

Technical and Vocational Education and Training (TVET) and Sustainability of Agro- Allied Firm in Ogun State, Nigeria

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Abstract

The crucial part played by Technical and Vocational Education and Training (TVET) in the sustainable development of various industries, including the agro-allied sector, should be emphasized. Hence, this study examines the effect of TVET on the sustainability of Agro-allied firms in Ogun State. Specifically, it (i) investigates the impact of governance on a company's goal realization and (ii) examines the impact of the quality institution on employee productivity. The study used a survey research design with a population of 16 agro-allied firms in Ogun State, of which 48 staff consisting of 3 top-level personnel from each agro-allied firm were sampled, administered structured questionnaires and responses were analyzed using correlation and regression through SPSS v23. The result indicated that governance significantly impacts the company's goal realization with $B = .482$ and $R \text{ square} = 63.7\%$, and Quality institution significantly impacts employee productivity with $B = .482$ and $R \text{ square} = 60.1\%$. The study concluded that TVET significantly affects agro-allied firms' sustainability. It was recommended that agro-allied firms prioritize and invest in good governance practices and effective institutional frameworks to enhance their goal realization and employee productivity. Such efforts can contribute to improved financial outcomes and overall organizational success.

Keywords: *Technical and Vocational Education, training, sustainable development, Agro-Allied firms, govenance, quality institution*

Introduction

Sustainability has gained significant attention across various industries in today's rapidly evolving world. One sector that plays a vital role in sustaining economies worldwide is the agro-allied industry. Ogun State, located in Nigeria, is a prominent region known for its agricultural resources and potential for agro-allied businesses. Integrating Technical and Vocational Education and Training (TVET) programs becomes crucial to ensure these enterprises' long-term viability. Technical and Vocational Education and Training (TVET) plays a vital role in the sustainable development of various industries, including the agro-allied sector. In the context of Ogun State in Nigeria, known for its significant agricultural resources, the integration of TVET into agro-allied firms has the potential to enhance their sustainability.

TVET is a structured educational approach that combines theoretical learning with practical skills and knowledge. Its main objective is to equip individuals with the necessary competencies to perform specific tasks in various industries, such as agriculture and allied fields. TVET offers advantages for agro-allied firms, including increased efficiency, improved productivity, and a well-trained workforce (UNESCO, 2012). Sustainability, on the other hand, in the context of agro-allied firms, refers to their ability to operate and generate economic, social, and environmental benefits in the long term. Achieving sustainability is crucial in a rapidly changing world, where resource management, climate change, and social responsibility are among the critical challenges the agricultural sector faces (Food and Agriculture Organization [FAO], 2019). Ogun State in Nigeria is well-known for its substantial agricultural resources, including arable land, water resources, and favourable climatic conditions. The state has attracted numerous agro-allied firms, ranging from food processing industries to agrarian input suppliers, contributing significantly to the state's economy (Ogun State Ministry of Agriculture, 2018).

TVET has the potential to contribute to the sustainability of agro-allied firms in Ogun State. By providing formal, non-formal, and informal learning opportunities, TVET can enhance the agricultural skills and knowledge of the workforce, leading to increased productivity and competitiveness (Connor, 2014). Moreover, TVET can promote adopting sustainable practices in organic farming, waste management, and energy efficiency, enabling agro-allied firms to mitigate their environmental impacts (Hambali et al., 2017).

Supportive policies and infrastructures are necessary to integrate TVET into agro-allied firms in Ogun State. These may include establishing vocational training centres, developing curriculum frameworks aligned with industry needs, and providing financial incentives for firms to invest in their workforce's training (Ogunleye, 2016). Moreover, partnerships among government bodies, private sector stakeholders, and educational institutions can foster collaboration and create a conducive environment for sustainable development (FAO, 2020). The integration of TVET into agro-allied firms in Ogun State can enhance their sustainability through improved productivity, competitiveness, and adopting sustainable practices. By equipping the workforce with the necessary skills and knowledge, TVET contributes to the long-term viability of agro-allied firms. At the same time, supportive policies and infrastructures create an enabling environment for sustainable development. In line with this focus, this study examined the effect of TVET on the sustainability of agro-allied firms in Ogun State. The specific objectives are to:

- i. investigates the impact of governance on company's goal realization;
- ii. examine the impact of quality institution on employee's productivity.

LITERATURE REVIEW

Concept of TVET

TVET, which stands for Technical and Vocational Education and Training, is a concept that focuses on providing individuals with practical skills and knowledge needed for specific industries or trades. It is an integral part of education systems worldwide and is crucial in preparing individuals for the workforce. TVET offers diverse programs that equip individuals with practical skills in various sectors, including engineering, healthcare, tourism, and agriculture (International Labour Organization [ILO], 2020). These programs provide hands-on training and experience; ensuring individuals are job-ready upon completion (Singh & Lingam, 2018). One of the main advantages of TVET is its responsiveness to labour market demands (United et al. Organization [UNESCO], 2012). It aims to address the specific needs of industries, preparing individuals with the skills required to meet current and future job market demands (ILO, 2020).

TVET plays a crucial role in enhancing employability by bridging the gap between formal education and the world of work. The practical skills obtained through TVET programs increase individuals' employability prospects, as employers highly value hands-on experience and specific industry skills (ILO, 2020). Another significant aspect of TVET is its contribution to economic development. By providing individuals with industry-relevant skills, TVET promotes economic growth and reduces unemployment rates (UNESCO, 2012). It enables individuals to contribute effectively to their communities and countries' development, fueling economic progress (ILO, 2020). TVET offers opportunities for lifelong learning and upskilling. It supports individuals in acquiring new skills to adapt to evolving labour market requirements and technological advancements (Singh & Lingam, 2018). TVET programs focus on developing dynamic skills that can be continuously updated to address emerging needs (UNESCO, 2012).

Components of TVET

The TVET system comprises various components contributing to the overall framework and successful implementation of vocational education and training programs. These components can be broken down into several key aspects. However, just governance and administration, as well as institutional quality, will be examined in the context of this study.

Governance and Administration

According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), governance and administration are critical components of a well-functioning TVET system. They ensure effective coordination, management, and policy development for vocational education and training (UNESCO, 2012). The International Labour Organization (ILO) emphasizes developing relevant and up-to-date curricula that align with industry needs and changing economic trends. It enables learners to acquire the necessary skills for employment and lifelong learning (ILO, 2020).

Institutional Quality

The World Bank highlights the significance of providing continuous professional development opportunities for TVET instructors. It ensures they possess the necessary pedagogical skills, teaching methods, and industry knowledge to deliver high-quality vocational training (World Bank, 2019). The Organization for Economic Co-operation and Development (OECD) emphasizes establishing solid partnerships between TVET providers and industry stakeholders. Collaboration allows for the effective design and delivery of training programs responsive to industry demands and labour market needs (OECD, 2017).

The Asian Development Bank (ADB) recognizes the significance of providing well-equipped learning environments and infrastructure for TVET institutions. It ensures that students can access modern equipment, workshops, and laboratories necessary for hands-on training (ADB, 2012). The European Training Foundation (ETF) highlights the importance of sustainable funding mechanisms for TVET, such as public-private partnerships and budget allocations. Adequate funding enables the development and continuous improving TVET programs and institutions (ETF, 2018). The Commonwealth of Learning (COL) emphasizes the need for robust quality assurance mechanisms in TVET systems to ensure the credibility and relevance of qualifications. Quality assurance frameworks help monitor and evaluate the effectiveness of TVET programs and enhance learner and employer confidence (COL, 2018).

Sustainability of Agro-allied Firm in Ogun State

Agro-allied firms are crucial in promoting sustainable agricultural practices and economic development in Ogun State, Nigeria. Agro-allied firms in Ogun State have emerged as significant contributors to the state's economic growth. According to Oyekale et al. (2020), these firms have facilitated job creation, income generation, and enhanced agricultural productivity, leading to overall economic development. Their role in local and international markets has catapulted Ogun State into a significant economic hub within Nigeria. Sustainability in agro-allied firms primarily stems from adopting environmentally friendly and socially responsible practices. Adenegan and Aninkan (2019) highlight that these firms employ sustainable farming techniques, such as organic farming, crop rotation, and agroforestry, to minimize adverse environmental impacts. These practices help preserve soil fertility, conserve water resources, and reduce reliance on chemical inputs.

Agro-allied firms in Ogun State actively engage in value addition and product diversification, leading to increased market opportunities and revenue generation. Ogunyemi et al. (2020) state that these firms transform raw agricultural products into high-value goods through agro-processing, thus reducing post-harvest losses. Such initiatives contribute to the firms' sustainability by ensuring profitability and long-term viability. Adopting modern technology and innovation is another critical factor in sustaining agro-allied firms in Ogun State. Egbetokun et al. (2019) emphasize that implementing advanced farming techniques, precision agriculture, and ICT tools increases productivity, efficiency, and overall competitiveness. Technological advancements enable firms to meet market demands while reducing resource waste and environmental degradation.

Nexus Between TVET and Sustainability of Agro-allied Firm in Ogun State

The link between TVET and sustainability in the agro-allied sector has gained significant attention in recent years (Adewale, 2019; Amu et al., 2017). TVET programs are crucial in promoting sustainable agricultural practices (ILO, 2016). Sustainability in agro-allied firms often involves adopting eco-friendly technologies, resource management, and waste reduction strategies (Ojo et al., 2020). TVET equips individuals with the skills necessary for implementing sustainable agricultural practices.

The impact of a quality institution on an employee's productivity can be significant. High-quality institutions that prioritize employee development, provide adequate resources and support, and foster a positive work environment can enhance employee productivity in several ways. Quality institutions prioritize employee development and training. They invest in continuous learning opportunities to enhance employees' skills and knowledge, ensuring they can handle their job responsibilities effectively. It improves productivity as employees feel confident in their abilities and are better equipped to perform their tasks efficiently (Chiang & Hsieh, 2012).

Theoretical Review

Resource-Based Theory

Resource-based Theory, developed by Barney (1991), posits that the availability, uniqueness, and efficiency of strategic resources and capabilities influence firm performance. This Theory emphasizes that firms must possess valuable resources that are rare, difficult to imitate, and cannot be substituted easily to achieve a sustainable competitive advantage. Agro-allied firms in the TVET sector require access to diverse resources such as agricultural land, technological equipment, skilled labour force, and sustainable farming practices. These resources contribute to increased productivity,

cost reduction, and innovation capabilities, ultimately enhancing the firm's performance and sustainability (Barney, 1991; Wheeler, 2018).

Agro-allied firms can achieve sustainability by developing unique resources that are difficult for competitors to replicate. Building alliances with institutions, universities, and research centres can facilitate knowledge-sharing and access to cutting-edge technologies. It enables firms to stay ahead of the competition by implementing innovative farming techniques, improving resource utilization, and supporting eco-friendly practices (Barney, 1991; Teece, 2007). To sustainably manage resources, agro-allied firms must emphasize efficiency. It involves optimizing the utilization of resources to reduce waste, conserve energy, and minimize environmental impacts. Firms can adopt sustainable farming practices, such as precision agriculture, water management systems, and organic farming methods, to optimize resource allocation and secure long-term viability (Ayavoo et al., 2019; Jishnu & Kumar, 2020).

Resource-based Theory provides a comprehensive framework to understand the relationship between resource allocation and the sustainability of agro-allied firms in the TVET sector. By leveraging valuable, unique, and efficiently managed resources, agro-allied firms can enhance their competitive position, drive innovation, and address sustainability challenges for long-term success.

Empirical Evidence

Tetteh and Amoah (2019) examined "Technical and Vocational Education and Training (TVET) for Sustainable Agricultural Development in Ghana: Exploring the Role of Agro-Based Polytechnics". This study employed a mixed-methods approach, combining surveys and interviews. Surveys were administered to students and staff at agro-based polytechnics in Ghana, and in-depth interviews were conducted with key stakeholders in agricultural education. The research found that TVET programs offered by agro-based polytechnics play a vital role in promoting sustainable agricultural development in Ghana. These programs equip students with practical skills and knowledge in agribusiness and technology, enhancing their employability and entrepreneurial potential. The study underscores the significance of TVET in fostering sustainability within the agro-allied sector by preparing a skilled workforce and promoting agricultural innovation (Tetteh & Amoah, 2019).

Ricketts and Bawakyillenuo (2019) investigated Technical and Vocational Education and Training (TVET) in Agriculture and Rural Development in Ghana. This research adopted a qualitative research design, employing document analysis and expert interviews to explore the role of TVET in agriculture and rural development in Ghana. The study revealed that TVET agriculture programs contribute significantly to Ghana's agro-allied firms' sustainability. These programs equip learners with practical skills and knowledge essential for modernizing and improving agricultural practices, thereby enhancing the productivity and profitability of agro-allied businesses. TVET is pivotal in promoting sustainable agricultural development and rural livelihoods, making it a crucial component of Ghana's efforts to achieve food security and economic growth (Ricketts & Bawakyillenuo, 2019).

Ige and Fowokan (2020) studied "Sustainability through Technical and Vocational Education and Training (TVET): Evidence from Agro-Based Institutions in Nigeria". This study employed a quantitative research approach, utilizing surveys and statistical analysis to examine the impact of TVET on sustainability within agro-based institutions in Nigeria. The research found that TVET programs in agro-allied institutions significantly contribute to sustainability by developing skilled graduates more likely to engage in agribusiness ventures, adopt sustainable agricultural practices, and promote rural development. TVET in agro-allied institutions in Nigeria is a crucial driver of

sustainability by preparing a competent workforce and fostering innovation in the agricultural sector (Ige & Fowokan, 2020).

Obadia and Mustapha (2018) evaluated "Technical and Vocational Education and Training (TVET) and Agricultural Sustainability in Sub-Saharan Africa: A Review of Empirical Studies." This research comprehensively reviews empirical studies on the relationship between TVET and agricultural sustainability in Sub-Saharan Africa. The review highlighted that TVET programs are instrumental in addressing the skills gap in the agricultural sector. They lead to increased productivity, improved livelihoods for farmers, and the promotion of sustainable agricultural practices. The synthesis of empirical studies underscores the critical role of TVET in enhancing the sustainability of agro-allied firms in Sub-Saharan Africa, emphasizing the need for continued investment in agricultural education and training (Obadia & Mustapha, 2018).

Adepoju and Fakayode (2021) examined Technical and Vocational Education and Training (TVET) and the Sustainability of Agro-Allied Firms in Nigeria: An Empirical Analysis". This empirical study employed a quantitative approach, using structured questionnaires to gather data from employees and managers of agro-allied firms in Nigeria. Statistical techniques, including regression analysis, were used to examine the relationship between TVET and firm sustainability. The study found a positive and significant association between TVET and the sustainability of agro-allied firms. TVET contributes to developing a skilled workforce, improved agricultural practices, and increased competitiveness in the agribusiness sector. The research highlights the pivotal role of TVET in enhancing the sustainability of agro-allied firms in Nigeria, emphasizing the need for continued investment in technical and vocational education (Adepoju & Fakayode, 2021).

Methodology

The study adopted a survey research design as it is a qualitative study. The study used agro-allied firms in Ogun state as the study focus. They are 16 at the time of this study; the study sampled the head of each agro-allied firm and two high-ranked workers in each of the firms, which makes it three respondents from each agro-allied firm and 48 in total since the study focused on top-level concepts such as governance and institutional quality which are determined by high ranked staffs of establishments. It is the sample size of the study. The study used simple random sampling. The study used primary data and structured questionnaires, which lecturers and business administration experts validated, and the reliability of the instrument was tested through Cronbach alpha, which yielded an alpha value of 0.82, which is above the standard 0.6 alpha value required for an instrument to be valid. Ordinary least square regression was used to test hypotheses at a 5% significant level, which was done using SPSS version 23.

Data Analysis

Ho1: Governance has no significant impact on company's goal realization.

Table 2: Regression Model

Variable	Beta	T	Sig.
Governance	.482	2.431	.024
Dependent Variable: Companies goal realization			
R-Square: .637			
F: 71.280			
P (F-stat): .000			

Source: SPSS Output, 2023

Table 2 shows the regression model. The table indicates that governance has a beta value of 482, which indicates that a change in governance will lead to a positive 0.482 unit of changes in the company's goal realization. The t-statistics and p-value indicate a value of 2.431 and .024, greater than 1.96 and less than 0.05, respectively; this shows that governance is highly significant to the company's goal realization in agro-allied firms. Hence, the null hypothesis, which states that governance does not affect a company's goal realization of agro-allied firms, is rejected, and the alternative hypothesis is accepted. The R square shows a value of .637, which means that governance, has a 63.7% impact on the company's goal realization. Also, the F statistics and p-value of the F statistics show 71.280 and .000, which indicate that the model is fit for explaining the constructs of this study.

Ho2: Quality institution has no significant impact on employee's productivity

Table 2: Regression Model

Variable	Beta	T	Sig.
Quality Institution	.389	2.781	.017
Dependent Variable: Employees' Productivity R-Square: .601 F: 60.571 P (F-stat): .000			

Source: SPSS Output, 2023

Table 2 shows the regression model. The table indicates that quality institution has a beta value of .389, which indicates that a change in quality institution will lead to a positive 0.389 unit of changes in employees' productivity. The t-statistics and p-value indicate a value of 2.781 and .017, greater than 1.96 and less than 0.05, respectively; this shows that quality institution is highly significant to employees' productivity in agro-allied firms. Hence, the null hypothesis, which states that quality institution does not affect employees' productivity in agro-allied firms, is rejected, and the alternative hypothesis is accepted. The R square shows a value of .601, which means that quality institution has a 60.1% impact on employees' productivity. Also, the F statistics and p-value of the F statistics show 60.571 and .000, which indicate that the model is fit for explaining the constructs of this study.

Discussion of Findings

The finding from the first regression analysis indicates that governance significantly impacts the company's goal realization in Agro-allied firms. The positive beta value (0.482) indicates that an increase in governance leads to an increase in the company's goal realization by 0.482 units. The t-statistics (2.431) and p-value (0.024) indicate that this relationship is statistically significant at a 95% confidence level. Therefore, the null hypothesis, which states that governance does not affect a company's goal realization of agro-allied firms is rejected in favour of the alternative hypothesis. This finding aligns with Adepoju and Fakayode (2021), who highlighted the favourable impact of governance on a company's goal realization.

Based on the second regression analysis, the findings suggest that quality institution significantly impacts employees' productivity in Agro-allied firms. The positive beta value (0.389) indicates that an increase in quality institution leads to an increase in employees' productivity by 0.389 units. The t-statistics (2.781) and p-value (0.017) indicate that this relationship is statistically significant at a 95% confidence level. Therefore, the null hypothesis, which states that quality institution does not

affect employees' productivity in agro-allied firms, is rejected in favour of the alternative hypothesis. This finding aligns with Adepoju and Fakayode (2021), which have highlighted the favorable impact of quality institutions on employees' productivity.

Conclusion and Recommendations

In conclusion, the findings from the regression analyses indicate that governance significantly impacts a company's goal realization in agro-allied firms, and quality institution significantly impacts employees' productivity in these firms. The positive beta values and statistically significant t-statistics and p-values support these relationships. Therefore, the null hypothesis is rejected. Thus, the study concludes that governance and quality institutions are vital in achieving company goals and enhancing employees' productivity in agro-allied firms. Based on the first finding, governance enhances a company's goal realization of profit after tax. That implies that improving governance practices can increase company performance and profitability. Considering the second finding, it is evident that quality institution positively impacts employees' productivity in agro-allied firms. Institutional solid support and practices can help improve the efficiency and effectiveness of employees, leading to better overall firm performance. In light of these findings, it is recommended that agro-allied firms prioritize and invest in good governance practices and effective institutional frameworks to enhance their goal realization and employee productivity. Such efforts can contribute to improved financial outcomes and overall organizational success.

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