

# SKILLS OBTAINMENT AS AN OCCUPATION FOR INDIVIDUALS WITH SPECIAL NEEDS IN NIGERIA SETTING

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**Abstract:** The highlight of this paper entails skills obtainment as an education that makes a person for specific occupation at different stages. Equally, it deals with skills obtainment. Development of skills are usually based on individual practical training. Types of skills obtainments were discussed. It was also discussed that skills obtainment and adaptation are special educational programme that can be adapted to suit persons with special needs. Usefulness of skills obtainment were also discussed alongside with some problems and solutions. It was concluded that skill obtainment is needed for development and training of individual with special needs.

**Keywords:** Skills Obtainment, Occupation, Individuals, Special Needs.

## INTRODUCTION

Skills obtainments is a programme that trains individuals for specific occupation at different stages. It is vital because it builds a better means of integrating academic education, skills training and work experience (Osinem 2010). Skills obtainments are normally based on manual or practical experience. It is the experience that makes the ability or proficiency displayed in the performance of task. Skills obtainment is a well-established method of doing something. It involves skills acquisition or performance capability for everyone including persons with special needs.

Skill obtainment is a manifestation of acquired knowledge. It is designed for many types of work, from manual occupation to high knowledge of work. All skills are however dependent on some forms of knowledge the individual with special needs acquired. It is a well-known fact that the wealth of a nation is determinate to a large extent by its works force or individual resource developments, so skill development will promote economic stability since it will help in harnessing a nations natural resources (Osinem 2008 and Ben 2010). At the post-secondary stage skills obtainment is typically provided by an institute of technology, university, or by a local community college to benefit everyone include persons with special needs for sustainable development Nanjwan and Plang (2014) and Elemukan and Ugo (2017) Entrepreneurial training is becoming a world-wide practice because of the world growing unemployment and poverty. It is viewed as a process of building individuals with special needs to develop to the fullest.

It has been observed, there are three ways through which persons with visual impairment can obtain data from the surroundings includes verbal description, use of tactile stimuli and self-exploration about the world. With this understanding all other persons with special needs have their own way of obtaining data from their surroundings that will enable them develop their skills. The purpose of training persons with special needs is for effective communication, social competence, employability and personal independence (FRN 2019) The ways of training Persons with special needs depends on retrieved data through sensory media. Nanjwan and Shawmut (2018) stated that effective educational service for children with special needs is basically based on the needs of the individual to suit their learning capability.

Acquired skills by persons with special needs helps to build human resources making them more vital and productive to the nation and leads to explosive economic growth and development. Skills obtainment is the bedrock of national development in societal growths. Notwithstanding the visible contribution of skill and training causes growth to different nation. Nigeria have not been able to draw from this area of human resources expansion. Inibehe, and Otobong (2016) observed that inadequate attention of the government to persons with special needs has cause a major shift in the job opportunities available.

The development of adequate skills and competencies is an important characteristic of skill obtainment.

Consequently, the National Educational Policy document (2018) states that the Nation 's educational activity should be centred on all learners including persons with special needs, in order for them to acquire maximum skills

acquisition for self-development and fulfilment in their lives to cope in the society. Due to some factors, these individuals with special needs are low in skill attainment and is nothing to ride about, because what they studied in their tertiary institution was poorly acquired. It is against this background that this paper is written on skills obtainment as an occupation for individuals with special needs in Nigeria settings.

### **TYPES OF SKILLS OBTAINMENT**

Skills obtainment is a type of learning which results in changes on the individual with special needs. Performance of the skill will improve over time as a consequence of repeated engagement in the task. Here are some types of skills obtainable by persons with special needs they are:

1. **Flexibility and Adaptability:** During learning there are two of most distinct qualities that every instructor must possess. The two qualities are also related with each other. Flexibility deals with a non-static strategy in learning, which makes it dynamic at any point in time. Also, on-the-spot changes may be required based on certain circumstances that may occur in the learning environment. Adaptability is the process to accept transformation or formation of changing roles, job responsibilities, material, and schedules. Accommodation of these changes will give persons with special needs the best learning outcome.
2. **ABILITY TO PLAN, ORGANISE AND PRIORITISE WORK:** An instructor should be able to plan, organize and prioritize work by putting a write up of all the tasks and events. Also, create a periodical time table and fill it with the to-dos according to the learner's priorities (persons with special needs). You should update your to-do's daily and observe your progress in your timetable each time a task is completed.
3. **CREATIVITY:** Every individual with special needs has to be creative in skill obtainment. Creativeness is the bedrock of any obtainable skill. It can be beneficial to any part played in the learning environment. Creativity enhances solutions to problems using creative reasoning and what has been obtained, coupled with information and resources gathered from skills obtained.
4. **SELF-CONFIDENCE:** Developing your self-confidence in your skills and abilities is essential. Self-confidence is knowing that you believe your own insights and skills, notwithstanding any imperfections or what others may say or think about you. This encourages learner with special needs to believe that, if they learn and work hard in a particular area, there will be success. Self-confidence leads learners to accept difficult challenges. You need to believe in yourself and ensure everyone sees you as someone that has the ability to pull through whatever circumstances ahead.
5. **ABILITY TO MAKE DECISIONS AND SOLVE PROBLEMS:** Persons with special needs should have the ability to make decision and solve problem concerning skill obtainment. The process to identify difficult problems and evaluate related information in order to build and implement solutions. The power to use critical reasoning ability in decision making will set the goal rolling of an individual in terms of quality work. Problem solving and decision making are important skills for any business and life. Solutions often involves critical analytic ideas, and decision making is especially important in any situation.

### **SKILLS OBTAINMENT AND ADAPTATION**

Adaptation has been a major survival skill since the appearance of humans on earth, due to drastic revolution, we are seeing the importance of adaption in our world today more than ever before. Adaptation allow instructors to succeed in the development of useful skills and the passing of those skills to learners. Adaptation always require new skill from time to time to test learners abilities to adapt to important changes. Adaptation has always been important to all individuals including persons with special needs. It's important that an individual can adapt a skill to produce a new product. There is a great need for the development and adaptation of skills for persons with special needs. The Internet, improved communications, globalization of commerce and now changing our lives. Unfortunately, learners with special needs are not able to accurately meet their demand based on their various learning need and in return finding it harder, they must retrain themselves in hopes of participating effectively.

Adaptation is part of existence in life, learners who find it difficult to adapt will find it hard in the society, and those who can't match up in any way will be relegated to lifestyles that most of us consider unacceptable. However, the criteria for adaptation of skills for learners with special needs is essential. In this globalized world, the notion of adaptation translates into studying and training to develop skills that

**USEFULNESS OF SKILLS OBTAINMENT**

According to Nanjwan and Plang (2014) and Okorie and Ezeji (1988) the acquisition of the requisite skills is a means of increasing the productive power of any nations. Consequently, they added that the Nigerian society should recognize the fact that every citizen should be equipped to contribute effectively to the welfare of the country. The acquisition of such practical skills is important because when efficient and skilful hands are employed in any fields of human endeavours, high productivity is usually achieved. Ewa, Nanjwan and Enweazu (1988) opined that a rich nation is one that is capable of meeting the economic, social, moral and political needs of the citizenry.

Here are some usefulness of skill obtainment (<https://thenationonline.net/six-reasons-why-you-should-acquire-a-skill/>): The under listed usefulness of skill obtainment is also applicable to persons with special needs to make them skillfully independent in the society.

1. Self-employment: A skillful person is a self-employed person and a self-employed person can never go hungry. A skillful person enjoys benefits a person working in an office won't have access to. For example, a person with skills can spend their money as they like because they are not subjected to higher authorities. They also can decide to work from home because they are their own bosses and many more benefit that an employed person can't have.
2. To break away from white collar jobs: White collar jobs these days are scarce and the pay are less compared to the work load an individual is expected to put in. People with skills don't go hunting for white collar jobs because their skills are better off to most white-collar jobs.
3. People with skills are self-reliant and independent: Most skillful individuals cater for themselves and some even go as far as seeing themselves through higher institutions without the financial involvement of their parents. This makes them self-reliant and when they are graduates, they are more exposed to stand out in the labor market using their skills as they don't depend on anyone for their daily living they even go as far as sponsoring family members.
4. Diverse job opportunities: Have you ever seen someone who acquires many skills alone? Such person is classified as someone who is up and doing. Those who have many skills stand the chance of gaining more jobs from many establishments. People who have many skills are being poached by many companies. They are in hot demand because of the skills they possess.
5. To generate employments: There will be a lot of jobs generated for citizens if they are well equipped with skills. This is why it is necessary for government to organize skill acquisition programmes for the masses.

**PROBLEMS OF SKILLS OBTAINMENT IN NIGERIA**

Labour in the market are on the increase in the country due to lack of skills acquisition. The society have inadequate skills personnel to train or educate persons with special needs such as "auto-mechanics, bricklayers, carpenters, painting and decoration, fashion designers, laboratory, food processors and horticulturists and skilled vocational nurses, etc. It is seen that Nigeria has neglected this aspect of education.

Nanjwan, Ikwen and Aderibgbe "a growing nation requires effective services of skilled personnel. Many Skills training institution in the Nation are not properly qualified to offer quality training for persons with special needs. The qualified trainers who have acquired relevant skills from skill training institutions are few".

The behavior of technical education instructors to invention that involve persons with special needs is of low standard. In a study investigating the computer attitudes of teacher educators. Jegede and Owolabi (2005) found that skill-instructors showed the least positive attitude about computer. These teachers are the very ones saddled with the responsibilities of instructing persons to obtain different skills.

Nigeria is at a disadvantaged in skill development for persons with special needs. The curriculum of vocation still emphasizes manual skills over the use of technology. This idea was master minded by the colonial instructors that the involvement of learners in skill development was for drop-outs and children with special needs, and will not perform as expected at the end. This notion has created certain negative attitude in both students and parents towards vocational skill acquisition (Oharisi 2007).

Corruption is also one of the reasons why all good initiatives fail in Nigeria. Less or no financial insufficiency hinders the learner with special needs in the area of effective skill acquisition. Corruption brings downs our national

values, destroy good initiatives and it reduces the possibilities for persons with special needs to receive adequate skills training.

Environmental hazard hinders effective development of the skills to learners, e.g pandemics (COVID-19), whereby persons with special needs are being discriminated and isolated, due to fear of spread of the disease.

#### **THE SOLUTIONS IN SKILLS OBTAINMENTS IN NIGERIA**

1. There should be establishment of various skill acquisition centers for training and retraining persons with special needs in Nigeria.
2. There should properly qualified and trained personnel's in areas of learning that will assist persons with special needs to develop at their own pace.
3. There personnel should be motivated in their respective area of mastery in order to develop interest in instructing individuals with special needs.
4. Proper enlightenment through workshop and seminars must not be neglected, to give awareness that skill training is for everyone and not for specific individuals.
5. Full support from the government should be provided to any individuals or group of persons about training in skills for persons with special needs in our society

#### **CONCLUSION**

Skills are designed to offer people the opportunity of building themselves in their general accomplishments, especially in relation to their present or future occupation. Revolution in any nation's economy is essential to set young individuals for the jobs of the future of which skill obtainment education have crucial roles to play. Today obtaining a skill have been very much neglected due to inadequate funding, lack of awareness, less involvement of personnel, no modern facilities, inadequate personnel motivation which consequently are robbing the country of the economic development. There is an urgent need for the Nigeria's attention to be redirected towards self-reliant and sustainable means of livelihood for persons with special needs.

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