual sample of this study. Hence the instrument was considered valid and reliable. Questionnaire was administered and retrieved and response rate of three hundred and thirty-seven (337) representing 100% was achieved and found valid for analysis. Data were analyzed using descriptive statistics of frequency counts and percentages, and inferential statistic of t-test and One-way analysis of Variance to analyst the difference in utilization based on gender and age.

Results

Table 1: Distribution of Respondents by Gender and Age

Gender	Frequency	Percentage
Male	148	44%
Female	189	56%
Age of Respondents		
15-25years	212	63%
26-36years	73	22%
37-47years	41	12%
48-above	11	3%
Total	337	100%

Table 1 shows the gender and age of respondents. The table reveals that male were 148(44%) respondents and female were 189(56%) respondents. This implies that female has the highest number with 189(56%) than male. The age of respondents reveals that 15-25years were 212(63%) respondents, 26-36years 73(22%) respondents, 37-47years 41(12%) respondents and 48-above 11(3%) respondents. Therefore, this implies that the age 15-25years has the highest number of respondents with 212(63%) than others.

Research Question 1: What is the impact of vocational skills programme on IDPs’ livelihoods in Bama Camp, Borno state?

Table 2: Impact of Vocational Skills Programme on Internally Displaced Persons Livelihood in Bama camp, Borno state.

S/N	Items	SA	A	D	SD
1	Vocational skills programme has been able to reduce the rate of begging in camp	181 (54%)	106 (31%)	39 (12%)	11 (3%)
2	Vocational skill programme has increased the standard of living of in the camp	94 (28%)	116 (34%)	121 (36%)	6 (2%)
3	It has helped to reduce poverty by establishing household business in camp	87 (26%)	113 (33%)	124 (37%)	13 (4%)
4	It has improved the level of confidence the IDPs have in camp to embark on small business	109 (32%)	136 (40%)	83 (25%)	9 (3%)
5	Vocational skill programme can be of beneficial in this situation on not to rely on any organization	96 (29%)	129 (38%)	102 (30%)	10 (3%)
Average		113 (33%)	120 (36%)	94 (28%)	10 (3%)

Table 2 shows the impact of vocational skills programme on internally displaced persons livelihood, with vocational skills programme has been able to reduce the rate of begging in camp 181(54%) respondents who indicated strongly agreed, followed by It has improved the level of confidence the IDPs have in camp to embark on small business 136(40%) respondents and vocational skill programme can be of beneficial in this situation on not to rely on any organization 129(38%) who indicated agreed, while, Vocational skill programme has increased the standard of living of youth in camp 121(36%) respondents and It has helped to reduce poverty by establishing household business in camp 124 (37%) respondents who indicated disagreed. This implies that out of 337 respondents, majority with 120 (36%) respondents indicated agreed, followed by 113 (33%) respondents who indicated strongly agreed and 94 (28%) respondents indicated disagreed, while 10(3%) respondents indicated strongly disagreed respectively from the average of the analysis. Therefore, the respondents agreed that vocational skills programme has impact on internally displaced person’s livelihood in senior science secondary school camp Bama.

Research Question 2: How do IDPs utilize vocational skills programme for livelihoods in Bama Camp, Borno state?

Table 3: Utilization of Vocational Skills Programme on Internally Displaced Persons Livelihood

S/N	Items	SA	A	D	SD
1	Vocational skills programme help me to established my personal business	116 (34%)	164 (49%)	43 (13%)	14 (4%)
2	It help me to work on my own without supervision	91 (27%)	189 (56%)	54 (16%)	3 (1%)
3	I can sew clothes on my own with the aid of Vocational skills programme	15 (4%)	97 (29%)	172 (51%)	53 (16%)
4	I can now engage in skilled work with the aid of vocational skills training I have acquired	104 (31%)	176 (52%)	31 (9%)	26 (8%)
5	I have not learnt anything from vocational skills programme	37 (11%)	51 (15%)	122 (36%)	127 (38%)



	363	677	422	223
Average	73 (22%)	135 (40%)	84 (25%)	45 (13%)

Table 3 shows the utilization of vocational skills programme on internally displaced persons livelihood, with vocational skills programme help me to established my personal business 164(49%) respondents, It help me to work on my own without supervision 189(56%) respondents and I can now engage in skilled work with the aid of vocational skills training I have acquired 176(52%) respondents who indicated agreed, followed by I can sew clothes on my own with the aid of Vocational skills programme 172(51%) respondents who indicated disagreed, while, I have not learnt anything from vocational skills programme 127(38%) respondents who indicated strongly disagreed. This implies that out of 337 respondents, majority with 135(40%) respondents indicated agreed, followed by 84(25%) respondents who indicated disagreed and 73(22%) respondents indicated strongly agreed, while 45(13%) respondents indicated strongly disagreed respectively from the average of the analysis. Therefore, the result revealed that internally displaced persons utilized vocational skills programme for livelihood.

H₀₁: There is no significant gender differences on the level of utilization of vocational skills programme for livelihoods of IDPs in Bama Camp, Borno state.

Table 4: Independent Sample T-test on gender difference on the level of utilization of vocational skills programme for livelihood.

Gender	Mean	SD	df	t	p-value	Remark
Male	96	5.59	368	8.01	0.000	Reject H ₀₁
Female	241	5.35				

In Table 4, independent Sample T-test was conducted to investigate gender differences on the level of utilization of vocational skills programme for livelihood of IDPs in Bama Camp, Borno state. The mean score for males was 96 (SD= 5.59) while for females, it was 241(SD= 5.35). The analysis shows a significant difference in the mean score between genders, with a t-value of 8.01 and a p-value of 0.000. Consequently, the null hypothesis (H₀₁) indicates no gender difference on the level of utilization of vocational skills programme for livelihood is rejected. This result reveals there is statistically gender difference in the perception of the respondents with female reporting higher mean scores in comparison to males.

H₀₂ There is no significant age difference on the level of utilization of vocational skills programme for livelihoods of IDPs in Bama Camp, Borno state.

Table 5: One Way Analysis of Variance on age difference on the level of utilization of vocational skills programme for livelihoods of IDPs in Bama Camp, Borno state.

Sources of Variations	Sum of Squares	df	Mean Square	F	p-value	Remark
Between Groups	1654.176	3	536.622	41.148	0.000	Reject H ₀₂
Within Groups	5000.34	333	13.139			
Total	6654.516	336				

Table 5 presents the results of a One-Way Analysis of Variance (ANOVA) examining the level of vocational skills programme utilization for livelihood of IDPs in Bama Camp. The analysis reveal significant variation between groups, with a sum squares 1654.176, a degree of freedom of 3, a mean



square of 536,622, an F- value of 41.148, and a p-value of 0.000. Consequently, the null hypothesis (H_{02}) suggesting no significant difference on the level of utilization of vocational skills programme among different groups is rejected. This statistical outcome demonstrates that among the different groups examine, there are statistically significant differences in the level of vocational skills programme utilization for livelihood of IDPs in Bama Camp.

Discussion

Based on the findings of this study, most of the respondents agreed that vocational skills programme has impact on IDPs livelihood in senior science secondary school camp Bama and the level of utilization of the vocational skills programme on the livelihood of IDPs in Bama camp. This finding is in agreement with the study of Ada, & Abdullahi (2022) cited in Solomon (2024), which state that, numerous humanitarian interventions have positively impacted on the livelihood of IDPs, creating prospects and opportunities to fight poverty and make beneficiaries self-reliant, for socioeconomic development of Borno State. Also corroborating, the study of Okwute, Sanda & Usman (2017) assert that, the role of vocational skills acquisition as a tool for human empowerment and community development cannot be estimated. It has proven to be significant tool for creating employment, poverty reduction and self-reliance most especially in situations of natural or man-made displacement. Agabi (2002) has earlier supported the views of (Solomon, 2024; and Okwute, Sanda & Usman, 2017) that, all society's that are desirous of achieving socio- economic and political growth must make significant effort to address the poverty situation through vocational skills programmes, and enhance the capacity of human resources available to make them become self-reliant.

In a similar view Buhari and Abbagana (2024), affirms that, the activities of the insurgents greatly affect livelihood of the IDPs, in camps in Borno, Yobe and Adamawa states. Most of the respondents in the study have no access to skills development programs to enhance their livelihood through income generating activities, and express the desire to acquire skills to establish diverse sources to be self-reliant and further opined that there is significant gender difference on the impact of post-insurgency on the livelihood of IDPs and also there is significant differences in perceived impacts across different age groups. There study further reinforce and supported the finding of this study, which reveal there is significant gender difference on the impact vocational skills on the livelihood of IDPs and also there is significant differences in the utilization of vocational skills on livelihood across different age groups.

Similarly, a study by Adamu and Galadima (2020), revealed that, NGOs such as United Nations Development Programme (UNDP), International Committee of the Red Cross (ICRC) immensely contributed to the poverty reduction in IDPs camps through provisions of skills acquisition programmes, with particular emphasis on cap making, embroidery design on fabrics, tailoring, hairdressing, shoes making, soap making, trainings among others. This has offered the IDPs to utilize the skills to take care of their daily needs to reduce their poverty level and make them self-reliance. This finding also in agreement and further supported the findings of this study. Accordingly, Mshelia and Abdulrahman (2018), upholding the earlier position of Adamu and Galadima (2020) disclose that, most of the IDPs utilized the acquired vocational skills immediately after the training, even though it is worrisome that, after sometimes the IDPs sale their tools. Corroborating the above assertion, Nkechi and Okechukwu (2012) revealed that, provision of vocational skills and establishing the trainees is never a problem but surviving, managing and sustaining the business is the most significant problem.

Implication for Human Resource Development Planning



The findings of this study has some significant implications for human resource development planning, Vocational Skills programme has remain not only a critical investment geared towards developing desired human resources, but serve as a tool for general economic development of the nations human resource. A well planned vocational skills programme can appropriately contribute to skill workforce and transformed the abundant human resource of Nigeria to skilled based economy that can meaningfully contribute to national socioeconomic advancement.

Nigeria as a country, is blessed with abundant human resources that can be meaningfully transformed into human capital through well planned vocational Skills programme to reduce level of underemployment and unemployment. Another implication of the finding is that, it is human resources that promotes and create values in the production process of a society, more than capital or material resources, hence Nigerians aspiration for achieving socio economic and political development must align with and pay adequate attention to the development of critical human resource to facilitate development initiatives through effective planning. Moreover, for massive economic growth to take place in a nation, Nigeria inclusive, there is the need to invest in vocational skills development programmes to produce the critical human resources needed for the economic development process Agabi, (2002) cited in Adiele, (n.d). In view of the above, assertion, it has now become even more pertinent as a result of growing concern on earning livelihoods in all part of the country worsen by the level of insecurity.

Conclusion.

The study concludes that Vocational skills programmes was found to have impacted on the IDPs livelihood and they have utilized the skills to improve their livelihoods. Therefore, vocational skills programmes has significant impact on their livelihood and evidently proof as a practicable strategy adopted by the government and NGOs as one of the intervention tool to address poverty and make IDPs self-reliance.

Based on the findings the study recommends that,

1. Government and relevant NGOs should continue to offer training on livelihoods and educate the IDPs on the impact of vocational skills programme in order to reduce the rate of poverty and make them self-reliance.
2. There should be policy to promote acquisition of Vocational skills and regulating sales of tools and facilities distributed to the IDPs as start up kits to make effective and efficient use to fight poverty and became self-reliance.
3. The vocational Skills Programmes should also be extended to other IDPs camps and communities hosting the camps in other to make them self-reliant.

References

- Ada, J.E. & Abdullahi, M. (2022). The Impact of Humanitarian Aid on the Post Conflict Development in Borno State. *International Journal of Peace and Development Studies*. Assessed from <https://doi.org/105897/IJPDS2021.0409>
- Adamu & Galadima (2020) Role of Non-Governmental Organizations on Internally Displaced Persons in Borno State, Nigeria, *International Journal of Economics and Development Policy (IJEDP)*, Vol. 3 No. 2, Dec., 2020, Pg. 1 – 20
- Adiele, E. E. (n.d). Planning Vocational Education for Sustainable Human Resource Development in Nigeria, *Academic Discourse: An International Journal*, 1-7.



- Buhari, A. A. and Abbagana K. A. (2024). Effect of Post Insurgency Activities on Livelihood of Victims In North East Nigeria African Journal of Educational Management, Teaching and Entrepreneurship Studies VOL.11 (1), January-April, 2024; <https://ajemates.org>
- Kachin Women’s Association Thailand (2013). Women’s Needs Assessments in IDP Camps Kachin State, (internal document). International Journal of Humanities Social Sciences and Education (IJHSSE), 2(4), 32-41.
- Makinde J.T. (2011). An Assessment of the Impact of National Poverty Eradication Programme (NAPEP) on the People of Southwestern Nigeria: An Empirical Study. Journal of the Faculty of Social Sciences Obafemi Awolowo University, 1(24), 1-16.
- Mortak, S. (2012). The Contribution of Vocational Education and Training in the Preservation and Diffusion of Cultural Heritage in Greece: The Case of the Specialty “Guardian of Museums and Archaeological Sites”. International Journal of Humanities and Social Science, 2(24), 51-58.
- Mshelia, A. G. & Abdulrahman, A. (2018). Entrepreneurial Skills Training Needs in Business Education For Internally Displaced Persons (IDPs) in Borno State For Sustainable Development. Nigerian Journal of Business Education (NIGJBED), 5(2), 250-263.
- Nkechi .A, EJ I.E & Okechukwu F.U, (2012). Entrepreneurship Development and Employment Generation in Nigeria: Problems and Prospects. Journal of Education and General Studies. Nsukka, Nigeria. 1(4), 88-102.
- Okwute, A.O., Sanda, A. & Usman, M. (2017). Community Development in Emergency Situation: A Case Study of Internally Displaced Persons in Borno State. International Journal of Education and Research, 5(6), 209-224.
- Solomon P. (2024) Impact of International Organization for Migration and Host-Communities’ Intervention on Internally Displaced Persons in Borno and Adamawa states, Journal of Political Discourse, Vol. 2, Issue 2, No. 1 / June 2024 <https://www.jopd.com.ng>
- Uranta, D. and Nlerum, F.N (2017). Effectiveness of the Skills Acquisition Programme of Spdc and Nddc. IOSR Journal of Humanities and Social Science (IOSR-JHSS), 22(1), 01-06.