Funding Panacea for Effective Career Services Delivery in Universities in Nigeria

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Abstract

This paper explored the importance of adequately funding Career Services Centre (CSC) in the Nigerian Universities. The paper is a review paper that depend on secondary data. The secondary data were collected from print and online publications. The paper revealed adequate funding will support provision of adequate facilities, enhance quality career service delivery, effective staff training and support effective maintenance. Based on the findings, the paper recommends that the government and university officials should invest in the CSC programme and allocate sufficient funds to support its operation. This will not only benefit the individual students, but also contribute to the overall progress and economic development of Nigeria. Government, private institutions should ensure proper funding of CSC so that the CSC can realize it objectives in helping Nigerian students achieve their career goals and contribute to the growth and success of the country. Proper funding by the government will enhance quality career service delivery and staff training in the career service centers in the universities.

Key words: Career Service Centre, Universities, Management

Introduction

Tertiary education is a structured and deliberate educational system designed for the development of human capital through teaching, research, and community service, thereby promoting national development. A university is *an institution of tertiary education and research* which awards academic degrees in several academic disciplines. A university is *an institution of higher education which awards academic degrees*. They have a physical location, often called a campus, made up of teaching and non-teaching staff. A university is *a higher learning institution focused on education and research*. A university is *an institution of higher education and research*, which grants academic degrees in a variety of subjects. A university is *an organization that provides higher learning to individuals* and promotes knowledge and discovery. The University system is structured and designed to function as a system that is made up of sub-units. The University is an organized institution saddled with the responsibility of teaching, research and community service. The University system is designed to operate a committee system and other well-established units, departments and faculties.

The objectives of the universities in Nigerian higher education, including professional education have the following aims: the acquisition, development and inculcation of the proper value orientation for the survival of the individual and societies; the development of the intellectual capacities of individuals to understand and appreciate the environment; the acquisition of both physical and intellectual skills which will enable individuals to develop into useful members of the community; the acquisition of an overview of the local and external environments[1].

The Nigerian universities in recent time is facing the problem of graduate unemployment. The majorities of the graduate output from the universities find it difficult to gain full employment after graduation. For instance, in (2021), the LCCI president, represented by Daramola Bamidele, vice president, LCCI, observed that "they have realized that skill mismatch contributes to persistent worsening of the Nigeria's unemployment situation. "Employers of labour lament about the skill deficiency of job seekers, especially fresh graduates. "The discordance between school curriculum and industry needs affirms why many young people are unemployed,''. The problem of skills mismatch has been a major problem from the early 1990s in Nigeria. It has been reported that tertiary institutions graduates in Nigeria are poorly prepared for work in recent years. This has implications on the relevance of tertiary education, the employability and productivity of tertiary education graduates nationally and globally.

In, Punch report that the Sub-Saharan African Skills and Apprenticeship Stakeholders Network has explained why the Dangote refinery engaged 11,000 skilled workers from India while neglecting youths from Nigeria and other African countries. The network, on Wednesday, noted that the reason for the neglect was that youths from Nigeria lacked the adequate skills needed to be engaged in the assignment[2]. The Network noted that it had resolved that each country in Africa develop a national skills qualification framework that will enable ease of labour migration across the continent.

The Federal Government of Nigeria, through TETFund has taken a proactive step to enhance the employability of graduates from Nigerian tertiary institutions by establishing Career Service Centers across various tertiary institutions in Nigeria. The establishment of a Career Services

Centre in Nigerian universities is crucial for the success and growth of students and their future careers. Adequate funding for this initiative is necessary to ensure the proper and effective functioning of the CSC. Without enough funds, the center will not be able to provide valuable resources and services such as career counseling, job placement assistance, and skills development workshops. It is based on this that this paper aims to discuss the important of adequately funding of the Career Service Centers in Nigerian universities.

2.0 Review of Literature

2.1 Concept of Career Service Centre

A career center is a dedicated department or resource within a college or college campus that provides a wide range of support, guidance, and resources to help students and alumni in their career or skill development and job search efforts. This dedicated department is often part of a school, college or non-profit organization but might also be an independent business or government agency. In career centers, trained career development professionals can help you choose a career path, find and apply for open positions, create a resume and learn skills that employers might prefer in candidates. Career services are the types of help offered by a department of the same name on most college campuses. Career service departments assist students with almost any aspect of their career from reviewing resumes to helping students decide what jobs they will pursue after graduation [3].

Career Services Centre is an organized and planned department or unit in the tertiary institutions saddled with responsibilities to help students and the university's alumni to build a bright career journey that will make a difference in their career path. Career center has the tools and resources to help the students in the academic communities to explore real and practical career experience, exposure and acquire skills needed in the global market. The department is aimed to ensure to work with students to discover their professional strengths and prepare them for graduation with relevant skills and knowledge. The Director, Career Service Centre, Mr. Lere Oladapo in his remarks outlined the key objectives of the center as enhancing the employability of the College graduates beyond their academic qualifications, adding value to students' course of study, boosting the relevance and attractiveness of academic programmes to prospective students and the public, as well as enhancing employability of students through robust and effective interaction with professional and industry leaders. Adebiyi noted that the career service center will greatly benefit the students of the College as it will help bridge the gap between academia and industry, providing students with the necessary skills and support to thrive in the job market. He also described the initiative as impactful, since it will help sharpen and develop the skills of the students.

The objective of Career Services Centre includes:

a. Build their professional CV in a document, as well as, current professional platforms (i.e. LinkedIn).
b. Build their interview skills (preparation, procedure, following up and others).
c. Build their professional writing skills in different genres, i.e. memo writing, e-mail, reports and others.
d. Build their presentation skills in different platforms, oral – PowerPoint and others.
e. Be aware of general company professional culture and ethics ( ).

Functions of Career Service Centre

The functions of Career Service Centre according to Indeed Editorial Team (2025) includes;

Career exploration

Getting a degree can prepare students for a job in a specific industry or provide students with skills that can be used in a wide range of career fields. Career services can help guide students to discover specific job positions that match their interests and abilities. Often, students may not realize the range of careers available based on their degree program and experience. Career services can provide direction and details about a variety of jobs through aptitude tests and advising[4].

Job recruiting

Career services departments exist to help students find the best jobs suited to their degree background and personal skill set. They make connections and partner with companies to ensure students have opportunities to pursue a career through job fairs and employment search portals. Career services may even work directly with businesses who request information about potential candidates who keep resumes on file with the department.

Resume reviews

A career services department will help students prepare and review a resume as they begin a job search. Whether you need to set up a resume to find a summer job or are ready to graduate and enter the workforce in your chosen industry, career services can help you build a marketable resume that will resonate with employers. They can also do the same with a cover letter.

Interview practice and tips

Career services often include practical help for students ready to enter the job market. This includes assistance with developing interviewing skills. A career service staff member may offer assistance through a seminar or a one-on-one session. You can set up a time to practice answering interview questions and responding to an interviewer, practicing your verbal tone and nonverbal cues.

Internship connections

A career service department is often the best place to seek internship opportunities. Whether you fill a position on a college campus or within a business, career services can help connect you with organizations offering these positions.

Loan and debt counseling

Career services may also include help planning your financial outlook once you graduate. They can offer advice on choosing a career path that may provide you with higher earnings so you can begin paying off student debt, Indeed Editorial Team

Benefits of using career services

The benefit from utilizing career services in universities according to Indeed Editorial Team (2025) includes:

Networking opportunities

Career services offer students networking opportunities with industry leaders that can be difficult for students to make on their own. Professional networking allows students to connect with mentors who can offer guidance about a chosen career field. A professional relationship with someone already employed by a business in your industry may help your chances of getting hired

within the same institutions.

Current industry knowledge

Students are sure that information coming from a career services department is aligned with current industry trends. Career advisors can provide definitive answers for changing ideas that reflect what hiring managers look for in a job candidate. Career services collect information from industry professionals to learn the most relevant ideas for students.

Assistance for free

Career services departments offer their help for free to current students since any related fees are paid as part of the cost of tuition. After graduation, career services like resume reviews typically involve fees. Using these services to your advantage while you are in school can save you money as you prepare to enter the job market. Some campus career services also offer their assistance to alumni who have graduated but still want help in their career. This can include advice on how to train for a management position, how to ask for a raise or even how to go back to school to pursue a higher degree[5].

Guidance for first-generation College students

Students who are the first in their direct family to go to college often face different challenges than those who have a history of college-educated family members. These students may not have the same advice and coaching from family who have already pursued a post-secondary education. Career services can offer support and guidance for these students in a safe and knowledgeable environment.

Materials and Methods

The paper is a position paper that adopted a systematic literature review-based method. The method allows to collect and review the related previous literature from various online sources. With the aid of digital platform, the researcher collected secondary information to generate knowledge on this topic from 2015-2025. The position paper followed qualitative narrative design method. The researchers have visited different online sites to collect the previous literature and analyze the literatures on adequate funding panacea for effective delivery of Career Service Services in the Nigerian universities system. The previous findings are critically analyzed and presented in different themes on adequate funding panacea for effective delivery of Career Service Services in the Nigerian universities system.

Inclusion and exclusion criteria

Inclusion

The output of the literatures on adequate funding panacea for effective delivery of Career Service Services in the Nigerian universities system presents an in-depth study and result that can infer conclusion on the topic. The study includes: online publication; conference paper, journals sorted from reputable international journals such as CEON, Elsevier, Hindawi, JSTOR, IEEE, Learn Techlib, SAGE, Nebraska and Springer.

Exclusion

Also, the literature review excludes information from edited books, preprints, monographs, information below 2015 and book chapters[6].

Results and Discussion

To say that adequate funding plays a key role in the effectiveness or success of educational programmes, will be putting it mildly. This is because, often, the effective implementation of policies will require adequate funding[7-8]. Adequate funding is critical for effective implementation of career services in the universities. Specifically, adequate funding will support provision of adequate facilities, enhance quality career service delivery, effective staff training and support effective maintenance.

Provision of adequate facilities

Funding is a crucial aspect in the successful implementation of the Career Services Centre (CSC) in Nigerian universities. With adequate funding, the CSC will be able to provide proper facilities and services to aid students in their career development. This includes having well-equipped career counseling offices, career fairs and workshops, and access to career resources and information. Additionally, proper funding can also support the hiring of qualified career advisors and staff to ensure the smooth operation of the CSC. Without adequate funding, the CSC may struggle to provide the necessary resources and services, hindering its effectiveness in aiding students in their career development. Therefore, it is imperative that Nigerian universities receive adequate funding to establish and sustain the CSC, ensuring its success in helping students prepare for their future careers[9].

Enhance quality career service delivery

Service delivery refers to the comprehensive process through which a business or institution provides a service to its customers or stakeholders. It involves every phase of engagement—from the initial interaction to service execution. To enhance the quality of career service delivery for the implementation of a Career Services Centre (CSC) in Nigerian universities. Securing adequate funding is essential for any successful project, and implementing a CSC in Nigerian universities is no exception. Without proper funding, the CSC may not be able to offer the necessary resources and services to effectively support career development among students. One potential source of funding for the CSC could be through collaborations with government agencies, private companies, and other organizations. Public Private Partnerships (PPPs) which is a formal arrangement and agreement between public institutions and private individual on funding of infrastructure, provision of services and donation of facilities with a defined and spelt out policies on sharing formula of assets, profits and ownership[10]. These partnerships could provide financial support as well as access to valuable resources, such as career counseling experts and job placement opportunities. Additionally, seeking funding through grants and scholarships could also be a viable option.

Effective staff training

Training is teaching, or developing in oneself or others, any skills and knowledge or fitness that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance[11]. Training is a crucial component in the successful implementation of a CSC in a university. It is essential for both the staff and students involved in the CSC to undergo regular training to enhance their skills and stay updated on the latest trends and techniques in career services. Training helps the staff of a CSC to develop the necessary skills and knowledge to effectively assist students in their career development. This

includes understanding different career paths, job search strategies, resume writing, and interview techniques. Without proper training, the staff may not be equipped to handle the diverse needs and goals of students, leading to ineffective or inadequate services. Sufficient funds will aid training also helps the staff to become familiar with the resources and services offered by the CSC. They can learn how to use technology and online platforms to provide virtual services and engage with students who may not be physically present on campus. This is especially important in the current digital age, where technology plays a significant role in career development. Adequate funding support training for students is equally important in the successful implementation of a CSC. Through training, students can learn about the services offered by the CSC, how to access them, and how to utilize them effectively[12-13]. This can help students make informed decisions about their career paths and develop the necessary skills and attributes to succeed in the job market. Regular training for students can also help to bridge the gap between academia and industry. Students can learn about the latest industry trends, expectations, and requirements through training, which can better prepare them for their future careers. This not only benefits the students but also the university and the overall workforce of the country.

Support effective maintenance

The implementation of a Career Services Centre (CSC) in Nigerian universities requires effective maintenance in order for it to be successful. Effective maintenance is crucial for the continual operation and improvement of the CSC. It ensures that the CSC remains up-to-date and relevant, providing students with the necessary resources and support for their career development. This is especially important in the fast-paced and constantly evolving job market of today. Effective maintenance also helps to uphold the professionalism and integrity of the CSC, which is essential for gaining the trust and involvement of both students and potential employers.

Moreover, maintaining the CSC ensures that it is accessible and user-friendly for students. This includes maintaining the physical space, equipment, and technology used in the center. A well-maintained CSC will provide students with a comfortable and conducive environment for career-related activities such as workshops, seminars, and mock interviews. It also allows for the smooth functioning of online job portals and databases, making it easier for students to access and apply for job opportunities[14-15]. Effective maintenance also involves regularly updating the resources and services offered by the CSC. This could include updating job listings, adding new career development workshops, or partnering with new companies for internship and job placement opportunities.

4.1 Findings

The paper revealed adequate funding will support provision of adequate facilities, enhance quality career service delivery, effective staff training and support effective maintenance.

Conclusion

In conclusion, funding is critical to successful implementation of a Career Services Centre in Nigerian universities. It ensures the center remains functional, professional, and up-to-date, providing students with valuable resources and support for their career development. Without proper funding, the CSC may fail to meet the needs of its users and may not be able to achieve its intended goals and objectives in the universities.

It is important for the government and university officials to recognize the importance of investing in the CSC and allocate sufficient funds to support its operation. This will not only benefit the individual students, but also contribute to the overall progress and economic development of Nigeria. With proper funding, the CSC can play a vital role in helping Nigerian students achieve their career goals and contribute to the growth and success of the country. Proper funding enhances quality career service delivery and staff training in the career service centers in the universities.

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