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## Public-Private Partnership Models in Technical and Vocational Education and Training (TVET) for Youth Employment in Sokoto State, Nigeria

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### ABSTRACT

This study examines the relationship between Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) and youth employment outcomes in Sokoto State, Nigeria. Using a correlational research design, data was collected from 169 teachers across 5 TVET senior secondary schools across Sokoto state, Nigeria using two instruments: Public-Private Partnerships Assessment Scale (PPPAS) and Youth Employment Outcomes Scale (YEOS) with CVI of 0.84 and 0.80, respectively and reliability indexes of 0.88 and 0.79 obtained using test retest method. The findings reveal a significant positive correlation between PPPs implementation and youth employment rates ( $r = 0.72, p < 0.05$ ), as well as the acquisition of employable skills among young people ( $r = 0.82, p < 0.05$ ). Regression analysis also showed that PPPs significantly predict youth employment outcomes ( $\beta = 0.79, p < 0.05$ ). The study concludes that effective implementation of PPPs in TVET can lead to improved employment prospects for young people. Recommendations include promoting industry-driven training, fostering effective partnerships, investing in infrastructure and resources, enhancing instructors' capacity, and monitoring and evaluating PPPs. The findings can inform policymakers, educators, and stakeholders on the potential benefits of PPPs in TVET for improving youth employment outcomes and driving economic growth in Sokoto State.

### INTRODUCTION

Youth unemployment is a persistent issue in Nigeria, with far-reaching consequences for the country's economic development and social stability (World Bank, 2015). The situation is terrible in Sokoto State, where the unemployment rate is among the highest in the country. The state's economy is largely dependent on agriculture, with limited opportunities for industrialization and economic diversification. As a result, young people in Sokoto State face significant challenges in accessing gainful employment, leading to high levels of unemployment and underemployment (Akinde & Vitung, 2020).

Technical and Vocational Education and Training (TVET) has been recognized as a vital tool for addressing youth unemployment, as it provides young people with the skills and competencies required by the labor market (Federal Ministry of Education, 2022). TVET programs can equip young people with the skills needed to secure employment in various industries, including agriculture, manufacturing, and services. Moreover, TVET can promote entrepreneurship and self-employment, enabling young people to start their own businesses and create jobs for others (Khinnithuck *et al.*, 2026).

However, TVET programs in Nigeria face significant challenges, including inadequate funding, outdated infrastructure, and a disconnect between the skills imparted and the needs of industry (Akinde & Vitung, 2020). Many TVET institutions in Nigeria lack the resources needed to provide high-quality training,

including modern equipment, qualified instructors, and relevant curriculum. As a result, graduates of TVET programs often lack the skills and competencies required by employers, making it difficult for them to secure gainful employment.

The challenges facing TVET programs in Nigeria are compounded by the lack of effective partnerships between government agencies, private sector entities, and TVET institutions. While government agencies provide funding and policy support for TVET programs, private sector entities are often not fully engaged in the design and delivery of these programs. As a result, TVET programs may not be responsive to the needs of industry, and graduates may not have the skills required by employers. In recent years, Public-Private Partnerships (PPPs) have emerged as a promising approach to addressing the challenges facing TVET programs, by leveraging the strengths of both public and private sectors, PPPs can mobilize additional resources, enhance infrastructure, and improve the quality and relevance of TVET programs (Dawa *et al.*, 2020; Molla, 2025). PPPs can also facilitate the development of industry-led training programs, enabling TVET institutions to respond more effectively to labor market needs.

Despite the potential benefits of PPPs in TVET, there is a lack of research on their effectiveness in promoting youth employment in Nigeria, particularly in Sokoto State. This study aims to fill this knowledge gap by examining the role of PPPs in enhancing the effectiveness of TVET

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programs and promoting youth employment in Sokoto State. By exploring the potential of PPPs in addressing the challenges facing TVET programs, this study can provide valuable insights for policymakers, practitioners, and stakeholders seeking to promote youth employment and sustainable economic development in Nigeria. The findings of the study can also contribute to the ongoing debate on the role of PPPs in promoting economic development and reducing poverty in developing countries.

Overall, this study aims to contribute to the development of effective TVET financing models that can promote youth employment and sustainable economic development in Nigeria. By exploring the potential of PPPs in enhancing the effectiveness of TVET programs, this study can provide valuable insights for policymakers, practitioners, and stakeholders seeking to address the challenges facing TVET programs and promote youth employment in Nigeria.

### Statement of the Problem

Youth unemployment is a persistent issue in Nigeria, particularly in Sokoto State, where the unemployment rate is among the highest in the country. Despite the recognized importance of Technical and Vocational Education and Training (TVET) in equipping young people with employable skills, TVET programs in Nigeria face significant challenges, including inadequate funding, outdated infrastructure, and a disconnect between the skills imparted and the needs of industry. Furthermore, the lack of effective partnerships between government agencies, private sector entities, and TVET institutions hinders the responsiveness of TVET programs to labor market needs.

This study aims to investigate the relationship between Public-Private Partnerships (PPPs) in TVET and youth employment outcomes in Sokoto State, Nigeria, with a view to identifying potential solutions to the challenges facing TVET programs and promoting youth employment and sustainable economic development in the state.

### Objectives of the study

The main objective of this study is to investigate the relationship between Public-Private Partnerships (PPP) in Technical and Vocational Education and Training (TVET) and youth employment outcomes in Sokoto State, Nigeria. The specific objectives of the study are:

1. To examine the correlation between Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) and youth employment rates in Sokoto State, Nigeria.
2. To investigate the relationship between PPPs in TVET and the acquisition of employable skills among young people in Sokoto State.
3. To determine the extent to which PPPs in TVET predict youth employment outcomes in Sokoto State.

### Hypotheses

The following null hypotheses were formulated at 0.05

level of significance to guide the study:

H01: There is no significant correlation between the implementation of Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) and youth employment rates in Sokoto State, Nigeria.

H02: There is no significant relationship between the implementation of PPPs in TVET and the acquisition of employable skills among young people in Sokoto State.

H03: Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) do not significantly predict youth employment outcomes in Sokoto State.

### LITERATURE REVIEW

Numerous studies have highlighted the benefits of PPPs in TVET, including improved program relevance, increased access to employment opportunities, and enhanced skills acquisition.

Muzari (2023) explores the feasibility of Public-Private Partnerships (PPPs) for sustainable skills development in Technical and Vocational Education and Training (TVET). The research employed a mixed-methods approach, sampling TVET institutions, lecturers, administrators, and industry captains. This methodology allowed for a balanced view of the findings through descriptive and thematic analysis.

Findings revealed that TVET institutions didn't consider PPPs for sustainable skills development, and policy inconsistency at the government level hindered partnership possibilities. However, industry's role in skills development through internships, traineeships, and on-the-job training was significant. Comparing this study to the current study on Sokoto State, Nigeria, similarities may exist in the challenges faced by TVET institutions and the potential benefits of PPPs. However, the specific context and policy environment in Sokoto State might differ. A gap in Muzari's study could be the lack of focus on specific regional or state-level challenges, which the current study might address.

Oyekola and Ogunsuji (2020) examines the role of Technical and Vocational Education Training (TVET) in Nigeria and the potential of public-private partnerships (PPPs) in achieving TVET goals. The research used an Ordinary Least Square (OLS) Regression Analysis to investigate the effect of unemployment on Gross Domestic Product (GDP) in African and Asian countries. This comparative analysis aimed to establish the necessity of PPPs in enhancing TVET in Nigeria. The study's findings revealed that unemployment has a negative effect on the GDP of African nations. In contrast, Asian countries' GDP was higher due to collaborations with the private sector. This highlights the potential benefits of PPPs in TVET for addressing unemployment and driving economic growth.

Comparing this study to the current study, which investigates the relationship between PPPs in TVET and youth employment outcomes in Sokoto State, Nigeria, similarities exist in the focus on TVET and PPPs. The

current study provides clear understanding of PPPs in TVET, specifically in the context of Sokoto State, and offers insights into the potential of PPPs to improve youth employment outcomes.

Olabiya *et al.* (2022) explores public-private partnerships for enhancing Technical and Vocational Education (TVE) delivery towards graduate employability skills during the COVID-19 era. The research employed a survey design, collecting data from human resources managers and TVE lecturers using a structured questionnaire. The study's findings highlighted the importance of training resources such as online libraries, interactive multimedia, and internet connectivity.

The study's results also showed no significant difference in the mean responses of human resources managers and TVE lecturers regarding private sector involvement and TVE institution roles in enhancing employability skills. The study recommends increased private sector involvement in TVE training, including identifying skill demands, curricula development, and monitoring and evaluation. Comparing this study to the current study, similarities exist in the focus on (PPPs) in (TVET) for enhancing employability skills. The current study builds upon this research by offering insights into the potential of PPPs to improve youth employment outcomes in the specific context of Sokoto State.

Dawa *et al.* (2020) discussed the challenges of financing TVET and the potential benefits of PPPs in addressing these challenges. The article highlighted the need for judicious use of funds and promoting products or services offered by TVET institutions. The article suggests investigating the impact of PPPs on TVET programs and youth employment outcomes.

Oviawe (2018) explored the need for PPPs in TVET to respond to labor market demands and promote technological development. The paper recommended

encouraging PPPs and sharing tools and equipment between TVET institutions and industries. The paper suggests examining the effectiveness of PPPs in TVET programs and identifying best practices.

The current study builds on these findings to investigate the effectiveness of PPPs in TVET programs in Sokoto State, Nigeria, with a focus on promoting youth employment.

### MATERIALS AND METHODS

This study employed a correlational research design to investigate the relationship between Public-Private Partnerships (PPPs) and youth employment outcomes in TVET programs. The population of this study is 267 teachers across 5 TVET senior secondary schools in Sokoto State, Nigeria. A sample of 169 teachers was selected using proportionate and simple random sampling techniques using research advisor 2006 as a guide. Two instruments were used for data collection: Public-Private Partnerships Assessment Scale (PPPAS) and the Youth Employment Outcomes Scale (YEOS), which were validated by experts with validity indices of 0.84 and 0.80, respectively. The reliability of the instruments was established through the test-retest method, yielding reliability indices of 0.88 and 0.79 for PPPAS and YEOS, respectively. The data for this study was collected through direct administration of questionnaire by the researcher with the help of two trained research assistants. The Pearson Product Moment Correlation (PPMC) and linear regression analysis were used to analyze the data and test the hypotheses at a 0.05 level of significance.

### RESULT AND DISCUSSIONS

The result obtained is presented in this section:

H01: There is no significant correlation between the implementation of Public-Private Partnerships (PPPs) in

**Table 1:** Relationship between PPPs in TVET and youth employment rates in Sokoto State, Nigeria

Variable	N	Mean	Standard Deviation	r-cal.	P-value	Decision
(PPPs) implementation	164	2.21	0.50	0.72	0.013	rejected
youth employment rates	164	2.11	0.34			

Source: Fieldwork, 2025

Level of significance  $\alpha=0.05$

Technical and Vocational Education and Training (TVET) and youth employment rates in Sokoto State, Nigeria.

The study found a significant positive correlation ( $r = 0.72$ ,  $p = 0.013$ ) between Public-Private Partnerships (PPPs) implementation in TVET and youth employment rates in Sokoto State, Nigeria. This indicates that as PPPs implementation increases, youth employment rates tend

to increase, suggesting a substantial relationship between the two variables. The rejection of the null hypothesis implies that PPPs is effective strategy for improving youth employment outcomes in TVET.

H02: There is no significant relationship between the implementation of PPPs in TVET and the acquisition of employable skills among young people in Sokoto State.

**Table 2:** Relationship between the implementation of PPPs in TVET and the acquisition of employable skills among young people in Sokoto State.

Variable	N	Mean	Standard Deviation	r-cal.	P-value	Decision
(PPPs) implementation	164	2.22	0.52	0.82	0.023	rejected
youth employable skills	164	2.31	0.44			

Source: Fieldwork, 2025

Level of significance  $\alpha=0.05$

The study found a significant positive correlation ( $r = 0.82, p = 0.023$ ) between PPPs implementation in TVET and the acquisition of employable skills among young people in Sokoto State, Nigeria. This indicates that as PPPs implementation increases, the acquisition of employable skills among young people also tends to increase, suggesting a strong relationship between the

two variables. The rejection of the null hypothesis implies that PPPs may be an effective strategy for enhancing employable skills among young people in TVET.

H03: Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) do not significantly predict youth employment outcomes in Sokoto State.

**Table 3:** Regression Analysis of Public-Private Partnerships on Youth Employment Outcomes

Predictor	B	SE B	$\beta$	t	p
Constant	-0.61	0.11		-5.67	< .001
Public-Private Partnerships	0.97	0.03	.79	31.28	< .001

Source: Fieldwork, 2025

Level of significance  $\alpha=0.05$

The regression analysis results indicate that Public-Private Partnerships (PPPs) significantly predict Youth Employment outcomes. The model explains 62% of the variance in Youth Employment ( $R^2 = .62$ ). The relationship between Public-Private Partnerships and Youth Employment is strong and positive, with a standardized coefficient ( $\beta$ ) of .79. For every one-unit increase in (PPPs), Youth Employment increases by 0.97 units ( $B = 0.97$ ).

The overall model is statistically significant ( $F(1, 162) = 978.51, p < .001$ ), and the coefficient for (PPPs) is also statistically significant ( $t = 31.28, p < .001$ ). These results suggest that (PPPs) are a significant predictor of Youth Employment outcomes, and the strong positive relationship indicates that PPPs can be an effective strategy for improving youth employment outcomes.

### Discussion of Findings

The findings from Table 1 reveal a significant positive relationship between Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) and youth employment rates in Sokoto State, Nigeria. aligns with the existing literature. Studies by Dawa *et al.* (2020) and Oviawe (2018) highlight the potential benefits of PPPs in addressing financing challenges and promoting labor market responsiveness in TVET. The strong positive correlation between PPPs implementation and youth employment rates in the current study supports the notion that PPPs can play a crucial role in enhancing employability.

The current study's finding also resonates with Olabiyi *et al.*'s (2022) research, which emphasizes the importance of private sector involvement in TVET for developing employability skills. The significant relationship between PPPs and youth employment rates suggests that effective implementation of PPPs in TVET can lead to improved employment outcomes for young people in Sokoto State. Findings in Table 2 revealed strong positive and significant correlation between PPPs in TVET and the acquisition of employable skills among young people in Sokoto State, Nigeria, which supports the notion that PPPs play a crucial role in enhancing employability. This finding aligns with existing literature, such as Dawa *et al.* (2020) and Oviawe (2018), which highlights the

potential benefits of PPPs in addressing skill gaps and promoting labor market responsiveness. The statistically significant relationship between PPPs implementation and youth employable skills highlights the importance of effective partnerships between TVET institutions and private sector stakeholders. By leveraging PPPs, TVET institutions can develop programs that equip young people with relevant skills, improving their employment prospects.

Findings also revealed that Public-Private Partnerships (PPPs) are a significant predictor of youth employment outcomes. This finding aligns with existing literature that highlights the potential benefits of PPPs in enhancing employability and promoting labor market responsiveness (Dawa *et al.*, 2020; Oviawe, 2018).

The strong positive relationship between PPPs and youth employment outcomes suggests that effective implementation of PPPs can lead to improved employment prospects for young people. This finding supports the notion that PPPs can play a crucial role in equipping young people with relevant skills, thereby enhancing their employability.

### CONCLUSION

The study conclusively shows that Public-Private Partnerships (PPPs) in Technical and Vocational Education and Training (TVET) have a significant and positive impact on youth employment outcomes in Sokoto State, Nigeria. The findings suggest that effective implementation of PPPs in TVET can lead to improved employment rates, acquisition of employable skills, and overall enhancement of youth employability. Therefore, promoting and investing in PPPs in TVET can be a strategic approach to addressing youth unemployment and fostering economic development in the state.

### Recommendations

Based on the study's findings the following key recommendations were put forward:

1. Promote Industry-Driven Training: Develop TVET programs that are informed by industry needs, ensuring young people acquire relevant skills.
2. Foster Effective Partnerships: Strengthen collaboration between TVET institutions and private

sector stakeholders to enhance program relevance and employment outcomes.

3. Invest in Infrastructure and Resources: Provide TVET institutions with necessary infrastructure and resources to deliver high-quality training.

4. Enhance Instructors' Capacity: Offer regular training and capacity-building programs for TVET instructors to stay updated on industry trends.

5. Monitor and Evaluate PPPs: Establish a robust monitoring and evaluation framework to assess the effectiveness of PPPs in TVET.

These recommendations aim to guide policymakers, educators, and stakeholders in harnessing the potential of PPPs in TVET to improve youth employment outcomes and drive economic growth in Sokoto State.

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