

# REPOSITIONING YOUTH FOR POST-DEMOCRATIC NATIONAL DEVELOPMENT OF NIGERIA: A CRITICAL INVESTIGATION OF THE NATIONAL YOUTH SERVICE CORPS' DEPLOYMENT POLICY

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## Abstract

*In Nigeria, the National Youth Service Corps is a central youth service agency that is concerned with fulfilling the 3R post-civil war (1967-1970) policy of reconciliation, rehabilitation and reconstruction. The NYSC scheme has not only be pivotal to implementation of national development policies in historical times, but its contemporary mandate enables it to be a critical agency for the fulfilment of Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs) policy mandates while striving to manage the ever growing corps population. This paper draws on findings from recent research that involved 132 respondents made up of 123 young Nigerian graduates and 9 NYSC officials, whose perspectives provide a critique to the NYSC's 4-sector deployment policy that focuses on the deployment of young graduate talent in Nigeria to only four narrow sectors for national development needs. In reality, this paper captures how, the 4-sector deployment policy of the NYSC has created 'capability traps and gaps' in the way that youth capabilities are managed, deployed and sustained for national development. The paper presents an analytic framework that unveils the reality of plausible youth neglect and skills mismatch for youths, whose capabilities don't fit the 4-sector deployment narrative thereby critiquing national development plans and policy making practices in post-democratic Nigeria (1999 till date) that have failed to take into cognisance the capabilities and collective agency of the Nigerian youth. The paper concludes by recommending a REPLIR Strategy especially if the NYSC is to become a strategic agency that can better harness, deploy and manage the potentials, skills and energy of these young people for national development in Nigeria*

**Keywords:** Nigeria National Integration, Youth Deployment Policy

## Introduction

National development in Nigeria since the country's re-entry into a democratic-style governance system in 1999 from military rule, has presented conflicting realities. On the one hand, economic GDP figures from 2003 to 2013 have been between 5 percent to percent, owing to the political that enabled the reinterpretation of the MDGs into national economic policies like the National Economic Empowerment and Development Strategy (NEEDS), transformational agenda (TA), Subsidy Reinvestment Programme (SURE-P) (NPC, 2009, 2011; AfDB, 2013; FRN, 2013), which has set the foundation for further implementation of the current 'change agenda', the futuristic vision 2020 agenda and the SDGs goals by 2030 (FRN, 2014; UNDP Nigeria, 2015). These laudable strategies together with the

rebasings of the Nigerian economy in 2013, propelled Nigeria to the 26<sup>th</sup> economy in the world and the leading economy in Africa – ahead of South Africa by the end of 2014 (NBS, 2014). However, despite national economic progress, volatile global markets due to fluctuating oil prices, issues of poverty, gross youth unemployment, growing youth population that limit economic opportunities especially for young Nigerian graduates, continue to pose great challenges to Nigeria's national and sustainable development (NBS, 2010; Sanusi, 2012; Oduwole, 2015). As the NBS (2015) report suggests, despite well over 400000 jobs created in third quarter of 2015, the overwhelming reality of approximately 1.9 million entrants also in the same quarter into the labour market, sums up the challenge of poor absorptive capacity in the labour market for the ever growing

youth population. As the report concludes, as expected, unemployment and underemployment was highest for persons in the labour force between ages 15-24 and 25-34 – which represents the youth population in Nigeria. It is light of this that it is important to note that for this paper, the definition of youth is context-specific – owing to the constitutional interpretation of who can be consider a Nigerian youth – that is a person between ages 18-35 and an NYSC youth corps member – that is a person between ages 18-30 (NYSC, 1999; FRN, 2009).

### **Statement of Problem**

In Nigeria, the history of the National Youth Service Corps (NYSC), as shaped by policy directives from the second and third national development plans, built on the post-civil war (1967-1970) 3R policy of reconciliation, rehabilitation and reintegration (FRN, 1970; 1974). Underpinned by the thesis and condition that for post-war Nigerian youth to make the passage of rite to adulthood, and enjoy the benefits of the political economy, they engage and participate in the 4-cardinal programmes that includes: a 3 week youth orientation programme; industrial attachment – through the Places of Primary Assignment (PPA); community development – through the Community Development Service (CDS) Programme; and certification – through the passing-out certificate (NYSC, 1999; Obadare, 2010). It is pertinent to note that indeed, the NYSC certificate provides the backdrop for Nigerian graduates to get prerequisite access to gainful employment in the Nigeria. This historical model of the Nigerian NYSC scheme has carried on for the last four decades and two years, maintaining most of the original 4-cadinal principles that informed the schemes existence, there has however been little room for policy manoeuvre and critical discourse.

Even when contemporary solutions underpinned by a human development framework are proffered by the NYSC scheme – with the intent to for instance, channel youth capabilities to four (4) sectors in education, agriculture, health and infrastructure, youths appear to be disenfranchised and their skills mismatched from the places of national development needs.

Aside this, the NYSC operations and efforts since the 2000s have largely been impacted by: an MDGs-driven framework. Initiatives that have emerged from the MDGs framework that have equally been embedded as part of the CDS programmes have witnessed laudable

programmes like the war against poverty (WAP), Family and Community Life Reorientation Programme (FACOR) and the MDGs Advocacy Creation Programme (MACR) (NYSC, 2007, 2008). This has gone a long way to consolidate the MDGs global approach with the National NEEDS framework and advance national development. Also, youths as election agents have changed the election scenery of democratic Nigeria since the 2000s, and their impacts as support staffs to the Independent National Electoral Commission (INEC) has led to commendations by international governmental agencies like the UNDP (UNDP, 2013). Another laudable strategy by the NYSC has been the initiation of the SAED department that has inspired new partnerships for ensuring a youth-driven approach to addressing the challenge of graduate unemployment. Partnerships between the NYSC and for instance the BOI that has inspired the NYSC's youth entrepreneurship fund – that provides loans of between N500k – N2million for youth business start-ups, highlights the dynamic response of the NYSC to the youth for national development challenges in Nigeria (NYSC, 2015a). Indeed, with the changing tides of post-modern development, from an MDGs planning era to and SDGs planning era, it has become imperative for the NYSC to take proactive steps that adapts an integrated approach to national service by incorporating doctrines of volunteerism, capability development and youth empowerment in addressing the socio-economic challenges that youths face (NYSC, 2016).

Over the years, and according to statistics from the NYSC, a total of 3185674 young Nigerians have passed through the NYSC scheme since 1973 (NYSC, 2015). For instance, while in 1973 a total of 2,364 members were mobilized for national service, recent data from the 2013 Ministerial Platform of the Federal Republic of Nigeria, suggests that on an annual average the NYSC programme mobilizes between 25000 to 300000 graduates for national service (FMYD, 2013). This geometrical progression of the NYSC corps population over the last four decades has put more pressure on the scheme to deliver on its mobilization and deployment policy, amidst limited infrastructure and poor absorptive capacity of the scheme to handle the ever growing population. It is in light of this that it is plausible to contend that the challenge of the NYSC deployment policy in contemporary Nigerian State, is one of 'youth-flation' where the ever growing corps population is fast outstripping the available opportunity

structures provided by the industries through PPA opportunities (Arubayi, 2015). The above challenges the NYSC faces today does not just undermine deployment of ever growing corps population in order to recommend proactive solutions. Indeed, with the changing tides of post-democratic development in Nigeria, which has witnessed a change from an Millennium Development Goals (MDGs) planning era to a Sustainable Development Goals (SDGs) platform, the need for the NYSC to take proactive measures by adapting an integrated approach to national service needs to not only incorporate doctrines of volunteerism but also of capacity and capability development as well as youth empowerment.

For Nigeria, the need to renegotiate youth's position and take into cognisance their demographic, socio-economic and political contributions to national development of the country, would be a step towards peace, security and inclusive growth on a national level. Despite this aphorism, the argument has been and continues to remain, perhaps, if the Nigerian government fails to recognize and capitalize on the growing youth bulge, the opportunity cost of neglect could signal disaster for Nigeria in particular and Africa and the world at large in the nearest future (Nigerian Human Development Report[NHDR], 2009; Bloom et al, 2010; Iwilade, 2013). As the NNGR (2010:12) aptly observes:

Nigeria stands on the threshold of the greatest transformation in its history. Over the next 20 years, the fundamental nature of its society could alter beyond recognition. In the best case, Nigeria will enjoy a substantial boost to its development, becoming an economic engine not only for the region, but also for the whole of Africa. If the worst happens, it will see a deepening cycle of economic underperformance, social unrest, and even conflict. The choice between success and failure rests on Nigeria's ability (and may I add the NYSCs ability to come up with proactive strategies that can harness

the power of its single greatest asset:  
not oil, but youth.

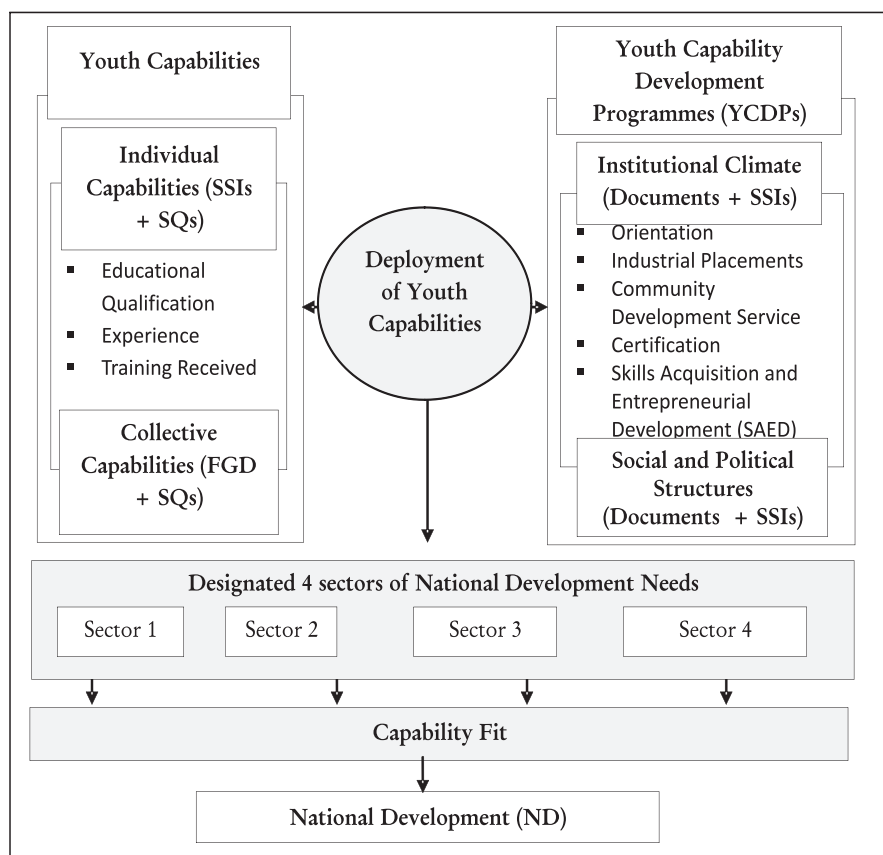
The above statement underscores the overarching significance of this paper which emanates from a study which was conducted between 2011 and 2015 in which a total of 132 respondents – made up of 123 youth respondents and 9 NYSC officials participated in this study (Arubayi, 2015a).

### **Method of Study**

This study adapted a qualitative-dominant mixed methods research (qual-MMR) approach with: 7 youth's participating in a focused group discussion (FGD); 18 youth respondents and 9 NYSC officials who participated in semi-structured interviews (SSIs); and 98 youth respondents who completed the survey questionnaires (SQs). In this regard, it is pertinent to note that this research paper will draw on data on youth demographics as provided by data from total 123 youth respondents who participated in the FGD to get their collective voice, SSIs to get their individual voice and SQs to reinforce qualitative findings. The benefits of utilizing a Qual-MMR approach as suggested by Johnson et al (2007:124) is to allow for reflexive freedom and choice in having a social constructivist viewpoint, while appreciating the use of quantitative data. In this case, the complementarities of utilizing narrative accounts from dual stakeholders groups (i.e. youth and NYSC respondents) and quantitative demographic data capturing capability pool of young Nigerian graduates – explained as the educational qualification obtained, helped to map out how youth capabilities are deployed, fit and function in pre-determined 4-sector areas of national development needs (Figure 1). Furthermore, to effectively deploy Nigerian youth capabilities in national development, it is imperative to understand how they are positioned in the NYSC policy context in which Figure 1 provides an analytic framework for understanding how on the one hand, youth capabilities are managed and youth capability development programmes (YCDPs) deployed to places of national development, and how these capabilities

fit or don't fit the designated areas of national development. For the purpose of this study however is it critical to note that, whilst youth capabilities refers to already existing educational qualifications, skills, experiences and trainings that youth received before their transition into the NYSC pathway, YCDPs refers to the institutional provisions as well as the socio-economic and political structures that are made available for graduate corps members while in the NYSC pathway. For instance, while youth capabilities may

refer to formal educational programmes offered to young undergraduate students of tertiary institutions of higher learning in Nigeria prior to their joining the NYSC, YCDPs refers to the NYSC cardinal programmes like orientation, PPA and CDS programmes, the certification, as well as other skills acquisition and entrepreneurial development (SAED) programmes, that provide skills development training for the graduate corps population (NYSC, 2012; 2015).



**Figure 1: Analytic Framework that Captures the Deployment of Youth Capabilities to areas of National Development Needs**  
Source: Arubayi (2015a)

The above framework builds on Narayan-Parker (2002, 2005) the empowerment model, that is informed by the works of Sen (1999, 2004) and the 'workAble capabilities' approach (Chiappero-

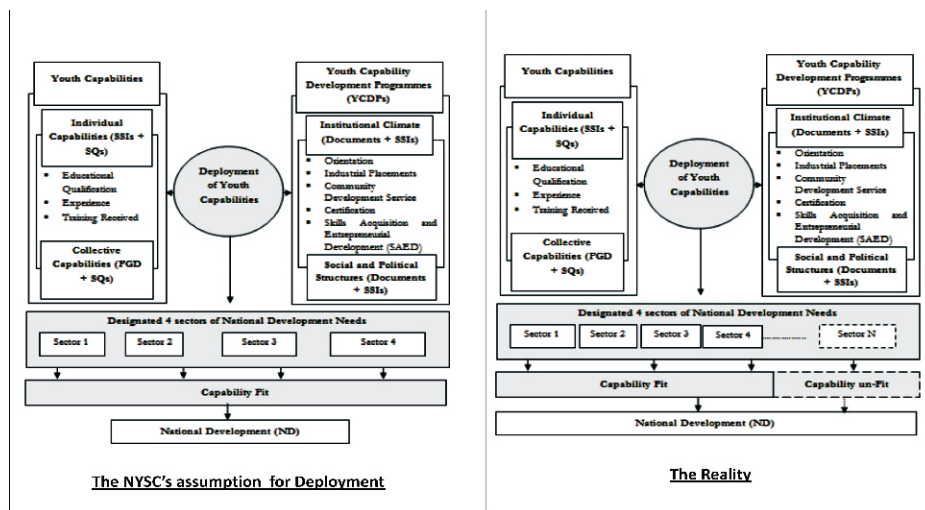
Martinetti and Sabadash, 2014) that advocates for smart, sustainable and inclusive growth for expanding young people's opportunities. Unlike Nussbaum capability approach – where she adopts

a fixed list to reflect the universal common human values in suggesting a basis for determining a decent minimum variety of capability areas (Nussbaum, 2011), conceptual components of the Sen's capability approach (Sen, 2000, 2004) as adapted in both Narayan-Parker (2002, 2005) and the 'workAble capabilities' approach (Chiappero-Martinetti and Sabadash, 2014) shaped the development the above youth capability analytic framework. It builds on Robeyns (2005:94) argument that the capability approach is... 'not a theory that can explain poverty, inequality or wellbeing; instead it rather provides a tool and a framework within which to conceptualise and evaluate social phenomena'. The application of the adapted frameworks will allow for a critical assessment of: youth capability construction in development and the institutional provisions made by the NYSC to improve capabilities, and how these impact on the realities of youth deployment for national development in Nigeria. Furthermore, this analytic framework will provide a critical backdrop to capture the difference between the deployment assumption and deployment reality of how youth capabilities are streamlined to designated sectors of national development needs. Premised on the foregoing therefore a critical examination of the NYSC deployment of youth capabilities for national development in Nigeria is aimed at ensuring that the scheme is repositioned as a pivotal institution – offering proactive solutions for the implementation of sustainable development goals.

### **The Nigerian Experience**

Over the years, the NYSC deployment is the strategy used to expose young corps members to the differences and diversities of cultures and traditions in other parts of the country (NYSC, 1999: 13), with a view to eliminating any inherent ethno-religious prejudices and stereotypes. As a matter of policy, no corps member is expected to be deployed to his'/her state or geopolitical zone of graduation, or state or geopolitical zone of origin (NYSC, 2011, 2012). Although, corps members typically do not have a say in the deployment

exercise, however, there is a notable exception known as 'concessional deployment' in which corps members are redeployed on the grounds of health, marital and extreme compassionate reasons (NYSC, 1999, 2012). Furthermore, the recent security challenge in some North Eastern states of the country is shaping deployment to this region and has currently made deployment to such states, an optional exercise (NYSC, 2015). The NYSC posting is a strategy for deploying youth capabilities to areas of national development needs (NYSC, 2014). The posting strategy is usually applied at the state level to direct corps member capabilities and ensure maximum utilization of the youth capital (Marenin, 1990; NYSC, 1999). Whilst the diversification of the Nigerian economy through for instance, the banking reforms and telecommunications restructuring expanded the opportunities structures, provided sustainable employment and eased the transition of Nigerian youth from education to the NYSC pathway for most of the 2000s, however as part of the implementation of the Transformation Agenda (TA) (2011-2015), posting has been streamlined into four (4) priority sectors, namely: agriculture, health, education and infrastructure (FMYD, 2012) despite the reality of rebased economy. As it stands, this deployment of youth capabilities by the NYSC is hampered by the current four (4) sector deployment strategy that negates the original constitutional sectoral provisions which advocates for the deployment of youth capabilities to 10 sectors (NYSC, 1999, 2004). The new deployment policy also ignores the contemporary contributions of a number of other activity sectors to Nigeria's GDP which the NBS (2014) are 18 sectors. With this, Figure 2 therefore provides a backdrop to understand the disconnect between NYSCs assumption and the reality of the implementation of the NYSC4-sector deployment policy



**Figure 2 : The Contributions of the Analytic Framework to the Deployment Practice of the NYSC**  
 Source: Findings from Author's Fieldwork (2013)

Therefore, contrary to FMYD (2012) suggestions that the four (4) sector deployment policy was a research-driven exercise, this research suggests that at best this is an assumption. Indeed, this policy assumes that all youth capabilities fit the four (4) pre-given deployment sectors. The reality however proves otherwise because not all youth capabilities fit all areas of national development needs (see Figure 1 and 2) which is not the case. Delving deeper in attempts to uncover some loopholes in the NYSC mobilization and deployment strategies of youth capabilities for the purpose of addressing national development needs, the next section of this paper will therefore analyze and challenge some assumptions concerning: the available youth capabilities pool; national integration policy, and; the deployment of youth capabilities.

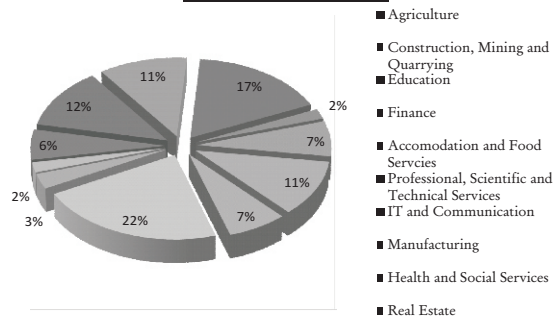
## Findings and Discussions

### a. Youth capabilities pool

Youth capability pool in this research is expressed

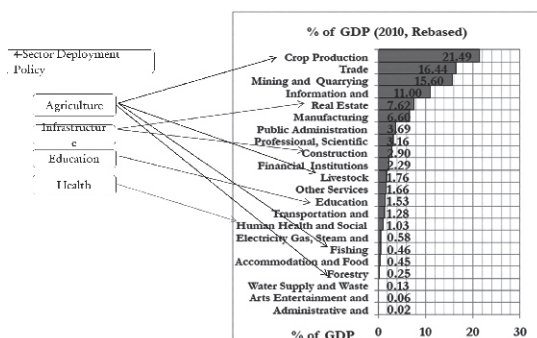
through the analytical framework (Figure 1). Youth capability pool refers to the collation of the individual and collective youth capabilities measured through the educational qualification while youths were in tertiary education that has made them eligible for mobilisation and deployment to areas of national development needs. In this regard, the capabilities pool of all youth respondents (which was explained based on youths courses of study) fell into only eleven (11) activity sectors of the Nigerian economy (Figure 3) as explained by the activity sectors of the 2013 rebased GDP (see NBS, 2014). Although, the current rebased GDP exercise recommends twenty-two (22) key activity sectors that drives the diversification strategy of the Nigerian economy (NBS, 2014), however, with the 4-sector deployment policy of the NYSC that narrowly focuses on education, agriculture, health and infrastructure, the opportunity structures for youth capabilities to thrive is further limited.

**Figure 3: Youth Capability Pool that fit Nigeria's GDP (2010-2013) activity sectors**



Source: Field Data (2013)

The foregoing findings, raises a critical question about the rationale of continuing with the four (4) sector deployment policy especially when this juxtaposed against the substantial contributions of other sectors such as finance, IT and communication to the GDP of Nigeria, that this 4-sector deployment policy does not cover. Although it may be argued that these four (4) sectors reflects a global human development focus (Alkire, 2010) that may have a multiplier effect (especially through education and health) on the economy (Johnson, 2011; Eneji et al., 2013), this deployment strategy generally limits youth opportunity structure in the Nigerian political economy (See Figure 4). In reality, despite there been 22 activity sectors available for the deployment of young course capabilities, the narrow focus on the 4-sector deployment policy neglects the skills of 68percent (i.e. only 15 of 22 sectors suggested of Nigeria's current rebased GDP figures), while only making 22percent (7 of 22) the activity sectors for youth capabilities to thrive and function (see Figure 4).



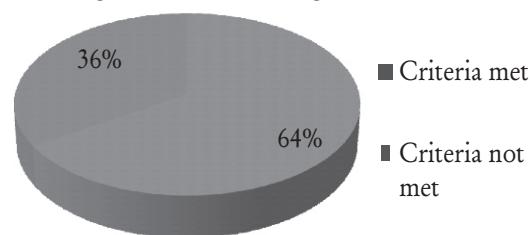
**Figure 4: Dilemma associated with youth deployment in Nigeria**

Source: adapted from NBS (2014)

**a. National integration policy**

A cardinal objective of the NYSC is to facilitate the national integration of Nigeria through the mobilisation and deployment of youth to places other than their states or geopolitical zones of origin and schooling (NYSC, 1999). Based on findings from documents, and narratives from key NYSC officials, young Nigerian graduates can only be state-mobilized and deployed either to 83percent (that is 5 out of the 6 geopolitical zones based on the fact that their state of origin and state of education are the same) or 67percent (4 out of the 6 geopolitical zones based on the fact that their state of origin and state of education are) of the available geopolitical zones in Nigeria. Therefore, it is pertinent to note that the mobilization scenarios of 83 percent and 67percent respectively, in which youth capabilities can be deployed for the purpose of national integration, first depends on whether the youth's State/GPZO and the State/GPZE are the same (deployment Scenario 1) or different (Deployment Scenario 2) from the geopolitical zone or state of national service (GPZ-SNS) (Arubayi, 2015a). This simply suggests that, as much as possible, the integration strategy of NYSC scheme should be implemented in such a way that youth have differential experiences across their transition pathways from education to the NYSC. For instance their GPZO must be different from GPZE, and different from GPZ-SNS.

**Figure 5: National Integration Criteria Fit**



Source: Fieldwork Data (2013)

In light of the above, the findings from the youth mobilization for national integration data, reveals that only 64percent of the youth respondents met the requirement of either scenario of national integration (Figure 5). Although a number of reasons can be adduced for this apparent lapse in deployment for national integration, the prime factor may be the politics of concessional

favouritism wherein youths influence their deployment with the social capital or financial muscle of their guardians. The broader implication of 36percent of youth not meeting the national integration policy signals broader threats to national security that undermines social cohesion between ethnic groups.

**C. Actual Deployment (Posting) of youth capabilities**

The actual deployment/posting to sectors of national development, reveals that while

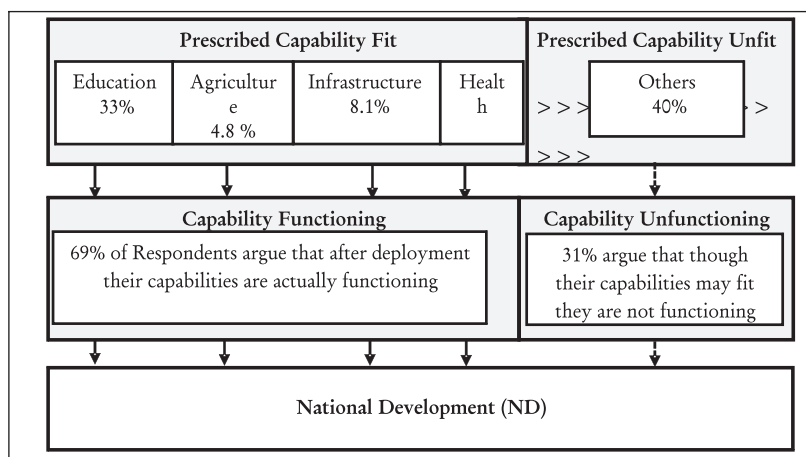
60percent of youth capabilities fit the designated 4-sectors, 40 percent 'don't fit' (Table 1). In other words, it may appear that approximately 40 percent of youth capabilities were forced to fit the new NYSC sectoral deployment policy without taking into cognizance the freedoms of these capabilities to function effectively. Under this circumstance, the potential contributions to national development that this capabilities were expected to have, remain trapped and underutilized as informed by the 4-sector deployment policy.

Table 1: Youth Capability Deployment Reality			
Youths, who based on their capability 'fit' the prescribed NYSC deployment sectors		<b>Frequency</b>	<b>%</b>
Deployment Sectors	Education	41	33
	Agriculture	6	5
	Infrastructure	10	8
	Health	17	14
Total (Youth Capabilities that fit Deployment Sectors)		74	60
Youths, who based on their capabilities 'don't fit' the pre-given NYSC deployment sectors		<b>Frequency</b>	<b>%</b>
Total (Other youth capabilities that don't fit pre-given deployment sectors)		49	40
Total		123	100

Source: Fieldwork Data (2013)

Furthermore, when youths were asked about their deployment experience, about a third of youth respondents (69 percent) indicated that though their capabilities may be deployed to fit sectors of national development needs, their capabilities however function effectively to bring about

national development (Figure 6). In other words, youths were able to discover new capabilities aside the skills they possessed has they had to make do with the available 4-sector deployment areas as prescribed by the NYSC.



**Figure 6: Deployment and the reality of mainstreaming youth capabilities for national development**

Source: Fieldwork Data (2013)



These findings points to the contradiction inherent in the NYSC deployment strategy and its objective of deploying youth capabilities for national development. With this, it is imperative to redefine this ill-defined 4-sector deployment policy of the NYSC as a proactive step towards ensuring that the NYSC effectively manages and deploys the ever growing corps population is managed effectively.

### **Recommendations**

Based on the findings, the recommended approach for correcting this ill- deployment policy in order to develop new and proactive ways for youth management, deployment and development informs the need for an NYSC proactive REPLIR strategy that is adapts a Human Resource Development approach (Wilson, 2012). REPLIR an acronym inspired by critical though would seek to ensure that NYSC work is driven by

- a. Research Strategy
- b. Employ Strategy
- c. Partnerships for Development Strategy
- d. Legal Strategy
- e. ICT Strategy
- f. Re-educate Strategy

### **1. NYSC-Research Strategy**

Beyond the rhetoric of mere national service, the critical question this strategy would ask is how has the department of planning research and statistics (PRS) adapted a research-led strategy in challenging and reshaping some of the policy recommendations that affect the scheme and youth lives in Nigeria? What research targets has the department come up with that will enable it source for research grants that can redefine the NYSC's agenda and reposition this scheme as an independent think-thank for youth development in Nigeria? Further, given that the MDGs and even now the SDGs frameworks are seen as robust strategies that have been critically researched to arrive at 8 goals and 17goals respectively, what are the defined goals of each of the defined departments of the NYSC scheme – especially the PRS? Because it is obvious that a research-driven

NYSC institution will not only stake its claim as a youth development think-tank in Nigeria, but it will prove insightful in shaping both policies of the NYSC and policies of youth development in Nigeria at large. On a broader scale, what has a research-driven NYSC done to put forward strategies that will further advance the Nigerianization of the youth recruitment into the labour market in Nigeria. Furthermore, an NYSC-research strategy which will for instance be incorporated into the CDS programme, will connect independent academicians (outside affiliated research institutes) to the NYSC work by providing a platform for offering research training – a vital skill that is imperative for recruitment nowadays

### **2. NYSC-Employ Strategy**

Beyond the normative mandate of the NYSCs 4 cardinal programmes of the NYSC, has the scheme considered been a major source of recruitment for both private, public, NGOs and inter-governmental organizations? Where through its scouting and deployment of youth capabilities can ensure employment security of young Nigerian talents? If yes, why has the NYSC not been able to develop an independent recruitment portal where job seekers on the one hand can advertise available jobs on the NYSC website to attract youth corps members who are searching for Jobs? Although, the argument may be that the posting policy already caters for this, but opening the bidding to a more competitive e-based platform for prospective recruiters will not only ease recruiters access to top graduate talent but it will ease the stress of deploying youth talent. Furthermore, the knock-on effect of having an e-based recruitment portal is that this will also help ensure sustained job security for youth corps members during and in their post NYSC as recruiters will only be out for the best. For talents who are not able to fit into any of the available advertised spaces, then the NYSC manual deployment policy would then cater for this.

### **3. NYSC-Partnerships for Development Strategy**

This will task the finance department to come up with a master-plan/policy document that will be informed by research and viable projects that the NYSC needs to embark on in the nearest future so as to solicit for increased partnerships for the execution of capital projects of the scheme. In this white paper policy document, it will be important to develop – as an action plan – an NYSC Capital Fund, that will attract increased partnerships, especially from the private sector and international governmental organizations like the AfDB, World Bank and UNDP.

### **4. NYSC-legal Strategy**

Within this context, it may be insightful to ask: what contribution has the legal department of the scheme contributed to prosecuting corps recruiters that fall short of their minimum requirements for corps welfare in states of nation? As a matter of curiosity, has the NYSC embarked on any legal case that (1) contributed to legal jurisprudence (2) sparked national debate as to some of the reasons why corps recruiters fail to retain corps members despite them being qualified. The truth remains, that some of the identified strategies including the emergent SAED strategy can be improved upon through a 'youth-engage' policy that will ensure that youths are central to some of the solutions to some of the questions raised above. Indeed, with approximately 250000 to 300000 young corps members:

### **5. NYSC-ICT Strategy**

This department of ICT for instance needs to ensure that it is at the heart of re-branding the NYSC through:

1. E-communicative platforms like social media platforms – facebook, twitter, instagram.

2. E-registration and E-deployment platforms like the NYSCs is already doing
3. E-recruitment for both staff and youth.

### **6. NYSC-Re-educate Strategy**

This strategy will be focused on re-educating disillusioned Nigerians as to contemporary benefits of the NYSC scheme. Perhaps if the question of national integration was obvious in the 1970s, the ethnic divide in Nigeria appears to widened in recent times with incidents of Niger-Delta Militancy, Boko-Haram Insurgency in the north-east, and Protests by the acclaimed Indigenous People of Biafra in the South-West, appearing to be critical boiling points. If indeed the NYSC is to stand out to the contemporary challenge of national integration, then there needs to be increased focus on social media campaigns that incorporates storytelling as a strategy in sharing positive narratives of young corps members experiences of different cultures in Nigerian state. I beg to further ask these questions?

1. With insurgency in the North-East what is the NYSCs role in meeting the needs of the IDPs?
2. With militancy and kidnappings in the South-South has the NYSC been able to provide a robust awareness campaign to re-educate Nigerian youths on the impacts of negative behaviours on the Nigerian economy?
3. Does the NYSC 're-educate' strategy only come into play when policies are globally driven (like has been the case for the MDGs framework)?

### **Conclusion**

The critical examination of the NYSC deployment policy suggests that this 4-sector deployment policy needs to either scrapped or redefined to

accommodate a multi-sectoral approach to youth deployment that will provide more robust opportunities for youth capabilities to thrive. As an embedded component of the REPLIR strategy, the NYSCs research-led approach set the critical context for evaluating the positive/negative impacts of policies advocated either by the federal government or the NYSC in order to improve youth development in Nigeria. Indeed, there is a timely imperative for the scheme to focus on adapting an integrated approach to its national youth service model by making room for increased focus on youth development and empowerment programmes that can improve the skills of young Nigerian graduates. Also, drawing on some of the philosophical tenets of Human Resource Development (Wilson, 2012), the NYSC needs to draw on best-practice models to youth management and development so as to improve the service-delivery of the scheme. In all, the NYSC would remain relevant and be a contemporary solutions when proactive solutions from the NYSC meets proactive and innovative-driven young Nigerian graduates, that will be able to provide a platform for the NYSC to Research, Employ, Partner, Legally challenge the ills of infective youth management and deployment through an nuanced IT Based Strategy that is aimed at Re-educating the general public of the NYSCs renewed vision.

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