

**ASSESSMENT OF SKILL NEEDS OF MODERN FURNITURE CRAFTSMEN FOR
SELF-EMPLOYMENT IN SERVICE INDUSTRY IN MINNA, NIGER STATE**

BY

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CERTIFICATION

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APPROVAL PAGE

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DEDICATION

This work is dedicated to Almighty God, my parent Daniel T Mbaya and ST Mbaya and to the lover of research work.

ACKNOWLEDGEMENTS

All praises, adoration and glorification belongs to almighty God who made this project a successful one. My profound gratitude goes my able project supervisor Dr. B M Mohammed, my sincere gratitude goes to the head of Department (HOD, ITE), Professor T M Saba, and My able project supervisor Dr. B M Mohammed for their assistance, Immeasurable contributions, Patience and understanding during the course of this project. Almighty God will continue to shower his blessings on them forever and my appreciation still go to all the concerned Lecturers and workshop attendant.

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ABSTRACT

This study assessment of skill needs of modern furniture craftsmen for self-employment in service industry in Minna, Niger State. Three research questions were raised and three research hypotheses were formulated to help guide the study. The study adopted the descriptive survey research design. The population for the study comprises of twenty (20) furniture companies located in Minna, Niger state. The sample size for the study was eight randomly selected furniture companies and a sample of sixty (65) respondents was obtained using the simple random sampling technique. The instrument for data collection was a questionnaire titled “Questionnaire on the Assessment of Skill Needs of Modern Furniture Craftsmen for Self-Employment (QASMFSS)” which was validated by ITE experts and reliability testing using the Pearson Product Moment Correlation coefficient with a reliability index score of 0.79, the data was collected and analyzed using mean and standard deviation while the hypotheses were tested using the t-test statistics. Findings revealed that furniture craftsmen of service industries in Minna Niger state possess all the assessment skills, there are factors responsible for non-practicing craftsmanship by craftsman. The findings also indicate that furniture craftsmen should be oriented on basic skill needs. Recommendations made amongst others include that there should be provision of appropriate learning resources and improved physical facilities to enable skill needs acquisition.

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Study.

The construction industry is the sector of the economy that constructs, alters, plans, designs, maintains, refurbishes, repairs, and eventually demolishes old furniture structures of all kinds for refurbishing (renovation). Service industries in Niger state are built on a foundation of skill craft works, which is primarily supplied through various sources such as craft training institutions, vocational or technical colleges on the job training and apprenticeship Yakubu, (2003). Ubenyi (2005) and Anigbogu (2004) Opined that the labor-intensive nature of construction activities in Niger state was attributed to the predominance of large number of small-scale services (construction) firms that rely solely on skilled and unskilled labour for their operations.

Studies like Obiegdu, (2004), Bokinni, (2009) and Njoku, (2007) have indicated the existence of shortage of quality craft men in the Niger state service/construction industries. Some of the root causes are because of aging of skilled craft workers in service/construction industries, poor funding and ineffective state of vocational education and training system in the country, decline in the number of new entrants into skilled trades. It is increasingly important that service/construction industries not only develop the mental, moral and physical capabilities of the craft men, but also ensure that they participate effectively in contemporary economic activities and nation development, Ololube and Egbezor, (2012), In other words, it is the role of service (construction) industries system to ensure that the population is reproduced culturally and socially, and that the craft men in service/construction industries in particular imbibe the values, skills and needs to function as matured craftsmen in the society.

The role of furniture craftsmen in service/construction industries in Niger state: as a growing and developing state, cannot but strive to meet its numerous challenges in a globalized world of today because, scientific and technological issues must be tackled for the much-needed industrialization of the state. Highly industrialized state in the country have at one time or the other identified service/construction industries as a transformational key policy thrust for technological growth and economic advancement. The vital role is to create job opportunities for craft men while inside the service/construction industries. Imparting skills to them while in service (construction) industries which will equip them to have good living in the society. For an improvement in service/construction industries the total well-being of teeming Niger state residents in service/construction industries, the representative of the people to the nation-wide, opinioned transformation symposium most especially the Nigerian labor congress (NLC) and assessment of skills needed by furniture craft men must advocate for extra budgetary alongside the conventional service/construction industries strategy in the ongoing nation-wide physical restructuring agenda. When this is done, it is going to result to advanced efficiency, increase in employment of skilled craft men, decrease of poverty and reduction of crime rate leading to subsequent financial intensification and riches of the nation.

Woodwork as an integral part is defined as the process of making items from wood. It involves using wood in furniture making, upholsteries carpentry and joinery. Wood works is one of the most creative craft works in Nigeria and even in the world in general. It is one of the branches in service/construction industries that deals with using woods to create things either for upholstery, furniture, carpentry, or joinery. Historically, furniture craft men rely upon the wood's native to their regions, until transportation and trade innovations made more exotic wood available to the craft men. Woods are typically sorted into three basic types: hard wood, typified by the tight grains and derived from broad leaf trees, soft wood from coniferous trees and man-made materials such plywood and medium density fiber board (MBF). Typically,

furniture such as tables and chairs are made using solid stock and cabinet/fixture makers employ the use of plywood and other man-made products. Furniture craftsmen require some competence in the use of tools and materials. To find out whether the furniture craftsman is competent, some assessment must be conducted.

Assessment of skills and needs of craft men is a vital part of modern furniture designs and craftsmanship endeavors to assess the performance ‘gaps’ of craft men in the service/construction industries to identify what skills are needed to be learnt. For assessment of skills and needs of craft men to be effective and efficient it must therefore start with a “need” which can be identified as a “gap” between assessment and skills, Fadil and Hassan, (2006) “Gaps” can also include differences between the existing and desired competence and skills Janice, (2003). However, skilled and need assessment assist service/construction industries in identifying competence and performance of craft men, problem solving or productivity issues and assist service/construction industries to prepare and respond to future changes. Without assessment of needs and skills needed by craft men, there can be no way of knowing wither the assessment process is correctly designed or not Bee and Bee, (2005); Janice, (2004); Fadil and Hassan, (2006). This study therefore is focused on the assessment of skills and needs of individual craft men (personal) for self-employment in modern furniture service/construction industries, level with a view to identify the craft men deficiencies. Hence, the need to assess the skills needs of furniture craftsmen for self-employment in service/construction industries in Niger state becomes necessary.

The issue of craftsmen shortage is one of the most serious threats to self-employment of many service industries in Niger state, because lack of skilled craft men affects schedules skills and needs, which in turn could drain or critically delay Important assessment of skills and need of furniture craft men and jeopardize self-employment benefits COAA, (2005); Ireland, (2007). The shortage of skilled craft men is currently one of the most pressing issues in service

industries in Niger state and it's already having serious implication for both business and the economy. Coonor, (2005); Mc Causland, (2006). The service industries are experience server and prolonged shortage of 'craft men' not just in terms of quality craft men that put the world growing at risk. The assessment of skills and needs of modern furniture craft men is also noticeable factor COAA, (2005); Connor, (2006); McCausland, (2006). There has never been such a period in history when the diversification of craftsmen occupation increased the challenges of skills and need of modern furniture craft men for self-reliance/self-employment in service industries: because as self-employment begins to rise competition is becoming tougher, contract times are shorter, profit margins are smaller specialization and fragmentation of various trades in modern furniture is increasing the service industries; right now it is very difficult to find skilled craftsmen such as upholster and joiner, carpenter.

1.2 Statement of the Problem.

The scarcity of qualified craft men impacts on service/construction industries project in every stage of assessment of skills and needs of life cycle from initial scoping to competition, and the effectiveness of services industries in every country depends on the quality of the trained craft men Muya et al., (2004) & Poter, (2005). Assessment and improving craftsmen is critical in order to improve the skills and need attract young craft men in to the industries, decrease injury rates, and greater use of new technologies Dantong, (2006). However, for craft men to be useful and efficient it must start with their skills and need to be access in service industries fadil and Ruslan, (2006). Is therefore necessary to explore craft men skills needs in the Niger state service/construction industry to improve self-employment harmonized with development priorities and the delivery methods.

The service industry is basically considered as a leading drive of economic development in any state because almost all other sectors of the economy depend solely on the product and services

of the service industries in one way or the other for the smooth running of their operation. Niger state as a developing state with growing population commensurate housing need required the services of skilled craft men on service industries sector. In service industries skilled craft men such as upholster, carpenter and joiner amongst others from a large part of the craft men force whose input determine; to a great extent, the quality of industries product Obiegbu, (2005); Akindoyeni, (2005). There is a short fall in assessment of skills and need of craft men of these categories of service industries operatives within Niger state service industries in the past.

1.3 Purpose of the Study.

The fact about this study is to examine and assess whether the skills and needs of modern furniture craft men for self-employment are well assessed in service industries thus, this study.

1. Identify the skills needs of modern furniture craft men for self-reliance/self-employment.
2. Determine the reason why most craftsmen don't pursue their career in service industries.
3. Identified the skills need in modern furniture craft men needs in the service industries.

1.4 Research Questions.

The following research questions were raised to guide the study.

1. What are the skills needs of modern furniture craft men for self-reliance/self-employment?
2. What are the reasons why most craftsmen don't pursue their career in service industries?
3. What are the skills need in modern furniture craft men needs in the service industries?

1.5 Hypotheses of the Study.

HO₁ Modern furniture craftsmen need a wide range of skillset for self-employment.

HO₂ Modern furniture craftsmen do not need a wide range of skills for self-employment

1.6 Significance of the Study,

The study on assessment of skills and needs by modern furniture craft men for self-employment in service industry in Niger state will be of benefit to craft men. The study will benefit craftsmen as they will be able to learn new skills in modern furniture craft that will help to become self-reliant (self-employment).

More so, craft men will equip in all field of furniture (wood work) technology such as general wood work, upholstery work, wood finishing. This will also help craft men benefit as they are able to identify the areas they are lacking when it comes to helping craft men in skills and need acquisition.

A study like this that aims at investigating craftsmen skill and needs for self-employment in service industries in Niger state. This study will also allow the craft men to assess skills and needs of modern furniture in service industry by answering two basic questions who, if, any basics and need that craft men need in the service industry. The findings of the study will also increase better coordination of craft men. This is in line with Auqusto et al. (2009) suggestion that more research is needed to identify craft men skills need in the service industries.

1.7 Scope of the Study.

The scope of this study is to examine the skills and needs of modern furniture craftsmen in Niger State to identify the necessary requirements for them to become self-reliant and self-employed in the service industry sector. This study will be conducted solely within Niger State and will be limited to modern furniture craftsmen operating within the state. The study will be carried out over a period of four (4) weeks, during which time data will be collected through various methods such as surveys, interviews, and observations. The study will focus on various

aspects such as the current state of modern furniture crafting in Niger State, the skill sets required by craftsmen to become self-reliant and self-employed in the service industry sector, and the challenges faced by modern furniture craftsmen in Niger State. The research will involve interaction with modern furniture craftsmen, industry experts, and other relevant stakeholders to obtain a comprehensive understanding of the current state of affairs in the industry.

CHAPTER TWO

2.0 Literature Review

This chapter reviews the assessment of skills and needs of modern furniture craft men for self-employment in service industries. The review is organized in sections dealing with the following issues.

1. Concept of skills and needs of modern furniture craft men for self-employment in service industry.
2. Relevant of assessment of Skills needs of modern Furniture Crafts men.
3. Assessment of their skills and needs for self-employment in service industries.
4. Availability of machines, equipment, and tools of modern furniture Crafts for skills and needs acquisition.
5. Modern Craftsmen.
6. Lack of assessing craft men skills.
7. Roles of professional bodies in assessment of craftsmen.
8. Causes of Skills Shortage in Service Industry.
9. Solution to craft skill shortage in service industries.
10. Some of the effects of skill shortages.

2.1 Concept of Skill Needs of Modern Furniture Craft men for Self-Employment in Service Industry.

The improvement of performance through skills and needs acquisition Schmidt and Wrissberg (2004) suggest that it is important to understand the conceptual model of human performance as this is fundamental basis of skills and needs learning. Schmidt et al, (2004) Understanding the conceptual model also allows you to determine things like the possible effect of the task demand on the three information processing stages, the extent to which performers can make

feedback adjustments to their movement, and the type of intrinsic and extrinsic information learners require to improve their skills, needs, and error detection capabilities. Skills and requirements, the technique of an organism storing information in memory about some environmental or cognitive event is referred to as acquisition. Acquisition is a type of long-term learning about a series of events. A person can begin to form knowledge representations of how to respond in certain situations by repeatedly associating similar stimuli with specific responses. Because they can be recovered more simply and reliably than memories of single events, these representations have a privileged place in memory. Modern furniture skills and requirements, Crafts men are learning how to work with tools, equipment, and space. It is the study of an art form in order to modernize the modern Craftsmen for self-employment.

Concept of self-employment: McCathy, (2007) defines self-employment as the ability to engage oneself in an occupation or engage oneself independently of an employment. Self-employment is an available option for achieving employment goals. Although it is not a goal in and of itself, all individuals participating in modern service are expected to find work that is compatible with their strengths, resources, priorities, ability, career, and interests. Once an employment goal has been set, self-employment can be an available choice for achieving that goal in the labor market. Self-employment may be viable if an individual demonstrates the skills, needs, and motivation required to start and maintain a firm. Self-employment, as opposed to being employed, is the act of earning money directly from consumers, clients, or other sources. Self-employed people, rather than being provided with work by an employer, find their own work and make money from a trade or business they own. The ability to work with a high degree of flexibility, independence, and control over business decisions are all advantages of self-employment. Still, there are drawbacks, such as a high degree of job danger and a volatile income, as well as unrestricted liability and responsibility for any business losses.

2.2 Relevant to the Assessment of Skills Needs of Modern Furniture Craftsmen.

The main purpose of assessment is to increase labor productivity during the construction process. Assessment benefits construction firms by providing qualified labor especially Craftsmen who are better able to handle the demands of today's construction environment. By assessment of skills and needs, higher field personnel productivity is achieved. The industry will appreciate onsite training programs consequent upon the increased quality of modern Craftsmen. Muya el Al. (2004) reported several factors that influence skills and needs availability, including training provisions, which govern the supply of skills and needs, sector volume capacity, which drives the demand for skills and needs, and other socio cultural as well as public policy sector determinants of skills development. One efficient technique used to improve the capabilities of construction professionals is training. Farrel land Gale (2003) strong recommended mandatory attendance at training programs for novice before they are allowed to take charge of construction sites.

2.3 Availability of Machines, Equipment and Tools of Modern Furniture Crafts

Lack of availability of machine, equipment and tools is one of the major problems faced in service industry in Niger state. Without machines, equipment, and tools they will not be positive output.

Innovation is the central part of business change and primary compelled to use modern technology, processes and products, the type of change that can influence competitiveness significantly. Pay-on-demand for equipment could be a functional approach for change for small/medium-sized manufacturers.

Only companies with large financial investments have access to good quality machines and also their maintenance. When compared with the workforce, economical and accessible, machines could be costly.

Some Advantages:

- 1 Efficiency – Machine generate more production with minor energy and within a limited time.
- 2 Worker might be more dedicated to their work when the make use of machines.
- 3 Improvement in the quality and quantity of products, as a machine, ensure high and large production rate.
- 4 There is a cut in production cost and labour salary.
- 5 Craftsmen improve their technical skills through training.
- 6 Higher salaries resulting in better living standards for skilled operators.

Some Disadvantages:

- 1 Machines are expensive to buy, maintain and repair.
- 2 Machine with or without uninterrupted use will get broken and worn-out.
- 3 Their maintenance or repairs are costly, difficult to set up and operate without previous training.
- 4 The pollution caused by machine increases, generating waste, augmenting power, or oil use.
- 5 Health disorders can cause injuries if craftsmen do not use personal protective equipment effectively.
- 6 Unemployment – Machines replace man labour, as sometimes machines are more than craftsmen.

2.4 Acquiring Modern tools and equipment

Some agreement among companies around manufacture machinery and organizations that buy their equipment to manufacture their products:

- 1 They could get a loan to buy the machines, equipment and tools.
- 2 The manufacturer could lease the equipment from the equipment manufacturer.

Manufacturers engaging in one or the other of the last two alternatives usually involves monthly payments, despite the demand for their products (e.g. end-user demand can go down; these manufacturers take on the market –based risk.)

The new approach is known as **Machine-as-a-Service** and requires a customer buying equipment with weekly or monthly payments centered on how much real market demand exists. In order terms, the equipment manufacturer would receive weekly or monthly checks according to the number of units produced on the equipment during the former period.

In this situation, the equipment manufacturer is taking on additional risk above and beyond any product warranty. Adding to the finance fees, agreed as acceptable anticipation, the equipment buyer is likewise paying for sort of market-demand insurance.

This strategy might not seem correct to all equipment manufacturers but will possibly be some others who consider it a way to access technology; they otherwise would not have access. That might cause financial risk; this is a concern for many small/medium-sized manufacturers all around.

NOTE: There might be value-added for those looking to acquire manufacturing equipment, which you likewise would be willing to pay. Your supply management for original equipment manufacturers is worth a try.

2.5 Craftsmen

According to Akindoyeni (2005) a craftsman refers to a person male/female who has been instructed in the fundamental theory of a particular craft. Craft can also be a hand on process for the production of an artifact or the components part of a physical product. Ubenyi (1999) describe construction craftsmen as those trained and skilled operatives who work manually with great expertise in various stage of the construction work. The craftsmen play a critical role in the practical realization of any construction projects; they are mostly engaging in the technical aspect of the construction works. They constitute the main skilled practical workforce of the contractor and are engage from inception of construction projects to its end. Craftsmen are identified as (ITF, 2005):

Bricklayers (Masons); steel fixers; electricians; carpenters; painters; plumbers; etc. Dantong (2006) to have described the craftsmen as the lower-level technical cadre of manpower in the construction industry whose qualification ranges from apprenticeship certificate to the other formal trade certificates which falls below the national diploma.

According to Ibrahim (2010) construction trades/ Artisans include.

1. Bricklayer, a tradesman who lays bricks to and construct brickwork. The term also refers to personnel who use blocks to construct block work walls and other forms of masonry.
2. Carpenter, a skilled craftsman who performs carpentry - a wide range of woodworking that includes constructing buildings, furniture, and other objects out of wood. The work generally involves significant manual labour and work outdoors, particularly in rough carpentry.
3. Heavy equipment operator drives and operates heavy equipment used in engineering and construction projects.

4. Electrician, a tradesman specializing in electrical wiring of buildings and related equipment.
5. Electricians may be employed in the construction of new buildings or maintenance of existing electrical infrastructure.
6. Landscaper, is a tradesman that specializes in gardening
7. Painter and decorator, a tradesman responsible for the painting and decorating of buildings and is also known as a decorator or house painter.
8. Plasterer, a tradesman who works with plaster, such as forming a layer of plaster on an interior wall or plaster decorative moldings on ceilings or walls.
9. Plumber, a tradesman who specializes in installing and maintaining systems used for plumbing, heating, drainage, potable (drinking) water or small-sized industrial process plant piping.
10. Steel fixer, a tradesman who positions and secures reinforcing bars and mesh used to reinforce concrete on construction projects.
11. Tiller, tradesmen who works on tile in peoples home.
12. Welder is a tradesman who specializes in welding materials together

2.6 Lack of Assessing Craft men Skills.

Muya et al. (2004) reported a number of factors that influence skill availability, including provisions, which govern the supply of skills; sector volume capacity, which drives the demand for skills; and other socio-cultural as well as public policy sector determinants of skills development. One efficient technique used to improve the capabilities of craftsmen in service industries is assessment. Farrell and Gale (2003) strongly recommended mandatory attendance at assessment (training) programs for novice before they are allowed to take charge of industry.

2.7 Roles of Professional Bodies in Assessment of Craftsmen.

Professionals and professional bodies have a crucial role to play as part of the regulatory landscape. Professional body membership gives the public, the sector and government assurance that services are being delivered by qualified and expert professionals who are self-regulating based on a code of professional practice (or conduct) that they have developed. These codes set a standard and are a source of professional pride. In addition, there are robust and fair processes for professional bodies to consider allegations that an individual member may have breached the code, and if there is a case then to take appropriate action, including removing them from the register of the professional body (Ibrahim, 2010).

Professionals and professional bodies have an even more powerful role to play as part of the improvement and self-improvement landscape. Professional bodies give the public, the sector and the government confidence that individual professionals will be striving to continuously improve their skills, knowledge and expertise to offer the highest quality services they can. Professional bodies have the potential to really tap into and help ignite more enthusiasms and ambition among craftsmen.

2.8 Causes of Skills Shortage in Service Industry.

According to (Drunker, and white, 19969) reveals a number of factor, which have combined to on influence the construction skills shortfall in recent years, all of which can be seen to stem from the industry's evolutionary development over the last 20 years. These include demographic downturn and resulting reduction in the number of people entering the labour market the poor image of the industry which adversely affects popularity as a career choice (Dainty *et al.* 2000) the higher number of job shed during the recession of the early 1990s, the introduction of new technologies, which have reconstituted the skills required. (Agapiou, *et al.* 1995);failure to develop multi-skilling as a route to overcome skills shortages, the growth

in self-employment and the use of labour market reliant upon a casual workforce, incorporating high level of self-employment, low level of assessment investment has been cited as an underlying cause of high costs and low productivity of the UK industry in comparison with France and Germany (Winch, 1998).

The UK construction training system itself is out of step with many of its European Union partners, being employer-led, largely confined to the traditional trades and dominated by qualifications broken into narrow task-related units (Clarke and Wall, 1998). The inevitable fragmentation that flows from this structure arguably narrows the industry's skills base and delimits innovation within the sector. For the building industry a skills shortage occurs when employers have considerable difficulty filling their job vacancies because there are insufficient job seekers with the required skills.

- (1) The first is when a lack of skilled individuals at the current wage, determined by market and industry in which the person is employed, limits the expansion of any given company or organization
- (2) Alternatively, it can be seen to occur when a mismatch between the supply of persons with particular skills and the demand for people with those skills occurs (Clarke and Wall 1998).

Other reasons include; lack of training; inappropriate training; difficulties in attracting people into the industry and retaining them; poor employment conditions and pay. It is commonly believed that the main reasons craft workers leave the industry include undesirable, relatively low pay and benefits, the generally poor image of the construction industry and its workers, unclear paths in construction, and the transient nature of construction work (Construction Users Roundtable 2001). These reasons were confirmed by the findings of the survey launched by the CII research project RT135

“Attracting and maintaining a skilled construction work force” (Liska et al. 2000). The research listed poor pay and benefits, the need for a permanent job, poor safety, and poor treatment and poor working conditions as top five reasons causing workers to leave the construction industry. Differing strategies have been adopted to try to respond to the construction skills shortage overseas. Dainty et al. (2004) recommends the development of regional skills strategies targeted at specific regions of a country rather than a single skills strategy for all regions. The study emphasizes the need for more effective labour market planning to be done at the regional level to mitigate the effects of future skills shortages. A focus on training and skills was also suggested by Mackenzie et al.(2000) who recommended that industry wide training plans should be developed to anticipate future skills shortages prior to their onset. Multi-skilling of existing labour is another strategy which has been proposed. In the UK, multi-skilling of existing tradespersons has led to increasing confusion about what exactly is the overlap between different trades and whether they can be transparently separated from each other (Clarke and Wall, 1998). However, on the positive side multi-skilling allows a tradesperson to add to their current repertoire of skills while increasing hourly wages as in the USA. In Hong Kong Chan et al. (2001) show that the blurring of boundaries at the professional level (architect, engineer, surveyor) has led to the movement toward generalists practitioners who straddle more than one discipline but these professionals are a facing a loss of identity.

Collaboration between industry, government and the unions to tackle the skills shortages has been tried in the USA through “Skills to build Americas future”.

2.9 Solution to Crafts Skills Shortage in the Service Industry.

Pappas (2004) identify the following proposals to solve the problem of craftsperson shortage in the construction are as follows; Educate owners, contractors, and related industry personnel

that the competitive low-bid process is an ineffective procurement process that is detrimental to the users and contractors. Promote the use of performance information. Use performance information not to pre-qualify, but to impact the selection of the contractor using information systems, which minimize subjective decision making. Promote the concept of paying more for proven performance. Change the emphasis from project manager to performing contractor in construction education. Change the paradigm from the owner hiring the project manager to the contractor having their own project manager. Other possible solutions to the craft worker shortage identified by previous research (Liska et al. 2000; Pappas 2004) include: Conduct a needs assessment to train workers on continuous basis; Conduct supervisory human relations training; Tie documented wage progress to skill; Provide training incentives; Give long-term preferential treatment to tenured employee; Improve the image of the construction industry; Increase pay; and Reduce demand for labour through the use of automation and technology. Among all possible solutions, appropriate craft training is quite a promising solution to solving the labour shortage in the construction industry.

2.10 Some of the Effect of Skill Shortages.

A shortage of skilled labour (or sometimes simply a shortage of labour) is also a factor behind the drive in many countries to mechanize production in order to raise productivity by replacing labour with machines (ILO, 1995). In many developed countries, there has been a shift in recent decades away from traditional craft methods of building “in situ”, to the production of components in factories and their subsequent assembly on site.

The move to mechanization and prefabrication makes sense in economies where full employment is creating upward pressure on wages, a situation found in Singapore and other East Asian countries prior to 1997 (ILO, 1995). But where there is surplus labour and high unemployment, as is the case in the majority of developing countries, the adoption of more

capital-intensive methods seldom makes economic sense and it certainly does not make any sense in social terms. Quite the opposite is the case: employment in construction (as well as in other sectors) needs to be expanded as much as possible in low-income countries to help absorb the growing labour force and lift people out of poverty. This is recognized, for example, in Brazil where off-site prefabrication has been tried, but not considered to be widely appropriate because of higher costs and fewer employment opportunities. Even in developed countries, increased mechanization and prefabrication does not provide a real alternative to raising the level of skills. This is partly because there are limits to the extent to which labour can be replaced by machines and also because new technologies require new skills and can fail if there is inadequate training (Gann and Senker, 1998).

A recent survey of contractors in the United Kingdom indicates that they do not see this as a real solution to skill shortages (Mackenzie et al. 2000). Another alternative that is currently being promoted as a solution to the problem of labour and skill shortages arising from the reluctance of young men to enter the industry is to recruit more women. In the United Kingdom, for example, there are currently targets to raise the recruitment of women (currently standing at 1 per cent) to help cope with an anticipated shortfall of new entrants. However, a survey of major employers (Mackenzie et al. 2000) revealed a high level of scepticism about the recruitment of women as a solution to the crisis. This scepticism is supported by recent research comparing the career profiles of male and female construction professionals in the United Kingdom, in which it was found that the construction workplace is a competitive and conflict environment where women are overtly and covertly discriminated against by men, who use structural systems to undermine their participation. The women interviewed were found to have dealt with these barriers in a way which perpetuated existing work cultures, suggesting a self-fulfilling cycle of women's continued under-achievement. The findings led to the conclusion that women should not be attracted to the industry unless steps are taken to

moderate its exclusionary and discriminatory culture (Dainty et al. 2000). Similar findings of overt and covert discrimination are reported from the United States, this time at the level of the building trades rather than the professions (Eisenberg, 1998). A similar situation is reported from India, where it is rare to find women in the building professions (except architecture). In a survey designed to find out why this is so, one government engineer summarized the situation as follows: Construction is the worst model of patriarchal culture.

CHAPTER THREE

3.0 Research Methodology

3.1 Research Design

This study adopts the descriptive survey research design. The descriptive survey research design is a type of research method that involves the collection of data from respondents using a data collection instrument such as questionnaires, interviews, or surveys. This type of research design is used to describe and analyze the characteristics of a specific population, group, or phenomenon. Descriptive survey research design is an effective way to collect information from a large sample of people. Researchers use this design when they want to gather information about a specific topic, to examine relationships between variables, or to explore trends or patterns.

3.2 Area of the Study.

Minna is the capital city of Niger State, Nigeria, located in the North-Central part of the country. The city has well-defined boundaries that are demarcated by natural and man-made features. To the north of Minna is the Gurara River, which serves as a natural boundary between Niger State and Kaduna State. To the south of the city is the Madalla-Minna Road, which serves as a boundary between Minna and the Tafa Local Government Area. To the east of Minna is the Sarkin Pawa Road, which separates the city from the Shiroro Local Government Area. Finally, to the west of Minna is the Paiko Road, which marks the boundary between Minna and the Bosso Local Government Area. The boundaries of Minna are also defined by several man-made features, including roads, streets, and landmarks. Some of the major roads in the city include the Minna-Zungeru Road, the Tunga-Maje Road, and the Minna-Suleja Road. Landmarks that define the boundaries of Minna include the Ibrahim Babangida University, the Federal Polytechnic, and the Minna International Airport.

3.3 Population of the Study

The population for the study comprises of all the furniture industries situated in Minna, Niger State. The target population for this study consists of all the twenty (20) incorporated furniture companies in Minna, Niger State. Table 3.1 shows the population distribution.

Table 3.1 Population Distribution

S/N	Companies
1	Freedom Furniture
2	Success Furniture
3	Nakowa Furniture and Company
4	Godly Furniture
5	Furniture and carpentry
6	Dickson Furniture
7	Amadi Best Furniture
8	Honest furniture
9	Sam Steve Furniture Company
10	Ir Furniture Company
11	Northern Furniture Industries Limited
12	Goshen City Quality Furniture
13	MTM Furniture
14	Carpentry Work Furniture
15	Mancity Furniture Showroom
16	CJO Furniture
17	Aminu Furniture
18	Nwackson Furniture
19	Furniture World
20	Sunshine Furniture

3.4 Sampling Technique and Sampling Size.

This study randomly sampled eight (8) furniture companies from the target population. The simple random sampling technique was adopted in the selection of the eight (8) furniture

companies and sixty-five (65) respondents were also randomly sampled from the already eight (8) sampled furniture companies.

Table 3.2 Sample Distribution

S/N	Companies	Sample size
1	Freedom Furniture	10
2	Nakowa Furniture and Company	9
3	Furniture and carpentry	9
4	Dickson Furniture	8
5	Honest furniture	6
6	Sam Steve Furniture Company	6
7	Ir Furniture Company	7
8	Northern Furniture Industries Limited	10
	Total	65

3.5 Instrument for Data Collection.

The instrument used for collecting data for the study was a questionnaire developed by the researcher titled “**QUESTIONNAIRE ON THE ASSESSMENT OF SKILL NEEDS OF MODERN FURNITURE CRAFTSMEN FOR SELF-EMPLOYMENT (QASMFSS)**”. The Questionnaire was made of two Sections A and Section B, Section A consist of the respondent personal data. While Section B is Divided into 3 parts according to the research question. Part, one deals with the practical skill needs by the modern furniture craftsmen in service industries for self-employment. Part Two deals with factors responsible for craftsman skill shortage and skill gap in Minna Niger state service industries. Part Three (3) Proved the effective skill needed in producing modern crafts men in service Industries Minna Niger state in the past. A 4-point rating scale will be adopted in the questionnaires as a medium to express the respondent’s opinion; they are

Strongly Agree (SA) = 4

Agree (A) = 3

Disagree (D) = 2

Strongly Disagree (SD) = 1

3.6 Validity of the Instruments

Validity of the instruments (face and content validities) were ascertained by experts in industrial and Technology Education. These experts will provide scrutiny. Criticism and corrections to items. The judgement and assessment of the experts will help to determine the extent to which the test items accurately cover the area of the study domain. Validation forms will be obtained from the Department Industrial and Technology Education, Federal University of technology Minna.

3.7 Reliability of the instrument

A pilot testing will be conducted at 'Amadi Best Furniture', this was not part of the sample. This is because the pilot school was not part of the sampled schools, to prevent errors such as those of interaction effect from occurring amongst the respondents. The pilot study was also aimed to determine the reliability of the treatment and data collection instruments. The Pearson Moment Correlation coefficient statistic was used to obtain the reliability coefficient of the **QASMFSS** and reliability index of 0.79 was obtained which was found to be reliable for data collection.

3.8 Method of Data Collection.

Data was collected using the questionnaire (**QASMFSS**), the researcher distributed the questionnaire with the assistance of a research assistant. The method used for collection of data is through questionnaires. Sixty-five (65) questionnaires were distributed to craftsmen within

Minna, Niger State, out of these forty-nine were successfully returned. This is due to carelessness of the respondent who handled the remaining sixteen (16) questionnaires. The data collection process lasted for a period of two (2) weeks.

3.9 Method of Data Analysis.

The data collected was analyzed using mean, standard Deviation, and t-test statistics. A criterion mean of 2.50 was used to indicate agreement ($x > 2.50$). the mean scores were computed manually which made use of frequency counts and tallies to obtain the mean of the responses. The hypothesis was tested using t-test statistics at 0.05 level of significance. A critical value of 1.96 was used based on the degree of freedom. Therefore, any Item that has its T-test calculated value less than or equal to T-critical value was regarded as not significant. While any Items that has its t-calculated value greater than T-critical value was regarded significant.

CHAPTER FOUR

RESULTS AND DISCUSSION OF FINDINGS

4.1 Presentation of Results

This chapter deals with the presentation with respect to the research questions and hypothesis formulated for this study, the result of this data analyzed for the research questions were presented first, followed by those of the hypothesis tested for the study.

4.2 Research Question 1:

What are the skills need in modern furniture craft men needs in the service industries?

Table 1: The mean responses of modern furniture craftsmen of Minna Niger state on the assessment of skill needs of furniture craftsmen.

$N_1=100, N_2=18$

S/N	ITEMS	X1	X2	XA	Remarks
1	Cabinet making skills	2.95	2.80	2.88	Agreed
2	Skills in using woodwork tools	3.00	3.15	3.08	Agreed
3	Skills in using woodwork machines such as band saw, circular saw	3.15	3.10	3.13	Agreed
4	Upholstery skills such as belt padding Foaming, covering	3.30	3.20	3.25	Agreed
5	How to mark out measurement according to job description	3.25	3.20	3.13	Agreed
6	Good finishing skills, presentation of ideas and design	3.00	2.90	2.95	Agreed
7	Skills in joint making such as t-joint	3.25	3.25	3.25	Agreed
8	Presentation of ideas and design	2.80	2.85	2.83	Agreed
9	Skills for using hand tools like screwdriver, hammer, mortise and tenon marking gauge	3.45	3.40	3.43	Agreed

10	Skills for using portable machine tools such as jigsaw, electric sanders	3.20	3.00	3.10	Agreed
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Key: N_1 = Number of craftsmen, N_2 = Number of instructors.

X_1 = Mean of craftsmen, X_2 = Mean of instructors

X_A = Average mean of craftsmen and instructors

The data in Table 1 Revealed that the respondents agreed with all the items. This implies that all items are skill needed by furniture craftsman to enable them to perform creditably well in their job when assessment is observed.

4.3 Research Question 2.

What are the reasons why most craftsmen don't pursue their career in service industries?

Table 2: The Means Responses of modern furniture craft men in Minna Niger state on the factors responsible for craft men skills shortage and skill gap in Minna Niger state service industry.

$N_1=100$, $N_2=18$

S/N	ITEMS	X1	X2	X _A	Remarks
1	Job Opportunity	2.90		2.95	Agreed
2	Craftsmen feels woodwork is a Professional Job to continue after school	3.25	3.35	3.30	Agreed
3	Craftsmen feels whoever studies Woodwork will become a carpenter.	2.10	2.30	2.20	Disagreed
4	Craftsmen see woodwork as a dirty Profession	3.30	3,40	3.35	Agreed
5	Insufficient funds to start the business after training	3.05	300	403	Agreed
6	Few blue-collar Jobs	3.00	3.10	3.05	Agreed
7	Lack of entrepreneur skills	3.10	9.00	3.05	Agreed
8	Negative perceptions towards Woodwork professions	3.05	3.00	3.03	Agreed
9	Woodwork profession Is energy	4.35		2.28	Disagreed

Key: N_1 = Number of furniture craftsmen, N_2 = Number of furniture crafts instructors.

X_1 = Mean of furniture craftsmen, X_2 = Mean of Furniture instructors

X_A = Average mean of furniture craftsmen and instructors.

The data in Table 2 revealed that respondents agreed as regards to the reasons why most craftsmen don't pursue their career in service industries, this finding was ascertained with items 1, 2, 4, 5, 6, 7 and 8 (with exceptions of items 3&9). This finding reveals that the respondents perceive woodwork as a professional job, carpenter, dirty profession etc. this reveals the reasons why some craftsmen don't pursue their career in service industries.

4.4 Research Question 3.

What are the skills needs of furniture craft men for self-reliance/self-employment?

Table 3: Mean Responses of skills needs of furniture craft men for self-reliance/self-employment.

N1=100, N2=18

S/N	ITEMS	X1	X2	XA	REMARKS
1	Technical skills	2.95	2.80	2.88	Disagreed
2	Creativity	3.00	3.15	3.08	Agreed
3	Business skills	3.15	3.10	3.13	Agreed
4	Time management	3.30	3.20	3.25	Agreed
5	Communication skills	3.25	3.20	3.13	Agreed
6	Attention to details	3.00	2.90	2.95	Agreed
7	Adaptability	3.25	3.25	3.25	Agreed
8	Problem solving	2.80	2.85	2.83	Agreed
9	Organizing organization skills	3.45	3.40	3.43	Agreed
10	Design skills	3.20	3.00	3.10	Agreed

Key: N₁ = Number of furniture craftsmen, N₂ = Number of furniture crafts instructors.

X₁ = Mean of furniture craftsmen, X₂ = Mean of Furniture instructors

X_A = Average mean of furniture craftsmen and instructors

The data in table 3 reveals that items 2,3,4,5,6,7,8,9,10 was accepted while item 1 was rejected by respondents.

4.5 Hypothesis 1

There is no significant difference in the mean responses of modern furniture craftsmen of Minna Niger state on the skill needs of furniture craftsmen for employment.

Table 4: T-test analysis of modern furniture craftsmen in Minna Niger state based on practical skills needs of modern furniture craft men in service industries for self-reliance/self-employment. **N1=100, N2=18**

S/N	ITEMS	X1	X2	XA	Remarks
1	Cabinet making skills	1.05	1.24	0.41	NS
2	Skills in using woodwork tools	0.86	0.93	0.53	NS
3	Skills in using woodwork machine such as band saw, circular saw, thicknesser.	1.04	1:12	0.14	NS
4	Upholstery skills such as belt padding Foaming, covering etc.	0.66	0.89	0.40	NS
5	How to mark out measurement according to job description	0.85	1.23	073	NS
6	Good finishing skills presentation of ideas and design	1.02	1.07	0.30	NS
7	Skills in joint making such as T-joint etc.	0.85	0.85	0.00	NS
8	Presentations of ideas and design	1.06	1.10	0.14	NS
9	Skills for using hand tools like screwdriver, hammer mortise and Tenon marking gauge etc.	0.61	0.60	2.26	NS
10	Skills for using portable machine tools such as jigsaw, electric sanders etc.	0.77	0.92	0.75	NS

Keys: N_1 = Numbers of furniture craftsmen, N_2 = Numbers of craft instructors.

SD_1 = standard deviation of furniture craftsmen

SD_2 = Standard Deviation of furniture craft instructors

And t-test accept the null hypothesis, accept all the items at 0.05 level of significance meaning that there is no statistical significance difference between the mean responses of the furniture craftsmen woodwork instructors on the items above.

4.6 Hypothesis 2.

There was no no significant difference in the mean responses of modern furniture craftsmen in Minna Niger state on factors responsible for craft men skills shortages and skills gap in Minna, Niger state service industries.

Table 5: T-test analysis of modern furniture craftsmen in Minna Niger state on factors responsible for craft men skills shortages and skills gap in Minna, Niger state service industries.

		N1=100, N=18			
S/N	ITEMS	SD1	SD2	t-test	DECISION
1	Job Opportunity	0.97	1.03	-0.32	NS
2	Craftsmen feels woodwork is a Professional job to continue after school	0.78	0.81	-0.40	NS

3	Craftsmen feels who ever studies	1.17	1.22	-0.53	NS
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Woodwork will become a carpenter.

4	Craftsmen see woodwork as a dirty	0.66	0.68	-0.47	NS
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Profession

5	Insufficient funds	0.99	1.08	0.15	NS
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6	Few blue-collar jobs	0.79	0.85	-0.38	NS
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7	Lack of entrepreneur skills	0.73	0.79	0.38	NS
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8	Negative perceptions towards wood-	0.16	0.97	0.16	NS
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Work professions

9	Woodwork profession is energy	1.27	1.24	0.37	NS
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demanding

Keys: N_1 = Numbers of furniture craftsmen, N_2 = Numbers of craft instructors.

SD_1 = standard deviation of furniture craftsmen

SD_2 = Standard Deviation of furniture craft instructors and t-test of furniture craftsmen and instructors.

Table 5 revealed that the t-test accept the null hypothesis accept all items at 0.05 level of significance, meaning that there is no statistical significance difference between the mean responses of furniture craftsmen and woodwork instructors on the items above.

4.7 Hypothesis 3.

There will be no significant difference in the mean responses of modern furniture craft men in modern service industries on the effectiveness of producing needed craft men for Niger state service industries in the past.

Table 6: T-test analysis of modern furniture craft men of Minna Niger state on the effectiveness of producing needed craft men for Niger state service industries in the past.

N1=100, N2=18

S/N	ITEMS	SD1	SD2	t-test	DECISION
1	By preparing some skill tests For the craftsmen to carry out	1.30	1.25	0.49	NS
2	By organizing workshop	1.04	1.29	0.67	NS
3	By finding out their perspective to- Wards the skills	0.73	1.12	0.83	NS
4	Focusing on skills rather certificate	1.03	1.07	0.30	NS
5	Regular concentration during practicals	0.79	0.85	-0.39	NS
6	Every craftman to his/her own Machine for effective practice	0.97	1.03	-0.32	NS
7	Emphasize the necessity to possess Skills in furniture crafts.	1.19	1.13	-0.27	NS
8	Discussion of many opportunities That are available in woodwork.	1.21	1.07	-0.55	NS

9	Organizing seminars	1.01	1.16	0.28	NS
10	Organizing excursions to furniture	1.09	1.13	-0.12	NS

Workshops.

Keys: N₁ = Numbers of furniture craftsmen, N₂ = Numbers of craft instructors.

SD₁ = standard deviation of furniture craftsmen

SD₂ = Standard Deviation of furniture craft instructors and t-test of furniture craftsmen and instructors.

Table 6 Reveals that t-test accepts the null hypothesis accepts all items at 0.05 level of significance, meaning that there is no statistical significance, meaning that there is no statistical significance difference between the mean responses of furniture crafts men and woodwork instructors on the item above.

4.9 Discussion of Findings.

The findings of the study shows that furniture craftsmen of service industries in Minna Niger state possess all the assessment skills which will enable them actualized their dreams of becoming self-employed in the modern furniture industries. To ensure effective assessment of necessary skill needs. Craftsman should be well assessed whether they are making use of relevant tools and machines which will contribute to their skill needs acquisition. Woodwork technology, therefore, involves the engagement of both craftsmen and practical (Agbo 2016).

The findings of this study revealed that all items listed above are the factors responsible for non-practicing craftsmanship by craftsman. The perception of students towards furniture crafts should be changed by encouraging them to engage in practical skill needs which will make them to be self-reliant or self-employed. Gumbani (2013) declared that skill acquisition

is the key in the fight for the elimination of hunger and poverty, reduction, or elimination of joblessness in the society and reduction of crime through the effective engagement of youths. Persons with relevant skills will be fully engaged in a society like ours where opportunities are available are many including furniture occupation and wanting for the prepared to take them such engagements will not only provide them with the basic needs of life but will also make them self-employed.

The findings also indicate that furniture craftsmen should be oriented on basic skill needs in order for them to be job creators rather than job seekers in society. Such orientation includes changing their attitudes towards their occupation, focusing on their skill needs beings assessed. Regular concentration during practical works etc.

CHAPTER FIVE

5.1 Introduction

Chapter deals with the summary, conclusion based on the findings of the study and recommendation.

5.2 Summary of the Study.

The purpose of this study is to access the skill needs of modern furniture craftsmen in service industry, Minna Niger state. Determine the practical skill needs by modern furniture craftsmen in Minna Niger state, Find the reason on why craftsmen are not accessed regularly. The craftsmen are expected to acquire specific skill needs when accessed, however a good number of craftsmen in Minna-Niger state graduate from technical schools without proper acquisition of skills.

To investigate the above issue, three (3) research questions were raised, and three (3) research hypotheses were formulated and tested at 0.05 level of significance. The literature review related to this study provided the guidelines and laid foundation on which the interpretation of the data collected was laid. Mean, standard deviation, T-test were used as statistical tool to analyze the data from the respondents (Furniture Craftsmen). A 118 Questionnaire was used as instrument for data collection which was analyze according to the research question of the study.

5.3 Contribution to Knowledge.

This research contributes to the construction research in the following regards.

1. This research identified assessment of skill and needs in service industry.
2. This research identified effective assessment of skill and needs of modern furniture craftsmen in service industry.

3. This research documented the sources of information in assessing skill and needs of modern furniture craftsmen to improve effectiveness.

5.4 Conclusion

In conclusion furniture craft requires practical works to acquire necessary skill needs. The introduction of Assessment of Skill Needs is to encourage modern furniture craftsmen in acquisition of skill needs to be self-employed in-service industry Minna-Niger State. Furniture craft is practically oriented therefore requires right craft men with right attitude. They should have many years of Practical skill Needs accessed which can make them capable of practicing modern furniture craft as a Profession. Such craft-men should be in better position to offer fine services to Industries in Minna-Niger State.

5.5 Recommendation.

As a result of the findings of this study and conclusion drawn, the following recommendations were made.

1. Furniture Craftsmen should be well accessed so that they can function well in service industry.
2. Provision of appropriate learning resources and improved physical facilities to enable skill needs acquisition.
3. Modern furniture craftsmen should be given incentive to encourage them to do better in service industries.
4. The government should allocate budget to improve infrastructure in service industries like road, modern machines, water and electricity to enhance skill needs assessment.
5. Incoming generating projects should be introduced in service industries to enable craftsmen meet their outcome needs.

6. There are craftsmen who are disabled. The government should sponsor this challenged craftsman and give them hearing aids like in the case of deaf craftsmen.
7. Industries should create awareness on the benefits and importance of skill needs and give it a more positive approach than it has been before.

5.6 Suggestion for Further Studies.

This research made the following recommendation for the future research efforts to focus on:

1. Further research should be carried out to assess craftsmen skill and needs from other geo-political zones in the country.
2. More research should be used to measure the effect of assessment of skill and needs on productivity of craftsmen.

REFERENCES