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## THE RELATIONSHIP BETWEEN OCCUPATIONAL EXPERIENCE AND COMMUNITY PARTICIPATION IN ADULT LITERACY PROGRAMME

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### ABSTRACT

*The relationship between occupational experience and community participation in adult literacy programme was examined. One research objective and a research question was generated and analyzed. The objective of the is officers and the relationship between occupational experience of the community development community participation in adult literacy programme in Borno State. The target population of the study is One thousand eight hundred and fifty-two (1852), three hundred (300) community development officers and one thousand five hundred and fifty-two (1552) Adult learners. The sample of the study covers three hundred and ten (310) Adult literacy learners and one hundred and sixty-nine (169) community development officers totaling to four hundred and seventy-nine (479) respondents. Two set of questions were designed, first tagged "community participation in Adult literacy questionnaire (CPAL) and second tagged community development officers' quality questionnaire (CDDQ)" were administered on the respondents sampled. The data collected was analyzed using descriptive and inferential statistic. The findings of the study conclude that occupational experience of the community development officers and community participation in adult literacy programme in Borno state has significant relationship. Based on the finding a recommendation was proffered as; the effort of the community development officers should be encouraged to sustaining the existing relationship recorded.*

### INTRODUCTION

The community development officers need to be people that practically show their level of expertise in making the illiterates realize the importance of literacy so as to attend. This was made clear as the illiterate seldom attend literacy classes and the literate ones who should have realized the importance of literacy to development loosely get involved by encouraging the illiterates to participate in literacy programmes or assist by providing resources needed to improve the quality of the officers and the programme (National Commission for Adult and Non-Formal Education 1996). The quality of service is synonymous with the level of service delivery and is highly related to users' satisfaction. According to DeRuyter, Bloemer and Peters

(1997) service quality should be treated as an antecedent of users' satisfaction. Similarly, Sureshchandar, Rajendram and Kamalanabhan, (2002) found that service quality and customer satisfaction were highly related. This is what informed the research to design a questionnaire for the community development officers. The community development officers as well do not present themselves as adult educators who should participate in organizing and administering adult literacy programmes.

To ascertain the extent of community participation, there is need to know and observe key characteristics and skills that are inherent in facilitating community participation. There is also need to know the objectives and responsibilities of the various community

development officers. According to Cheethan (2001) the characteristics and skills that are important in facilitating community participation include:

*“Commitment to community derived solution to community based problem, Political, cultural and sensitive, ability to apply learning and behavioral change principles and theories, ability to assess, support and build capacities in the community, confidence in the community expertise, technical knowledge of the health or other issues the project will address, ability to facilitate group meeting, Programmatic and Managerial strength, Organizational development expertise, ability to advocate for and defend community based solution and approaches”.*

In a study conducted by Galdi (2004) titled Community development agents Quality and community participation in literacy programme in Borno State; the researcher used research questions for the study and the researcher concentrated on variables as age, marital status and working experience. He used Young (1986) theory as his theoretical framework which was used in health to measure the level of workers' participation. Survey co relational design was adopted for the study which a population of one thousand five hundred (1500) and take a sample of one hundred and fifty (150) for the study. Questionnaire was used for the collection of data and there are in two categories, the researcher administered the questionnaire himself with the help of one research assistant. The data collected was analysed using descriptive and inferential statistics where values were assigned to the response. The study reveals that community participation in adult literacy in

Borno State did not have any significant relationship with the community development agents although their qualities were high.

In a study conducted by Kimbita, Kibona and Sindato (2008) on factors influencing individual and community participate in the control of tsetse flies and human Africa trypanosomiasis (HAT) in Urambo District, Tanzania, the researcher looked at the individual and community adequate knowledge and activities that can expose them to tsetse fly bites, activities such as timbering, fishing, honey, firewood gathering, hunting and coal making. A total of two hundred and eleven (211) respondents were contacted in nine villages. Random sampling was used to select the respondents (household) that participated. Semi-structured questionnaire comprising both open and closed question was used in collecting the data. Statistical package for social science version (SPSS 2003) was used to analyse the data. Relative frequencies of the variables were measured through descriptive statistics. It showed that 191 (90.5%) individual knew tsetse fly and 187 (88.6%) knew about human African trypanosomiasis (HAT). The nine informants reported that the communities were aware of HAT while seven informants reported that the communities were aware of the health risk associated with tsetse fly bites in human. However, only 26.7% of the respondents were aware of the role played by animals in transmitting the disease. The result revealed that community participation was influenced after having the knowledge of tsetse fly, the disease HAT and the risk involved when the disease is contacted.

In a research conducted by Angba and Itari (2012) titled factors that influence farmers' participation in social organizations in Obubra LGA in Cross River State; the researcher to achieve the objective of the study, a multi-stage random sampling technique was used to select a total of 60 respondents. The results indicated that the farmers' participation was much more affected by social factors rather than economic factors.

Precisely, their participation was affected by mutual distrust among members and lack of confidence in their leadership. In addition, the chi-square test result indicated a significant relationship between educational level among other variables and participation. In conclusion, the researcher recommended that organizational environment that will encourage effective participation should be encouraged.

Ambali (2014) conduct a study on relationship between socio-economic status of members and their level of participation in community based association projects. The researcher used survey design to examine the relationship between social factors, economic status, and participation in developmental projects. The population of the study was 15,477 members and out this a sample of 1,170 was randomly selected using multi stage random selection techniques. The sample consists of 607 males and 463 females. Instrument use for the study is questionnaire designed by the researcher, which were in three sections. The researcher used three research assistants to administer the questionnaire and the data collected were analysed using descriptive statistic for the research questions while the hypotheses were tested using multiple correlation analysis. The research revealed that level of participation of community members of community based Associations in Kwara State was high and the level of participation could be influenced positively and significantly.

Nigerian government recognizes adult literacy education as a dynamic instrument for change and for effective national development. Based on this concern, adult literacy education was introduced because it enables adults to have a means of livelihood thereby improving on their living standard and fulfill their role as full members of the society (NPE 2004). However, adult literacy participation in Nigeria is not encouraging. For instance, National Population Commission Census (2006) and Census estimate (2010) put the national literacy rate

at sixty-seven percent (67%) meaning that thirty-three percent (33%) of Nigerian population were illiterate. This census put adult illiterate at thirty-seven million, however the national literacy survey conducted in February 2010 reveal that seventy three percent (73%) of Nigerian youth (15 - 24years) and adults (15 and above) are literate in English. (Federal Ministry of Education, 2011). In order to meet the needs of the adult literacy learners in Nigeria, different adult education programmes are offered which runs down to the state and local government levels.

Going by the huge size of illiterate population in Nigeria, government came up with mass literacy programme to assist in eradicating illiteracy as it may not easily be possible through the normal education system. Beside government effort, there are some agencies that established skill development and skill acquisition centres so as to assist adequate equipping of the beneficiaries of the literacy education. Such agencies include National Directorate for Employment (NDE), United Nation International Children Education Fund (UNICEF) and World Health Organization (WHO) among others. These centres prepare adults to be gainfully employed or become job creators than job seekers. In Borno State, adult education was first introduced as a division under Ministry of Education until 1988 when the state made it as an agency named Borno State Agency for Mass Literacy. The Agency was established on 22<sup>nd</sup> September 1987 by edict No. 10 of 1987 and it took off in January 1988.

The area under study which is Borno State has a population of 4,171,104 people having 2,163,358 males and 2,007,746 females (National population commission 2010) estimates. Government contribution in community development in the area of vocational activities, education, community projects and technical works are noticeable. Majority (70%) of this population are farmers. Crops cultivated by these people include maize, cassava, wheat, millet, groundnuts, gum arabic, rice,

soya beans, cotton and guinea corn among others. There is a high rate of unemployment as the small and medium enterprise programme is weak however, under the present government the situation has improved due to the creation of Ministry for Poverty Alleviation which introduced skills such as brick molding, carpentry work, welding work and valkanizing. The state is prone to erosion, flood, waste management, deforestation, pollution, land degradation and desertification which make availability and access to arable land cumbersome. Majority of the people in Borno State live in rural areas and are exposed to health hazard (Borno State Government 2005). The example of such is the health sector which experiences maternal mortality ratio of 8/1000, infant mortality ratio of 91/1000, immunization coverage is 70%. The ratio of medical Doctor to the population is 1:16908; Nurse to population ratio is 1:2158.

Based on 2006 census, the National Population Commission put the percentage of adult literacy level of Borno State at 32.59% in other languages and adult literacy in English is 25% which falls below the UNESCO declaration that for a country to have meaningful development, their literacy level must reach 40%. This implies that there is need to step up efforts concerning one of the development programmes such as literacy participation in Adult education.

The Borno State Agency for Mass Literacy enrolment is showing that participation in literacy programme is becoming too low to a level that it becomes unsatisfactory based on the Agency's enrolment as it is contained in paragraph below.

As for the literacy centres in the State, there is indication that it is dwindling and this may be as a result of the insecurity situation in the state. In 2012, the state has an enrolment of 9171 with break down as 5314 males and 3857 females, and in 2013 it has 1552 with break down as 857 males and 695 females in basic literacy (Agency for Mass Literacy 2013). The enrolment of Borno State Agency for Mass Literacy is indicating

decrease by year which shows that the enrolment of 2009 has a total enrolment of 23,085, 2010 has 22,296, 2011 has 10,213, 2012 has 9,171 and 2013 has 1,552. The enrolment is reducing as shown in the table to an extent that it is worrisome and this could be either as a result of the insurgency issues, the propagators of the programme, inadequate infrastructure or lack of interest on the side of the participants. It could also be that those assigned with the responsibility of enlightening people to participate are either not doing their job or they are not competent in terms of either qualification or experience.

### *Statement of the Problem*

Community development officers have role to play in making community members participate actively in developmental programmes. Participation comes to be when a group organizes itself and takes the responsibility of carrying out a task that attempts to solve the community's problems. Taking such responsibility include identifying problems, developing actions, implementing them and this is true that literacy is accepted and considered to have raised quality of human existence in and before the 20<sup>th</sup> century. It is also disturbing that with the importance of adult basic literacy education to development, the level of participation in adult basic literacy programmes in Borno State is still low. The National Population Commission (2006) census and 2010 population projection put Borno State literacy level at 32.59 as against the UNESCO declaration level of 40% for meaningful development to take place. Participation in the Borno state agency for mass literacy as shown by their enrolment indicates low enrolment as indicated by this drop. In 2009, the enrolment was 23,085; 22,296 in 2010, 9,171 in 2011; 10,213 in 2012; and 1,553 in 2013 (Borno state Agency for mass literacy 2013).

The level of participation of the community members in adult basic literacy puts a question mark on

the quality of the community development officers in charge. This is because the Community development officers are expected to use the experiences, knowledge, awareness and their qualification to mobilize the community to participate in Adult Basic Literacy programmes in the state. This draws the attention of the researcher to examine the qualities of community development officers in terms of occupational experience. The question, therefore, is to what extent do these characteristics of the Community development officers' efficiency such as occupational experience relates to community participation in Adult Basic literacy programmes in Borno State?

### Objective of the Study

1. To find out the relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno State

### Hypothesis

**H<sub>0</sub>:** There is no significant relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno state.

## METHODOLOGY

### Research Design

A survey co-relational research design was adopted for the study. A survey research is a method of gathering data or information from a sample of individuals (American Statistical Association 1997) in: Sambo (2005). It is Co relational because the relationship between the variables of community development officers' quality and dependent variables of community participation is to be determined. According to Busha and Harter (1980) in: Fajonyomi and Fajonyomi

(2003) "survey research allows the researcher to gather information without undertaking a complete enumeration". Also, Aray, Jacob and Ragabiah (1979) stated that survey design sought to obtain information from people concerning current status or phenomenon or events over a period of one year.

### Population and sample

The target population for this study comprised two categories of populations, first is the community development officers (300) who were employed by the Borno State government and the first two LGAs will be selected by lot from the Agency for mass literacy zonal area. Secondly, two villages from the list hosting a literacy centre were randomly selected from each district. Lastly, five house hold heads in each village were contacted using convenience sampling. For the first category, all the community development officers assigned to the district were used which the first two LGAs will be selected by lot from the Agency for mass literacy zonal area. Secondly, two villages from the list hosting a literacy centre were randomly selected from each district. Lastly, five house hold heads in each village were contacted using convenience sampling. For the first category, all the community development officers assigned to the district were used which their population stands at (1552).

According to Krejcie and Morgan's (1970) table for determining sample size which this study base its determinant of sample size shows that for a population 1600 its sample should 310 which is the closest to the first population of this study which is 1552. Also, the second population which is 300 going by Krejcie and Morgan's (1970) for a population of this size its sample should be 169. So, going the above presentation of the two populations the sample size is 479. See table below

**Table 3.1:** Population and Sample based on Krejcie and Morgan's (1970) sample size.

Krejcie and Morgan's (1970)		Researchers' population and sample	
population	sample	population	Sample
1600	310	1552	310
300	169	300	169
		1852	479

The table 3.1 above was arrived at based on Krejcie and Morgan's (1970) table for determining sample size. Going by the table, for a population of 300 the sample is 169 and for a population of 1552 the sample is 310. This study has two categories of populations totaling 1852 which gives a total sample of 479. For the second category of the sample, multi-stage sampling technique was used. The first two LGAs will be selected by lot from the Agency for mass literacy zonal area. Secondly, two villages from the list hosting a literacy centre were randomly selected from each district. Lastly, five house hold heads in each village were contacted using convenience sampling. For the first category, all the community development officers assigned to the district were used.

### ***Research Instrument***

Two sets of questionnaires were developed by the researcher. The first set is tagged community participation in Adult literacy questionnaire (CPAL) designed to elicit information on the qualities of the community development officers towards literacy programme in Borno state. The CPAL contain information on socio-economic background of the respondents and statement to determine their attitudes towards literacy. The second set is tagged community development officers' quality questionnaire (CDOQ) questionnaire which contains sections A and B. Section "A" elicit information on the background of the respondents and section "B" contain statement about the quality of the community development officers. The responses were corded by assigning values such as: strongly Agreed -5,

Agreed-4, Partially Agreed -3 and Disagreed -2, Strongly Disagreed -1. After assigning the said values variance and regression analyses were used to analyze the data. The researcher believes that quality of service is synonymous with the level of service delivery and is highly related to users' satisfaction. According to DeRuyter, Blomer, & Pascal, (1997), service quality should be treated as an antecedent of users' satisfaction. Similarly, Sureshchandar, Rajendram, & Kamalanabhan, (2002) found that service quality and customer satisfaction were highly related. This is what informed the researcher to design questionnaire for the community development officers and participants.

Stan (1997) asserts that the advantage of using proxy variables is that it is possible to obtain data on a large population at a modest cost. The researchers in adult literacy as well have found that self-assessment measure of skills have produced results as good as in-depth skill test. Hence, questionnaire will be used as a major instrument appropriate for this study as it is capable of collecting the necessary data for analysis, easy and cheap to administer and done within a short-period of time.

The questionnaires were validated through pilot study involving representatives of the various community population categories and experts in the field of adult and community education. Level of reliability was also tested using Test re-test method. The instrument was administered on selected sample and after two weeks the same was administered again on the same group of samples. Then the score obtained was correlated using Pearson Product Moment Correlation

method and the reliability co-efficient was calculated at  $p < 0.05$  so as to know the level of reliability of the instrument. The result obtained was 0.68 which shows that the instrument is reliable for use.

### ***Procedure for Data Collection***

The questionnaires were administered by the researcher and six research assistants who were trained before carrying out the work and each of the research assistant handle one Zone which make it possible for them to cover the six zones of the Agency for mass literacy Borno state in the shortest possible time. The research assistants were picked from the various zones and each handles the zone he/she come from which make the administration of the questionnaire easier. Some of the respondents were met in their camps because they were in the areas affected by the insurgency. The research assistants that were used are holders of Nigerian Certificate in Education (NCE) and Diploma. In every village, the research assistants administered the questionnaire to the respondents; educate the people before they completed/fill it. In addition to the questionnaire the researcher conduct interview on some respondents. The questionnaires were

administered and retrieved immediately by the researcher to insure maximum retrieval however, two questionnaires were missed during the collection. The administration lasted for two weeks.

### ***Method of Data Analysis***

Data was analyzed using descriptive and inferential statistic. Regression analysis was used because it has the ability to handle many number of independent variables; and one of the best methods of analysis of non-experimental data (Fred N.K. and Elazar J.P. 1973). It can also be used for two or more independent variables for which this study is one. It gives more information about the data and applicable to more kinds of data. It helps in understanding a phenomenon by indicating the nature and magnitude of the relationship between one phenomenon and the other.

**Hypothesis II:** there is no significant relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno state.

The table below is used in testing the hypothesis

**Table:** Occupational Experience of Community Development Officers in Borno State

Variable	Options	Frequency	Percentage	Mean $\pm$ SD
Occupational Experience	1-5 years	148	33.1%	4.052 $\pm$ 2.180
	6-10 years	184	38.7%	4.942 $\pm$ 2.512
	11-15 years	98	20.6%	2.010 $\pm$ 1.171
	16 and above	46	9.7%	0.98 $\pm$ 0.014

The occupational experience of the community development officers shows that 148(31.1%) of the total respondent are within 1 – 5 years' experience, 6 – 10

years have 184(38.7%); 11 – 15 years had 98(20.6%); 16 years and above have 46(9.7%) of job experience

**Table:** Regression Model Summary of the effect of occupational experience on community participation in adult basic literacy.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	df	F	Sig. p<0.05	Regression Residual
Working experience	0.093 <sup>a</sup>	0.910	0.070	.94420	1	4.166	0.042 <sup>b</sup>	423.162
Participation	0.065 <sup>b</sup>	0.860	0.075					

a. Predictors: (Constant, Working experience) versus Participation in adult basic literacy programme

With regards to hypothesis II ( $H_{02}$ ) as shown in table 4.2.1a, three variables on participation were subjected against occupational experience to regression analysis. These four questions in tables 4.2.1a above which were responsible to answering hypothesis I reveal that the Beta coefficients for the models are 0.093 and 0.065 the f – statistics value = 4.166 >1.0. Considering the significant level at  $p < 0.05$ , the result yielded  $p < 0.042$  which is less than  $p < 0.05$ . The model was 91.0% as it explained fits. From the p – value, it could be seen that  $p < 0.042$  which is less than  $p < 0.05$  at 95% confidence interval was significant. The F – change which is (4.166 > 1) greater than 1 have also shown that there is relationship existing between the two variables, that is occupational experience and community participation in adult basic literacy programme have a significant relationship in the sampled responses. From this result, it can be concluded that the null hypothesis which states that there is no significant relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno state is hereby rejected; which implies that there is significant relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno state.

The result also shows that there is significant relationship between responsibility awareness of the community development officers and community

participation in adult literacy programme in Borno state. Most studies come across focus on attitude directly instead of responsibility and their review reveal that attitude is used in understanding and predicting action to an activity carried out, and responsibility is more to do with action on an activity by individual or group of people to achieve target. With this, the finding of Kreech et-al (1992) said that attitudes can be measured only on the basis of inference drawn from the response of the individual towards his action or activity undertaken. Also, Bjaras et-al (1991) try to find out as to whether programme actually involve ideas or reality as it relates to leadership and organizations, they do not try or make attempt to find the relationship between them. The research further reveals that there is significant relationship between occupational experience of the community development officers and community participation in adult literacy programme in Borno state. This finding is supported by Egun and Ifediti (2012) who said engaging community members in developmental programmes will make the process and outcome more permanent and empower them to move ahead. Also Anyanwu (2002) and Omerayi (2010) said engaging the community members' skill in the development process gives them full control of the process. Bryant and White (1982) find that unless the public has power to back up its performance and demands, these demands are likely not to be met, so he continues that for participation to be effective, the people should be well informed about it.



Aujara (2014) also state that pre-requisite for participation in group decision making is that individuals must have knowledge, experience and or expertise needed to contribute.

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