



APPRENTICESHIP AND A TRAINEESHIP METHODS OF SKILL ACQUISITION IN AUTOMOBILE WORKSHOP AND JOB PERFORMANCE

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ABSTRACT

Apprenticeship has been modernized in the recent time, the young people who undergoes apprenticeship training are made to write something down for the purpose of revision, this has made apprenticeship to be interesting. The training of apprenticeship started from the beginning it involves questioning because the master does the teaching during the training and the end of the training the master ask the apprentice questions to know if he or she understand what he or she has been taught. The traineeship is all about undergoing a program through a formal process, the trainee undergoes a formal education, but has no stills on the job, the training involves the training of one to acquire knowledge and skills. The trainee spends lesser time on knowing the job compare to apprenticeship that spend more time on a training. The trainee spends less time on the learning of a job because he or she has learnt the job in school of which because he or she lacks the practical skills, hence he undergoes the training undergraduate undergoes the trainee job someone who has a pre-knowledge of the job. The class of a trainee is made up of youths who will be able to assimilate the teaching of knowledge and skills The trainee is awarded a certificate at the end of his training, the traineeship can start at any time because they have acquired a formal education that will enable them to transit into a new careers, like support work and social care, age care support and disability support work. The apprenticeship training involve the training of youth on trades that involves automobile technology, carpentry, plumbing, electrical electronic, etc. the different between apprenticeship and the traineeship is that apprenticeship involves the training of young people of the age of 10years to 15years, while the traineeship involves the training of youth that has acquired education and want to transits to another career. It involves the ages of 17years to 25years.

KEY WORDS: Apprenticeship, Traineeship, Skill Acquisition, Job Performance.

Introduction

In the recent time apprenticeship has been modernized, compare to the old time, when people are taught by watching the master in the modern time apprenticeship has taken a different shape people are made to write something down as they watch the master and at the end of the training a certificate is issued to the apprentice. Apprenticeship is being defined by Gessier in (2019) that apprenticeship is a practice or a trade of craft that is under a legal agreement that define the relationship between the master, apprentice, the duration and the condition of their services. Apprenticeship can also be defined as a training for a profession under a mentor or a professional. It is a way of acquiring new skills

and getting hand on industrial experience before getting an educational degree or an entry level jobs, Okadi; et al (2020) stated that apprenticeship training is a type of vocational training in which an individual attach him/herself to a master or skill technician to acquire a skill.

Apprenticeships have some benefits for young's trainees according to Peart (2020), the benefits are outline as follows:

1. Apprenticeship tells the trainee what the industry is looking for
2. Gain an experience and acknowledge even before completing your education.
3. Have their hands-on industrial experience?
4. Generate income while leaving
5. Help trainee with networking and building relationship.
6. Help trainee to obtain job opportunities or for studying further.

Modern apprenticeship training is a training programme that combine a job training and the classroom training where the worker earn, while learning the skills required for performing the specialized job. Nwakuo, (2003) stated that there are hundreds of artisans spreading throughout the country, who are self-employed. This laudable programme help several person to realize their career goal in the various areas of specializations in vocational training each as electrical installation, motor vehicle mechanics, welding and fabrication, plumbing, carpentry/journey, concrete/masonry work, tailoring, radio television servicing, barbing etc. apprenticeship is a system of training a new generation of practitioner of a structured competency, a basic set of skills (Werner and Desimone, 2006). Apprentices build their career from apprenticeship while working for an employee who assists in learning the trade or profession in return for labour at an agreed period within which they should have acquired measurable competencies (Ezenkweluw, Egbosiomu and Okoro, 2019). There are so many benefits of hiring apprentices for employers. The benefits are as follows:

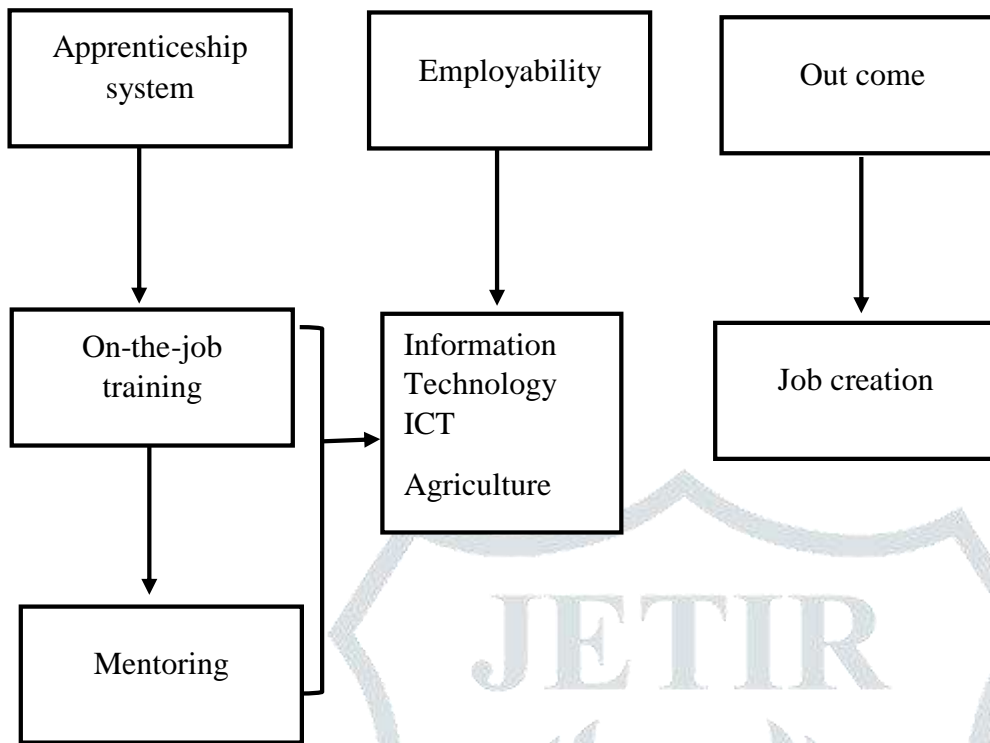
1. Apprenticeship is a great way for familiarizing with the skill set of the new talent pool.
2. They have relevant doubting in knowledge that you can have to the benefit of the organization.
3. Great opportunity for young professional to leave about the industry and decide if this is the right choice for them.
4. Employees who joined as apprentices are more satisfied and loyal towards the organization reducing the living and turn over costs.

5. Apprentices came with a new perspective that helps in foster innovation and creativity at workplace.

According to Ezenwakedu, Egbosionu, and Okoro, (2019) they stated that basically, apprenticeship has been an ageless methods of training young people in catering business, craft agriculture and trade in Nigeria and all over African when youths achieve the status of skilled workers, they become responsible and relevant members of the society. The apprenticeship system was recognized in Nigeria after the Nigerian-Biafran war of (1967-1970). Many parents who were stranded after the war were forced to send their children who are of the ages of 12-20year on apprenticeship. In the trade apprenticeship system, the trainer and the apprentice are into an agreement. Many trained apprentices achieved excellence after their master had settled them. These are because they had the opportunity to acquire business acumen, work attitude and interaction with other practitioners (Onyime et al, 2013).

Apprenticeship is a work-based learning programs which are available to anyone over the ages of 16year, which runs from 12-24 months depending on the level of qualification being studied on the apprenticeship. Although in 1987, the only formal career prone to apprenticeship scheme was the national open apprenticeship scheme of Nigerian which was organized under the “Nigerian Directorate of Employment” this scheme was short lived, (Okafore and Akinwale, 2006). John and Cyril, (2015) stated that apprenticeship system in vocational trades seems to have one advantage over that of formal technical education. This has to do with the amount of daily practical work done as compared to that of the technical colleges where both practical and theory including subjects, are taught.

APPRENTICESHIP



Conceptual Frame Work

Types of Apprenticeship

An apprenticeship's goal is to prepare an apprentice for a specific career while helping the apprentice to get the qualifications of most companies demand in that industry. It's a model that combines on-the-job training and paid labour, which means the company can compensate you for your time during the program. Apprentices may be new hires or existing personnel that require skill improvement. The major kinds of apprenticeships are discussed as follows according to EDUCBA, (2023).

1. Agriculture

The agriculture industry is a diverse sector that requires skilled labourer. If you're like working with plants or animals, you may pursue an apprenticeship to train for an agricultural career while these roles often involve working outside, there are also jobs in this industry that allow you to work in a more typical indoor office environment. Here are some categories of agricultural apprenticeships are veterinary nursing, horticulture, animals care, games and wild life management, and environmental conservation.

2. **Arts and media**

An apprenticeship in this industry can grant the apprentice the skills and expertise required to work in the media and publishing sector. If you are creative and interested in fashion or the arts, you can complete an apprenticeship in this industry. The following are some categories of apprenticeships in the arts and media industry, Journalism live create and promotion, creative and digital media, broad cast production and costume and wardrobe.

3. **Business and administration**

Most apprenticeship roles in this sector are typical office roles in the fixed work hours. You may require excellent. Organizational and communication skills to help you navigate the demands of these positions.

Here are some kind of apprenticeship in this industry, human resources management business innovation and growth, social media and digital marketing, project management and telemarketing and sales.

4. **Construction**

The construction industry involves the design building and other construction projects. There is a wide range of apprenticeship opportunities available within these sectors. Here are some of the construction apprenticeships, plumbing and learning, construction civil engineering, construction building, construction management, electrical and electronic servicing.

5. **Education and training**

An apprenticeship in this sector can allow you to work with people of all ages and needs, you can develop knowledge and skills in a part following are some types of education and training apprenticeship are professional development for work-based leading practitioners, learning and development, learning support, supporting teaching and learning in schools supporting teaching and learning in physical education.

A Trainee

A trainee is some one that is certified but has no industrial experience on the job which he was employed for in an industry. Buchanan, (2023) stated that the graduate trainee programme is a program designed for fresh graduates who are transitioning into a workplace. This program is designed for the purpose of the trainees to gain some practical work experience. They have a role that they have carried out through the guidance of senior staff. They learn as they work, in graduate trained programme, they usually have a degree related to the work that they are trained for as a

trainee. As a trainee they attend meetings, workshops or seminar, can also by another means through which a seminar staff can train them.

A trainee is an official employee of the company that is being trained for the job they were originally hired (Wikipedia, 2013). A trainee is an employee in training, trainee programs are arranged by private and public sector, and employers have different position that is varied on the company program. During the duration of these programme, the trainees is expected to receive salary as well as is expected to have full time employment awaiting in the companies, firms will have a trainee period, where the person is still being evaluated after which an official decision to hire on permanent basis is made.

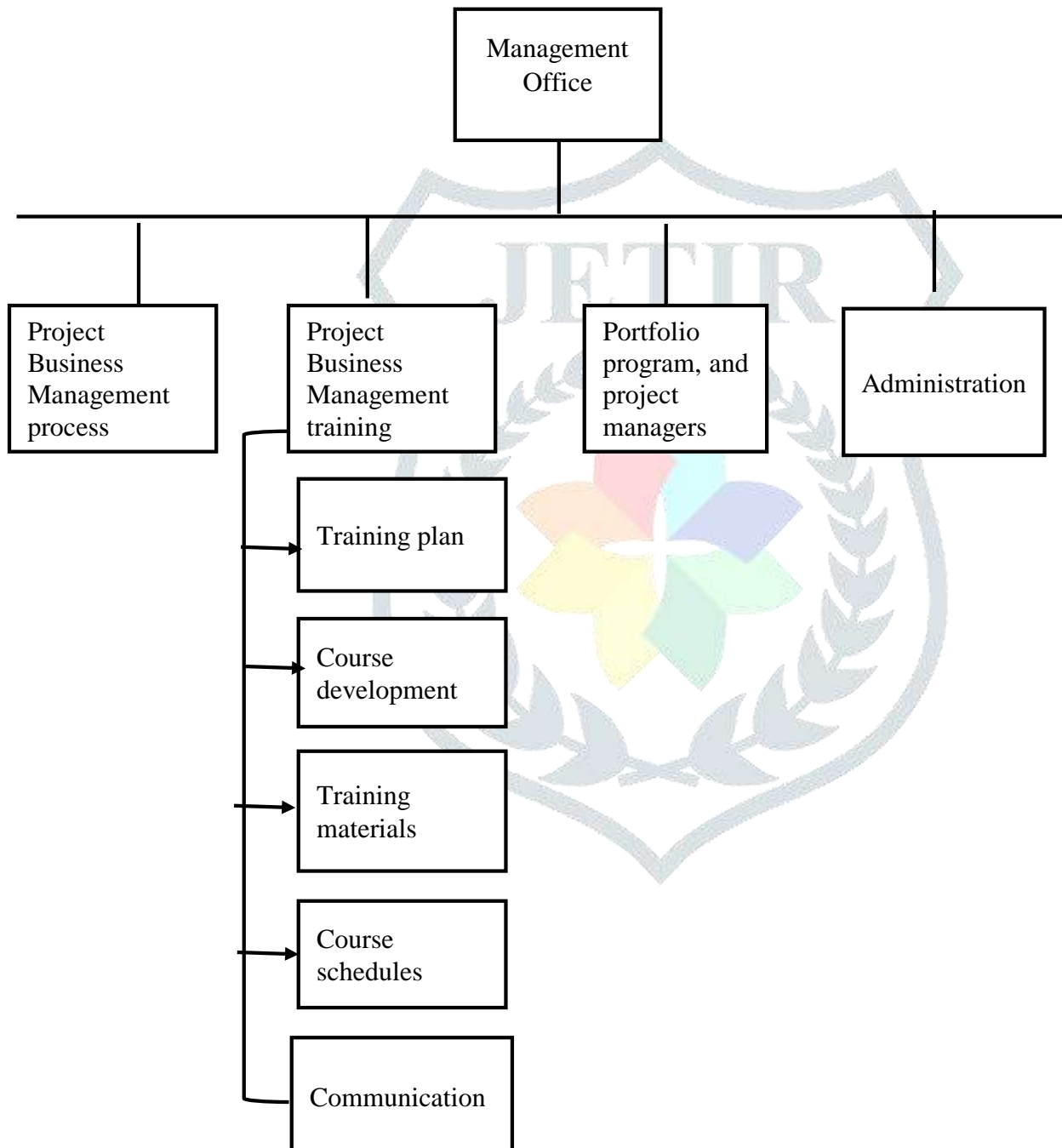
The trainee programs most often consist of a combination of theory and practical and are aimed at having the trainee to learn the company from the start up. Many trainees are able to take advantage of their contact network from the trainee program and climb the corporate ladder and becoming them individuals in many companies. Drummond, (2000) stated that training encompass the adoption of both formal and informal approaches to impart knowledge, so that people get the required skills to deliver.

According to Aswathappa, (2000) training is the process whereby employer's aptitude, skill and abilities that will enable them to do specific jobs. Armstrong, (2003) defined training as the formal and systematic modification of behaviour through learning which occurs as a result of educational institution, development and planned experience. According to Cole, (2002), simulation refers to the situation where by the trainee or the employee is trained in a near perfect work situation, Mack, (2007) also stated that simulation is a training or research method designed to get an experience in a controlled environment. According to Mehta and Bhatt, (2014) simulation concerns training employee in any artificial environment justifies those used in the workplace for training but the training is conducted outside the workplace. Research has focused on the determination of the characteristics of the trainee and the training learner climate in the organization and on how these affect training transfer. A recent model developed by Koutighiroghes, (2004) proposes the investigation of learning transfer in a systematic approach. This model examines the impact of organizational factors unrelated to training but affecting working performance.

In this study we emphasize the role of the training transfer to this work. We propose a systematic model which the training transfer process based on the trainee's perceptions. According to Nikandrou, Brinia and Berier, (2009) stated that we assume that the training process having specific characteristics and motivates.

During the training process, the complex interactions among the trainer and the trainees influence trainee characteristics, knowledge skills and abilities which result in direct or indirect training transfer to his work environment. Finally, organizational factors affect training transfer rate and work performance as well as the trainee himself thus shaping his perception of learning and its transfer to the workplace.

TRAINING ORGANISATION STRUCTURE



Schematic diagram of a trainee program.

Job of a Trainee

A trainee is someone who is employed at a low level in a particular job in order to learn the skills needed for that job. Graduate trainees are students who have just completed a degree and are transition work place. Graduate trainees' responsibilities depend on their industry, but they are generally guided by a senior staff member as they learn, train and meetings. They should have a degree related to the work they are being trained in. The responsibilities of graduate include shadowing various staff member participating in learning experiences attending meetings and workshops, and traveling to other working environments to gain practical experience. A trainee should be able to keep an accurate record of time at the company and be able to pass a competency test at the end of the program.

To be successful as a trainee, one should be willing to learn about aspects of the company that lies outside of your department. An outstanding graduate trainee should foster good relationships with staff member and leaves a lasting imprint. Zipse (2023) stated the difference between trainee and apprenticeship, apprenticeships is typically involve a mix of class room instruction as well as practical job training and are generally for candidate interested in learning a skilled trade. While trainee program typically do not have a classroom component and are not necessary focused on skilled labour. Other difference is that most trainee program are administered by an employer while not all apprentice programs need to be sponsored by employers, for example carpentry apprenticeships are often sponsored by vocational schools or labour union. A trainee jobs are typically entry level positions where people learn the duties and skills necessary to work independently. As a trainee, you work under a more experienced worker or a supervisor whose job is to provide new employees with professional development. Many large companies in industries and varied as retail and accounting have specialized trainee programs as an accounting or architecture firm, trainee are usually workers who are not yet licensed to perform the entirety their jobs responsibilities.

One of the most important roles for any trainee is to put into practice all instructions given out lined by the supervisor. Most trainee spend several weeks, month, or even years before become fully knowledgeable in their jobs. A trainee is basically being assessed at all times as the course progresses, meaning maintaining a professional attitude and showing excellent listening skills are two of the most important attributes the trainee needs to demonstrate.

In addition, good communication skills confidence, problem solving and an ability to develop and maintain relationship among colleagues and supervisors are essentials. The role of trainee is to gain experience of all aspects of their selected career. These people can learn all required skills for their future jobs by doing different real work

duties. Trainees usually perform many of the following tasks, which is the jobs of a trainee as outline below by Aljanai , Prabhata, Saleem, and Farley, (2019).

1. Performing office duties.
2. Assisting other professional.
3. Responding to company queries.
4. Meeting with other groups of the same organization.
5. Creating report.

What is Skill Acquisition?

A skill is the ability to do something well. Skills that can be acquired to earn living include knowledge of computer operation, hair dressing, tailoring, automobile repair, pottery, bread making, photography, painting etc. skill acquisition is the art of learning to do something in order to earn a living to service. There are different types of professionals e.g. fine artists, mechanics, potters, vulcanizers, etc, from whom one can learn trades in order to earn a living. Learning to read and write is a skill you acquire at school.

Therefore, skill acquisition involves learning to do something well. It helps to improve the quality of life and appreciate human capability. Motor vehicle mechanics (MVM) are set technicians who apply technical knowledge and skills to repair, services, and maintain all types of automobile (CIP, 2021). Audu, et al, (2014) also stated that still acquisition in motor vehicle mechanics work is one of the Technical Vocational Education (TVE) programs which involve the acquisition of scientific knowledge in design, selection and maintenance of motor vehicles. Also, vocational education programmes are generally designed to prepare individual for a gainful employment (Doyine, 2004). As a semi-skilled or skilled worker or a technician in recognized occupation and in new emerging occupations or to prepare individual for environment in advanced technical education program (Ugwaja, 2010).

The program of MVM work in Nigeria technical colleges is designed to produce competent, motor vehicle craftsmen for Nigeria technical and industrial development (Aruku, 2007).

Therefore, at the technical colleges teacher teaching motor vehicle mechanics works are to require the right skills to impart the learners in order for them to acquire the right skills for gainful employment to support this statement according to Abdulkadir and Olaitan, (2011) they stated that teachers teaching MVM work should equip the technical students with necessary theoretical knowledge and practical skills that will enable them secure paid employment, be

able to set up their workshops and self-employed and even employ others. According to Picardo, (2022), Obadan and Odusala (2005), unemployment generally reduce national output and aggregate. It creates inequality and eludes human capital. It causes misery, poverty, social unrest and hopelessness for the unemployed, and with resultant effects on the economic growth. Musari, (2009) supported this statement by saying that about 4.5 million enter the labour market every year without any hopes of getting employment for life sustenance.

Types of skill Acquisition

Skill acquisition simple involves the mastering of special abilities in any type of profession. A skilled worker is one who is highly proficient or expert in a trade, a person who has a trainee excellence in a particular trade or vocation.

Types of skills that are acquired are as follows:

1. Hair dressing

A hair dresser is also called a hair stylist. The hair dresser is called the mistress or the master, this type of profession is associated with the female counterpart because the female dresses their hair into different styles. The trainee watches the mistress or the master when he or she does the job to gain or acquire a skill.

2. Basic computer literacy

These professions involve the manipulation of the computer the trainees watch the master operating the computer and in turn repeat what the master or mistress has done. The profession is mainly practice by unisex, one acquires skills during the training.

3. Photography

The photography involves the trainee, going along with the trainer to gather experience, they move from one location to another the training involves both male and female, it takes time on the part of the trainees to acquire experience. The training involves time about two or four years that the trainee will spend to acquire the knowledge and skill there after he will be awarded a certificate.

4. Fashion and designing

The fashion designing is also called the beauticians or a tailoring, they design clothing materials, the use of fabrics to carry out designs. The profession involve male and female both watch the master or who is the trainer in the workshop to learn the trade from their trainer or the master, it takes time, the trainee will spend up to three to five years on the job before he or she can become a master of his or her own.

5. Automobile mechanics

The profession involves only male trainee, but female are beginning to join the trade called female mechanics. The trade is time consuming, but at the end of the trade certificate is issued to show that the trainees are due for the training and they are employable. The trainee can spend up to five or more years depending on the period he or she masters the trade. The trainer is the master of the workshop he directs all that take place in the workshop.

6. Plumbing

The plumbing is a profession that trains someone on how to repair, drill a bore hole, and connect pipes of water into a house. The trainer who is the master move from one place to another to gather with the trainee, the trainee watches the master when performing the job, the job is done or learnt by only male.

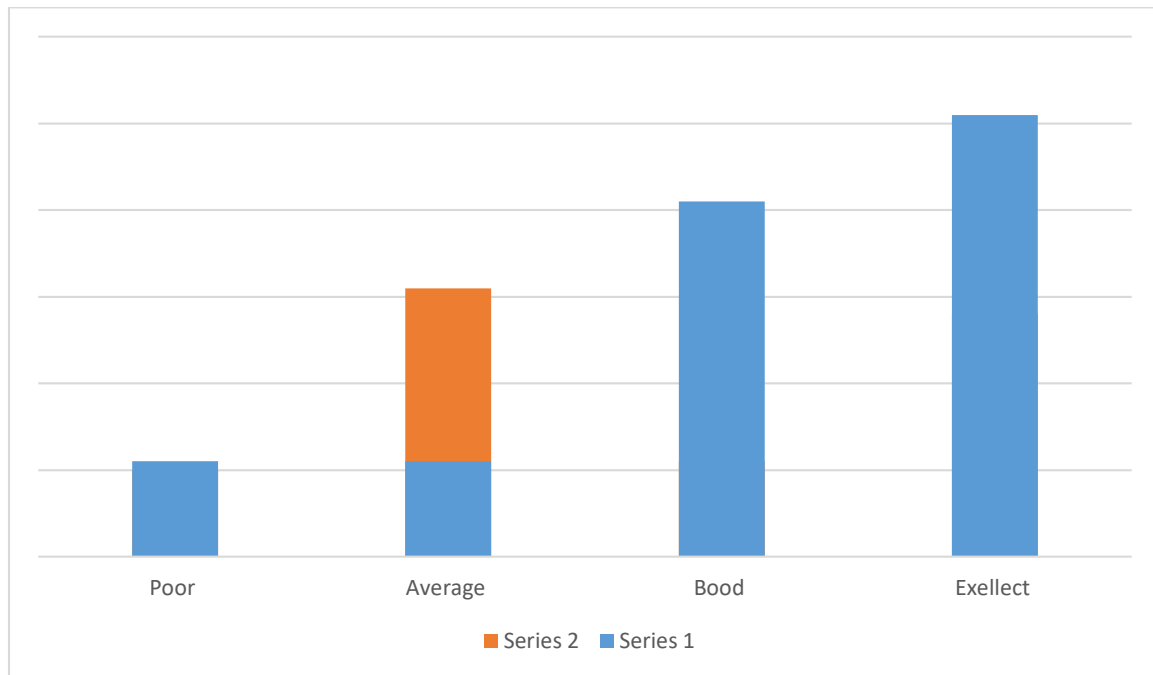
7. Welding

The welding as profession is only practice by male counterparts, the training involve the master and the trainee, the trainee watch the master doing the jobs to gain experiences to acquire skills in the training, the period that is allocated to this training is time taken for the trainee to master the job and equipped himself in the good skills. The trainee spends four to six years in the training and he is certified by issuing him a certificate, sharing that he has acquired the skills needed to perform job.

Job performance

Job performance relate to how individual's performance in their job operations Fletcher, (2023) explain job performance to be the sum total of a worker's execution of assigned tasks. Grouping assigning, analyzing, and evaluating a worker's job performance generally involve human resource expertise. Managerial personnel may also be involved in these areas of responsibility, because of their knowledge of overall production and workflow. Job performance assesses whether a person performs a job well. Job performance, studied academically as part of industrial and organizational psychology, also forms a part of human resources management, performance is an

importance criterion for organizational out come and success. Campbel, (1990) describe job performance as an individual level variable, or something a single person does. Sam, (2013) state the job performance as the effectiveness of job related behaviour as measured quantity of qualify of output, or against multiple criterion dimension. Job performance range from poor to excellent in trainee on performance level as shown on the graph demonstrated below by Flex Jobs, (2020).



Work productivity and job performance.

Types of Job Performance

There are twenty types of job performance that a trainee is expose to as outlined by spacey, (2018). They are spell out as the following:

1. Strategy: This is the developing plans that will achieve goals.
2. Planning and execution: The execution of strategy and achievement of objectives and goals.
3. Decision making: Timely and effective decision.
4. Problem solving: Resolving issues and troubles smoothing problems.
5. Risk management: Identifying and treating risks before they become problems.
6. Productivity: The output the employee generates in a unit of time such as a month or day.
7. Work quality: Outputs that are valuable to your organization. For example, an analysis document that is fit for purpose completes, accurate, credible and actionable

8. Relationship: Employees who build positive relationship with stakeholders such as investors, regulator, partners, customers, communities and other employees
9. Influencing: Influencing such as estimating funding or closing sales.
10. Customer services: Providing diligent service that makes customers satisfied.
11. Team work: Contributing to the work of others and team culture in some positive way.
12. Leadership: Getting people learning in the same direction towards a common objective.
13. Controls: Controlling processes and procedures to achieve uniform results.
14. Analysis: Research, investigation and experimentation to develop new knowledge
15. Creativity: The creation of novel value such as an innovative process or design.
16. Organization: Organizing processes, projects and activities.
17. Compliance: Compliance to rules regulations, standards, processes and practices.
18. Knowledge: Contributing to the knowledge of the organization in some useful way for example, an individual who is often asked questions as they are respect for their knowledge in a particular domain.
19. Communication: Sharing valuable information in an effective way such as a manager who communicates an urgent problem and a solution.
20. Change: Acting as an change agent.

Conclusion

Apprenticeship is synonymous to a traineeship; the difference is that the apprentice can undergo training without passing through a school system. It is all about watching the master and the apprentices do the work gradually, it become a part of him or her the trainee went through a formal education by going through school system, but have no knowledge and skills of the training. But comparing the apprentice to the trainee, the trainee learns faster because he or she has knowledge of education to acquire basic skill that will help him or her in understanding the training. The master does the work through the teaching and demonstrating to the learner the learner or the trainee put something down as a write up for revision purpose. The apprentice watches the master with kin interest and be focused on the job as the master does the work. After the master has finished working, he or she will ask the apprentice questions to find out if he or she understands what he or she has done. The apprentice serve the master, does the

cleaning of the workshop, he or she help in the day to day activity the workshop, by helping to see that the workshop is in good state, when the master or mistress is not in the workshop. The apprentice spends more time on the training because he or she is not experienced. The trainee spends his time on a job because he or she under goes educational training before embarking on the training of the job.

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