

# Overschooling: A Threat to the Employability of Nigerian University Products

Ruth. A Irmiya (PhD) & Ogundele Michael Olarewaju (PhD)

Faculty of Education, University of Jos, Nigeria  
michogun63@gmail.com

Asia Pacific Journal of  
Academic Research in  
Business Administration

Vol. 6 No.1, 88-92

April 2020

P-ISSN: 2467-6691

E-ISSN: 2467-5148

apjarba@lpubatangas.edu.ph✉

Date Received: February 28, 2020; Date Revised: April 20, 2020

**Abstract** - The study explained the issues relating to over schooling as it affects the employability of the Nigerian university Products. The focuss on the concepts, causes, the threats and controlling strategies for the menace of over schooling as it affect the employability of the Nigerian university products. Suggestions was made that entrepreneurship skills acquisition be the fundamental issues in university education curriculum, instructional activities should be activity based and critical creative thinking be adopted during the instructional processes of the university that labour markets and the curriculum planners should be adequately consulted in order to design university curriculum in line either the societal needs. However the suggestions made will aid self-sufficiency, job creation, employer of labour and reduce high rate of unemployment caused by over schooling of Nigerian university products It was concluded that effective strategies be adopted for the employability of Nigerian university Products.

**Keywords:** Employability, Nigerian, over schooling University Products

## INTRODUCTION

Education is the essential instrument for a sustainable national development and social mobility of an individuals in Nigerian. It should also be noted that, despite all the governmental efforts in Nigeria on provision of the relevant education to her citizens, the issue of out-of school still existed among the products, which constituted a great threat to the Employability of Nigerians university Products. However, other disadvantage that existed are :out of school children includes Alimajiri, Girls Children, Street Boys, Nomads, Fishermen, Book-Haram group and Bandit etc. The out of school children was estimated to be one. 1.3 millions in Nigeria [1]. It become a great concern for the Federal Republic of Nigeria [2] which made her to called for access, equity and quality educational opportunities

for her citizens by 2030 The equality in educational provision to the citizens therefore, reflected in the following governmental efforts like Nomadic Education, Almajiri Schools, Girl Child Education. Provisions which are free of charge, the education was provided with provision of free welfare services like transportation, accommodation, school feeding, provisions of free school uniforms, mobile teaching and all efforts that will encourage access to the quality, education. The governmental efforts are also, being complemented by the community efforts, like parents-Teacher Collaborative Efforts in order to encourage quality educational system for the Nigerian Youths. According to Ogundele [3] any nation that failed in their responsibility in educational provisions to her citizens, they cannot be ranked high among other developed nations at the global level . However, no nation thereby toys with education provision to her citizens. The UNESCO also advocated for education for all in 2030 thereby stated that, everyone at the global level should have access to quality education by 2030. It should also be noted that, the efforts of the three tiers of government, community members, international communities, organizations and everyone in the society had been effectively focused towards educational provisions to Nigerian citizens. The efforts had also lead to proliferation of primary, secondary and higher education programmes in the country. Every Nigerian wants their children to get access to quality University systems. Today, there are 174 public Universities in Nigeria which comprise of Federal, State and Private Universities and all are admitting students for different programmes in their Universities. The Universities in Nigeria convocated high member of graduates every year, the high number of graduated students at the universities also constitute another problem of over schooling. For instance, 80000 students are convocated yearly. The large numbers of the graduates are ushered in to queue up into the labour market in Nigeria. For the graduates

to be adequate fitted into the few available jobs in the labour market, there is continual pursuit for higher education. The problems however lead to the problem of over schooling. The issue of over schooling in Nigerian universities had also become another concern issue in Nigerian education. to extent that the university curriculum was too much expanded with too much content without correspondent relevance to the labour market. The problem mass access to education couple with establishing of more universities, without correspondence increase in the number of industries that will absorb the graduates of the universities also become an issue of concerned. According to Khor [4], the increase in the number of the university graduates without correspondent increase in the industrial sectors in the countries to absorb the young graduates had led to high rate of unemployment, poverty and social crimes among the youths. The problem of over schooling causes, challenges and suggestions for the way forward therefore, become the focus of this paper.

### **Concepts of over Schooling and Employability**

Many scholars have defined over schooling in many ways based, on their own views and iperceptions. It should be noted that the definitions provided also focused on the same direction. Manga [5] described over schooling as the situation whereby the availability of the students in the school system outreach or doubled the total availability of the resources to be used for the teaching-learning processes. The issue of over schooling lead to over school population, over class size, poor school plant militancy and congestions.

Ogundele and Agbulu [6] also described over schooling as the excessiveness of the students admitted into a class, course or programme without correspondence planned for employability of those students after graduation. The author noted that the over schooling is characterized by overutilization, under availability and inadequate use of the instructional and infrastructural facilities that are devoted for the instructional activities in the school system. It is an excessive turnout of graduates from institution without opportunities for employment of the graduates,

Oparinde [7], over schooling is a factor of schooling system that debars teachers' effectiveness and lead to high rate of internal inefficiency. The author noted over schooling emanated from the fact when the school administrators admit more students

into course, classroom or a particular programmes in the society without, availability of the instructional facilities and the qualified staff to manage the programme. The excessiveness of the students in a particular programme in Nigerian universities have a negative influence on the employability of the graduates. The problem of inadequacy in the infrastructural facilities lead to the production of unskilled graduates, thereby leading to an increase in the total number of the graduates in the labor markets especially in Nigeria. However, Akanni [8] defined over schooling is the situation whereby citizens of the country are possessing series of similar certificates of degrees and yet they could not make positive use of the certificates to develop creative thinking, critical thinking, skill acquisition and such citizens ended up in unemployed labor markets in Nigeria. Employability according to Sambo and Bawa [9] is the ineffective use of creative thinking to utilize the local resources to create goods and services for the benefit of the society. Ogundele, Sofoluwe and Kayode [10] also defined employability as the ability of an individual to be self-sufficient job creator, absence of job seeker, ability to develop self-reliant nation and ability to productive. The authors however noted that for full employability of graduates to be enhanced, the national youth service corps programme should need to integrate soft skills acquisition into the programme.

### **Factors responsible for Over Schooling Among Nigerian University Products**

Over the years in Nigeria, many university graduates had exposed themselves into the over schooling scandal to extent that many citizens bagged more than one degrees, the curriculum have many courses contents with heavy workloads, many graduates re-enrolled for other course so as to be fitted into particular jobs. However, the following factors lead to over schooling among Nigerian university graduates.

### **Over-dependency on paper qualification**

Many Industries advocate for a particular certificate or qualification before they are employed. Ogundele [11] noted that many graduates seek for more certificates so as for them to be fitted into a particular job. The author stated that in an attempt to get job and such individuals do not have the certificate to qualify him for the job, he try to re-enroll for the course that will enable him to get such a particular

job. For instance, lawyers, natural science graduates many decide to enroll for postgraduate Diploma in Education or Nigeria Certificate on Education so as to qualify for the teaching profession employment appointment demands in Nigeria. Many graduates decide to have more qualification that will make him or her acquire higher opportunities over other counterparts that are seeking similar positions. Olagunju [12] also observed that, when an organizations call for advertisement for the positions they will indicate qualifications that are required by the candidates and all added advantages. As such, for those that want to be qualified he has to go back to school in order to get additional qualifications that will make him to qualify for the position.

### **Uncoordinated curriculum development in Higher Institutions**

Many courses are overloaded with course contents to extent that, the students may not finish the courses within the stipulated time, to extent that the course contents compose of both relevant and irrelevances in the courses clumsiness in the contents all which made the certificate to be theoretically oriented and make the certificate obtained not to be relevant with the needs and aspirations of the society [13].

### **Societal Flexibility in changes**

Changes and innovations in the society make the schooling to be expanded. The Nigerian universities expanded the courses and programmes in order to make the graduates to be more relevant to the societal needs and innovative demands. As Jimba [14] stated that for an individual to be compatible with the needs changes and innovations in the society, the institution need to provide avenue for developing critical and creative thinking in the university system, in the interest of meeting up with the changes and innovation.

### **Natural Resources**

Resource availability within a geographical area encouraged the federal government to establish a university that is closely related to such resources. Instance there is the university or petroleum in Bayelsa State; because of the availability of petroleum resources, Department of Geology was created in some universities for the universities to produce more graduates that will help in the mining process. However, every citizen within the area wants their children to partake and help in the resources

utilization for the country the situation creates over schooling on the geology to extent that employability become difficult for the graduates [15].

Limited positions in some organization the demand for higher qualifications or specific qualifications: Many people over schooled because of their interest towards placement in to a position that demand for specific qualification. Many people that have bagged certain degrees decide to go for another type of degree because of their position. Low considerations for the societal needs and aspirations in the choice of career made many people not to choose the right course at the right time. Due to the fact that many graduates were not provided with adequate career choice counselling at the early childhood on the need for relevant courses to the society. The problem made individuals not to choose the right career at the right time leading to changes in their course for the career of interest [16].

Scholarship awards also cause over schooling to extent that some graduates why decide to go back to school because of education and free allowance opportunities provided leading to over schooling in Nigerian society which is not good to Nigerian economy [17].

### **Relationship between Over Schooling and Employability of Nigerian University Products**

Overschooling among Nigerian universities graduates had caused a lot of havoc to the employability of the university graduates in Nigeria. Nwachukwu [18] noted that high rate of unemployment among the Nigerian university graduates had relegated the integrity of the university certificates. Many Nigeria university graduates overschooled purposely, to have better opportunities for a particular job, employability into the offices and for them to earn better salaries .If such graduates did not secure a job the next is to prepare for another school leading to overschooling problem .The issue of overschooling had constituted challenges to the employability of Nigerian university graduates in the following ways.

Competitiveness: Due to high population of the university graduate sin Nigeria without correspondent in the industrial development. Little or no correspondence of the available industrial development to cater for the university graduates made caused a lot of over schooling among the youths and bringing about competitive havoc such as hatred,

killings, enormity and social crimes in a bid for the few opportunities in the available industries [19].

**Ethical challenges in school management:** Ethical challenges in Nigerian universities are due to over schooling. It should be noted that every one acknowledged the fact that education is the only tool that can bring effective social transformation and sustainable national development in Nigeria. However due to over-schooling without expansion in labour markets, which led to perpetration of unethical issues in the society because of high rate of unemployment. The over schooling therefore affect employment opportunities due to the fact that the graduate become jack of all trades and master of none [20]. Perpetration of ethical issues such as robbery, embezzlement, unemployment, thuggery, examination malpractice suicide, kidnappers, election rigging, internet or network hackers all criminal attitudes that do affect national development. It should also be noted that due to the problem of unemployment of the graduates, they participated on anything or other illegal assignments that can bring money.

**Inadequate critical and creative thinking among the university graduates:** over schooling itself is burned out of the fact that the university education programme failed to develop technological and creative thinking in students and as such after graduation, their qualification certificates become irrelevant to the needs and aspiration of the society. After the graduation therefore, instead of them to be able to use creative thinking acquire during the schooling, they could not and thereby not relevant to the society [21].

**Over schooling among Nigerian university graduates lead to the problem of internal inefficiency:** The problem of overschooling results to overcrowded classroom, in sufficient facilities, high teacher' turnover, resource wastage, over utilization of the instructional facilities in the school, all factors that affect the internal and external efficiency are present due to the issue of over schooling.

Over schooling reduces the number of followers and increases leadership in the organization because when too much people with higher degrees are in the organization, every one become boss and not followers and the productivity may be too low in such as industries.

Incessant increase in the salaries of the workers emerged as individuals climbed to the higher degree in the educational ladder. The organization may not be able to cope with the increment and if not cope it can

lead to job dissatisfaction among the over schooled workers and finally affect the productivity [22].

### **Suggestions**

It should be observed that over schooling has negative effect on the employability of Nigerian university graduates. Therefore, the following management strategies are suggested:

**Establishment of More Industries to bridge the gap between schooling an employability:**The wealthy Nigerians should be encouraged to establish more industries that want cater for the Nigerian university graduates instead of establishing more private universities. The establishment of more industries will definitely absorb the university graduates in Nigeria.

**Cooperation between Universities and Industries:** Also, National University Commission (NUC) should liaise with the labour markets to determine the areas that needs more labour forces and such needs will enable the universities to design the relevant curriculum for the graduates in order to make them relevant to the labour markets.

### **Integration of Technical and Vocational Education into Universities Curriculum:**

Furthermore, universities should be made to develop critical and creative thinking in the mind of university students. The universities should therefore integrate vocational and technological skills acquisition into the school curriculum to extent that when they graduate they will be able to live on the skills and thereby reduce high rate of unemployment among the university graduates.

**There Should be Capacity Building:** There should be capacity building for the university graduates through seminars, workshops and conferences and be exposed to the various employment opportunities and the universities should de-emphasize on the certificate acquisition rather than they should focus on the skills acquisition the efforts will reduce over schooling and the graduates will be self-reliant, sufficient, job creator and employer of labour.

**Finally, Practical Skills Needs to be Integrated:** Employer of labour should provide psychological tests like aptitude test that will examine the practical skills required of the jobs instead of certificate qualification only.

### **Conclusion**

Over schooling came up due to the fact the tertiary institutions turned out large number graduates

which outweigh the total number of available vacancies in the labour markets. The results lead to job dissatisfactions which caused low productivity. However, due to the fact that most of the graduates were not pay the salaries and wages which can make them not to be satisfied with the few available jobs. Many graduates from Nigerian universities have to see that they go back to that they go back to schools to acquire the certificates that will make them qualify for higher salaries payment. The accumulation of so many certificates create problem of lack of all trade and master of none among the Nigerian university graduates and the problem thereby leading to over schooling problem. However, In order to eradicate the schooling problem among Nigerian university graduates, there is the need to put up effective management strategies that will free the economy for investment and development towards employability of Nigerian graduates, in short there is the need to put a stop to the issue over schooling among Nigerian university graduates.

## REFERENCES

- [1] Sambo, M.A. (2017). *Financing of Nigerian Education*. Uyo: University press.
- [2] Federal Republic of Nigeria (2013). *National Policy of Education*, Abuja:NERDC
- [3] Ogundele, M.O. (2012). Gender differences and entrepreneurship skills acquisition of tertiary institutions in Kwara state, Nigeria. *Journal of entrepreneurship and management* 2(2), 5-13.
- [4] Khor, M. (2007). *Globalization and south: some critical issues*: Ibadan: specutum,
- [5] Manga, S.D. (2019). Overschooling and Administration effectiveness of universities of Northern Nigeria. *Kiu Journal of Social Sciences* 10(2), 48-58
- [6] Ogundele, M.O, & Agbulu, C.A. (2018). Politics in the Management of Nigerian Universities: way forward. *Journal of Education, Science and Technology*1(2), 15-21
- [7] Oparinde, R.O. (2013). *Management in Education*. Osogbo: crossover press.
- [8] Akanni, O. (2011). Graduate effects of over schooling: implication for technical and vocational education, *African Education indices* 5(1), 1-7.
- [9] Bawa, J. (2017). Youth Employability in Nigeria. Issue of concern. *Continental Journal of Educational Research* 10(2) 50-59.
- [10] Ogundele, M.O, Sofoluwe, A.O. & Kayode, A.J.(2012).Integrating Entrepreneurship Education to National Youth's Service Corps in Nigeria. *Journal of Entrepreneurship and Management* 2(1),
- [11] Ogundele, M.O (2019).Education and Economic growth in Nigeria: Ilorin:Ramfik concepts
- [12] Olagunju, A.O. (2014). *Internal efficiency in Nigerian Education System*. Kaduna: success press.
- [13] Udoh, R.A. (2014). Graduate over schooling measurement: issued and the Nigeria situation. *Advances in economic and business* 2(3), 127-137.
- [14] Jimba,D.N. (2015).Functional Education for sustainable development of Nigeria *Journal of philosophy of Education* 5(1),67-74
- [15] Oke,T.I. (2014).*Educational Administration and Planning*. Jos: Mancob press.
- [16] Ebong, J.M. (2006). *Understanding economic of education*. Calabar: university Press
- [17] Nwachukwu, A.A. (2014). *Fundamentals of economic planning*. Lagos: Associated press.
- [18] Leuven, E. (2014). Over education and mis match in the labour market. *Journal of horizon Research* 2(1), 11-18.
- [19] Jimba, D.N, Ogundele, M.O & Damal, D. (2016). Ethical issues and accessibility to Nigerian education: A conference paper presented on 16th October, 2016 at philosophy of education conference at federal university Keffi.
- [20] Oladejo, J.A. (2014). *Politics and Education: Theory and Practices*. Oyo:Raphmore press.
- [21] Etuk, G.K, Akpan, E.G. & Etuk, N.K. (2012). Tertiary over schooling in Nigeria. Theoretical perspectives and cases *African journal of education*. 3(2), 54-60