

**APPRAISAL OF PETROLEUM TECHNOLOGY DEVELOPMENT FUND (PTDF)
MANDATES ON HUMAN CAPACITY DEVELOPMENT IN NIGERIA; BENEFITS
FOR NIGERIAN YOUTHS**

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ABSTRACT: *The need for Human Resources Development vis-a-vis Career Development (CD), Training and Development (TD) and Organization Development (OD) is constantly increasing with intense rapidity across the globe. Today, Nigerian government agencies, organizations, and NGOs invest in developing human capacity to meet up with global challenges. This paper discusses the roles of Petroleum Technology Development Fund (PTDF) in the development of human resources for Nigeria. It examines its progress and success in partnering with the local and international organizations/institutions in training Nigerian youths to fill the gaps in Nigeria oil and gas industries. Using secondary information with discourse analysis of existing literatures on the subject matter, the study revealed that there is a level of consistency in the various PTDF programmes and continuity in the change of leadership which have resulted in training and empowering thousands of Nigerian youths in universities and through other non-formal education at home and in Diaspora since its establishment in 1973. However, certain criticisms were observed against the Fund which requires urgent attention for amelioration. The study recommends, among others, adequate awareness of programmes and more government supports on human resources development programmes of PTDF especially its appreciation and benefit for indigenous Nigerian youths.*

KEYWORDS: *Capacity Building, Human Resources Development, Nigerian Youths, PTDF Mandates,*

INTRODUCTION

The development of human capacity is said to be the focus and concerned of any nation (Gyang 2011). Human resource development is the combination of training and education as essential tools ensuring continual improvement and growth of individual, organization or nation (Salako, Omotilewa & Sotunde 2010). It is also described by McLagan (1989) as the integrated use of training and development, career development and organizational development to improve individual and organizational effectiveness. Various scholars have established significant positive connections between Human Resources Development and National Development. Harbison, (1973) posits that a country which is unable to develop the skills and knowledge of its people and utilize them effectively in the national economy will be unable to develop anything else. Buttressing on this position, Yesufu in Oludeyi (2013) contends that qualitative human resources education and youth orientation is sine-qua-non to nation building; it emancipates and empowers people to achieve economic and social freedom thereby installing or inculcating in them the spirit of oneness and sense of allegiance to the nation. This is why

Adekalu *et al.* (2013) submit that an increase in per capita income must be accompanied by an unprecedented shift of the society from a condition considered to be unacceptable to a more acceptable one in terms of poverty level, employment, creativity, efficiency, productivity and quality. It seems palpable that youth development programmes revolve around social, psychological and managerial activities. It is on this note that Human Resources Development stands as a cross-road where other disciplines meet and cross path. Hence the discipline has been construed as an interdisciplinary body of knowledge which revolved round all academic fields of studies such as Economic, Psychology, Sociology, Geography, Management etc. (Ronald, 1990). It therefore shows that, the mandates of Petroleum Technology Development Fund (PTDF) which are centred towards training and educating Nigerian youths with a view of developing human resource base for Nigeria is a conglomeration of various trans-disciplinary exercise of high significance to national growth and development.

It is in recognition of the above that the world government, Nigeria inclusive, place high value on developing the mind, skills and character of her citizens towards becoming positive change agents of development to the nation. Hence, PTDF among other agencies, were established by Nigerian government to carry out programmes aims at improving the knowledge, skills and attitudes of the Nigeria indigenous youths through training and development, career development and organization development, etc. The bedrock of human resources development have resultantly been the central mandates of the PTDF in reviving the lost glory in Nigeria oil and gas sectors. Since its establishment 40 years ago, few studies have attempted to examine the efficacy and potency of the Fund in terms of capacity building and capability competence of Nigerian for sustainable development. It is against this backdrop that this paper becomes imperative.

Brief History of Petroleum Technology Development Fund (PTDF)

The Petroleum Technology Development Fund (PTDF) was established by Act 25 of 1973 as amended in Cap 15 of 2000 to replace the former Gulf Oil Company Training Fund Act 1964 for the purpose of training and educating Nigerians for the oil and gas industry. Between 1973 and 2000, PTDF functioned as a desk in the Department of Petroleum Resources (DPR), but was finally made a full fledged Government agency in September 2000.

In September 2000, an Interim Management Committee (IMC) was appointed with Alhaji Yusuf Hamisu Abubakar as its pioneer Executive Secretary and five assistant general managers as Committee (TIC) headed by the then special adviser to the president on Petroleum Matters, while both the IMC and the TIC operated under the direct supervision of the Vice President. The Body has since been headed by seven (7) Executive Secretaries/Chief Executive Officers with the incumbent Executive Secretary, Dr.Oluwole Olulede who assumed duty on the 16th of May, 2013 as its seventh Chief Executive Officer with open door policy in other to ensure transparency and result oriented leadership.

The vision of PTDF is not only to act as instrument for the development of indigenous manpower and technology transfer acquisition in the petroleum industry, but to make Nigeria a human resource centre for the West African sub-region in the petroleum sector. The mission is to train Nigerians to qualify as graduates, professionals, technicians and craftsmen in the field of engineering, geology, science and management in the petroleum industry.

Petroleum Technology Development Fund (PTDF) Mandate

The focal point in the mandate of PTDF is to develop technology that would remove obsolescence and out-dated practices, encourage alignment through collaboration to retain international best practices and develop responsive and flexible but dynamic operations in the petroleum industry. PTDF activities are designed to lay fundamental and lasting foundation for growth, and development while strengthening existing technology as well as supporting infrastructural and human capacity for new discoveries and inventions. Below are the mandates of PTDF;

- i. To provide scholarships and bursaries wholly or partially in Universities, Colleges, Institutions in petroleum undertakings in Nigeria or abroad;
- ii. To maintain, supplement or subsidize such training or education as mentioned above;
- iii. To make suitable endowments to faculties in Nigeria universities as approved by the minister;
- iv. To make available suitable books and training equipment in institutions in Nigeria;
- v. To sponsors regular visits to oilfields, refineries, and petrochemical plants and arrange necessary attachments of personnel to establishments connected with the development of the petroleum industry;
- vi. To finance participation in seminars, conferences and workshops which are connected with petroleum Industry Bill in Nigeria and abroad. However, following the structuring of the Petroleum Industry Bill (PIB), PTDF mandate is further expanded to cover areas of strategic relevance in the Oil and Gas industry for sustainable development. These new mandate are;
- vii. To enhance and develop world class infrastructure and facilities in tertiary institutions that provide course of studies relevant to the oil and gas industry.
- viii. To initiate, design and implement effective indigenous research and capacity development for Nigeria's petroleum industry, coordinate with research centers in Nigeria and abroad on the adaptation of technology and innovations appropriate for the need of the Nigeria Petroleum Industry.
- ix. To use existing human resource development facilities Nigeria an expanded manpower development programmes in the petroleum, where applicable, support skills acquisition programmes aimed at enhancing employment, in the petroleum industry in Nigeria.
- x. To periodically compute, evaluate and update the basic needs of the Nigeria's Petroleum industry in term of skills, expertise and know how, promote in country fabrication and manufacturing of equipment used in the Nigeria petroleum industry.
- xi. Finally, to facilitate the attainment of 100% Nigeria content in the petroleum industry.

Human Capacity Development: PTDF and its Nigerian Content Development Unit.

In fulfillment of the expectation of Nigerian that the PTDF grows to become a human resource centre for the West African sub-region in the petroleum sector, the agency through its Nigerian content initiative with the supports of the government of Nigeria introduced the Nigerian Content Development in the Oil and Gas Industry through the Petroleum Act (Regulation 37), the Petroleum (Drilling and Production) Regulations (Regulation 26) Petroleum Development/ Production Contracts (JOA's, PSC's), this was geared towards fulfilling the mandates for the development of human capacity in Nigeria by been partners with relevant government agencies and implement National Capacity Development program involving training and certification of Engineers and Welders to meet with the mandate.

Petroleum Technology Development Fund (PTDF) Leadership from 2000 till Date

SN	Names	Designation	Date of Assumption of Office	Date Left
1	Alhaji Yusuf H. Abubakar	Executive Secretary	4 th Sept, 2000	20 th Jul, 2005
2	Alhaji Mohammed Hussaini J.	Executive Secretary	7 th Jul, 2005	17 th Nov, 2005
3	Adamu Maina Waizi	Executive Secretary	18 th Nov, 2005	9 th Nov, 2006
4	Kabir Abdulfatah Mohammed	Executive Secretary	9 th Nov, 2006	26 th Nov, 2008
5	Engr. Muttaqua Rabe Darma	Executive Secretary	18 th Nov, 2008	29 th Nov, 2012
6	Mr. Jolomi Arenyeka	Acting Executive Secretary	29 th Nov, 2012	16 th May, 2013
7	Oluwole Oluleye Ph.D	Executive Secretary	16 th May, 2013	Till date

Source: Federal Ministry of Information and Communication (2013) PTDF Executive Secretaries Profile (2000 till Date) Abuja, Nigeria.

PTDF Partnership with Local and International Institutions: The Journey So far.

From the past and present leadership of Petroleum Technology Development Fund (PTDF), several efforts have been made to partner with local and international institutions and organizations to maintain and improve on the existing mandates of the agency to ensure consistency and continuity in the various programs and projects of the Fund such as, Universities Endowment Programme, Catch Them Young Competition (CTYCP), Annual Oil and Gas Research Grant Competition, Technology Knowledge Sharing Programme (TKSP), Engineering Design Training Programme (EDTP), Universities Upgrade Projects, ICT Projects, Welders and Technician Training (WTCP), PTI Upgrade Programme, Nigerian Content Initiative, Special Programmes/Project in Niger Delta, Post Amnesty Capacity Building Program (PACBP) etc.

The recent partnership of the Fund with the United Nations (UN) through its Agencies for Training and Research (UNITAR) has anchor by the Industrial and Collaboration Unit of the Fund headed by Barr. Timi Wolo under the leadership of the Former Acting Executive Secretary Mr. Jolomi Arenyeka was a fulfillment of the Fund mandates. Reports show that, the Fund's partner the United Nation (UN) on capacity building of youths from production communities in the Niger Delta and other parts of the country under the Fund's Special Training and Educational Scheme. 150 Nigerian Youths signed by the honorable Minister of Petroleum Resources Mrs. Diezani Alison Madueke, 60 are currently undergoing training in Norway. This is done under the memorandum of understanding between PTDF and UNITAR. Also, 20 scholars are in private and commercial helicopter piloting and surveillance in South Africa and the remaining 70 currently undergo training in Petroleum Engineering in China Universities. Looking at the current demand in the Niger Delta region by the Niger Delta people, the Fund through its Post Amnesty Capacity Building Program (PACBP) took the challenge in the region with an expectation to fulfill its mandates in developing human resource for Nigeria, 50 Nigerian youths are currently undergoing training in Malaysia in Oil and Gas related fields.

Expectedly, Petroleum Technology Development Fund (PTDF) through its Overseas Scholarship Scheme (OSS) program has been in partnership with several institutions in Europe, Asia and North America. The programme is open for postgraduate citizens of Nigeria while the Local Scholarship Scheme (LSS) also give opportunity to outstanding students in Nigeria to pursue programmes relevant to the oil and gas industry in Nigeria Universities. Muttaqha *et al.* (2010) reported that, 1143 were trained between 2002-2010 under the Overseas Scholarship Scheme (OSS) program of the Fund, it was reported that 490 were trained in Engineering, 130 Information Communication Technology, 141 Geology/Geosciences 108 Environmental, 72 Energy courses, 61 Offshore Related Courses and 141 in other related fields. The report also shows that, PTDF in its effort to maintain its mandates in developing human resource for Nigeria, 310 were trained between 2002 and 2010 under the Local Scholarship Scheme (LSS), the statistic of the report shows that 50 students underwent their training in University of Port Harcourt, 48 students in University of Benin, 40 students in University of Ibadan, 40 students in University of Nigeria, 39 students in Amodu Bello University, 27 students in University of Maiduguri, 20 students in University of Jos, 20 students in Bayero University, 11 students in University of Uyo and 10 students in Usman Dan Fodio University.

Also, in other to ensure transparency and continuity on the mandates of the Fund, the current Executive Secretary of the Body Dr. Oluwole Oluleye in his Ministerial Platform 2013 presentation to the Nigeria National Assembly, it was reported that the Body through its partnership have successfully trained 11 Nigerian youths in Water Welding Institution in France and 15 Nigerian youths have completed drilling training in French Institute of Petroleum, France. The reports also show that, the Fund extended its partnership with Niger Delta Development Commission (NDDC) and Nigeria National Petroleum Cooperation (NNPC) through which 9 Nigerian youths are undergoing post training attachment in Edo State Nigeria. It was also reported that, as security remain the key challenges in Nigeria Oil and Gas industries, PTDF in its efforts to fulfilling its mandates through its programmes has successfully trained 32 security personnel on oil and gas industries in Nigeria. 500 Nigerian personnel have also been trained in pile welding and 700 in lay welding by the Fund and the beneficiaries were said to be international certified by International Institute of Welding etc. Also, Oluwole (2013) reported that, the Body have concluded plans to establish an oil and gas research centre and museum in some States in the country. This Plan is to preserve the historical artefacts in the evolution of the Nigeria petroleum industry as well as serve as a learning centre for technological application and research. It is believed that the centre, when completed will provide vocational and technical training for technicians and craftsmen in fields such as welding and fabrication, construction, automobile engineering, etc. (Chris, 2013) This achievement is not limited to the training and education program organized by the Body in ensuring consistency in developing human resources for Nigeria. The Body also encourages alignment through collaboration to retain international practices and developed responsive and flexible operation in the petroleum industry.

Issues against PTDF Mandates

It is pertinent to state that certain inadequacies have been noted in the operations of the Fund. A close examination of happenings and developmental programme of the PTDF in some areas in Nigeria indicates that some of the development programmes are focused on tangible or material aspects of development such as roads, bridges, schools (without reference to the quality of education), hospitals and so on. (Ofiong and Cocodia, 2011) Examining PTDF's

programmes in the Niger-Dental area for example, they posit that the body's arrangement in development planning leaves the area grossly underdeveloped. In their argument, the following ensues:

It is evident from its (PTDF) mission statement and listed programmes which states thus; In line with Mr. Presidents vision of Poverty Eradication, empowering the youth in the Niger Delta and the need to re-inject the resources derived from the oil producing communities with a view to addressing the problems existent in the area, the PTDF has been mandated to undertake some strategic projects/programmes in the oil producing states... The so called strategic projects are; ,Completion of the Federal Technical Institute, Bonny, Rivers State designed to train students in obtaining professional certificates in Gas, Petroleum and Environmental studies. Establishment of the Federal Polytechnics, Ekowe, Bayelsa State with specialization in Gas and Environmental studies; and Establishment of primary and secondary schools at Oporaza and Okeronkoko communities in Delta State.. The claim of the PTDF goes further: The PTDF in pursuance of its mandate to train Nigerians has introduced local scholarship scheme. Under the pilot scheme, qualified Nigerians will be trained locally at both undergraduate and master's levels, effective from 2007/2008.. Where do the vast unschooled riverine rural inhabitants of the Niger Delta, who are most affected by oil exploitation and displaced by skewed development programmes, fit in? Of what use is a hospital when inhabitants of the community would not patronize it? The under-utilized, yet modern hospital at Okolobiri in Bayelsa state is a clear case in point. The majority of women in the area still give birth at home despite services at the hospital being provided for free. (Ofiong and Cocodia, 2011)

Human resources development goes beyond infrastructural and environmental development aiming to provide enabling room for human capacity building. Human resources development programmes should cater for both physical and mental aspects of the recipients. If we have to achieve adequate and holistic human capital development in remote areas in the country, extra efforts must be placed on raising awareness among the inhabitants and they must be trained on improving their adaptive abilities so that they make maximal use of the structural changes in their environment. If these are not adequately done, the various institutions and infrastructures provided maybe rather abused or misused, and underemployment and restiveness may remain rife.

Further, employment generation and poverty reduction is at the core of Human Resources Development and these objectives have not been achieved to satisfactory stage. Ibaba (2005) blames this on a number of reasons, which include: faults in implementation strategy; inadequate training; sharp practices by the operators of the agency, among others. In the words of Ake (2001) the problem is not so much that development has failed as that it was never really on the agenda in the first place. Even when development is celebrated in some part of the nation, it never goes beyond the provision of roads, schools, hospitals, electricity and water. (*Emphasis added*) This means that people are now getting suspicious of the true intentions of the Fund. Many now raise questions about the numerous controversies surrounding the Fund which have given ways to misconceptions about its role in the economy and whom it is set up to serve. (Onwuemenyi, 2011) Not until 2011, since its establishment in 1973, when a sitting government and deputy were accusing each other of financial wrongdoings on the Fund's account, many Nigerians did not know about the existence of the Fund except for a sprinkling of bureaucrats with inside information (Dickson, 2002; Onwuemenyi, 2011) Investigations by various strata of the government still insinuate that the Fund is mere slush fund for political leaders in financing their vaunted political ambitions among other interests. Others have also

raised criticism on the manner in which its scholarships were awarded. It must therefore be emphasised that these areas of inadequacies need serious attention if the Fund must remain virile and become a human resource centre for the West African sub-region in the petroleum sector as it aspires.

CONCLUSION AND RECOMMENDATIONS

It is pertinent to conclude that, as Nigeria is striving towards realizing the goals of Vision 20:2020 there is need to preach the gospel of developing the nation institutions in which PTDF is not exempted in making Nigeria human resource centre. It is worthy to note that one of the major limitations of this study is its concentration to Oil and Gas industries and the efforts made so far by Petroleum Technology Development Fund in the development of human resources for Nigeria taking into cognisance its benefits to Nigerian youths. Further study can be carried out by other organizations and institutions which aim at developing human resources in training and research. By and large, it is expected that, Nigeria government should give more supports to the Fund in ensuring continuity in all the various activities carried out by the Fund in other to give more opportunities for Nigerian youths as the future leaders. Government should also endeavour to allow the Fund to enjoy its autonomy and desist from using it as political tool in pursuing personal or political goals. In rural areas, it will make more sense to have the agency to be more sincerely involved in skills acquisition and human resource development programmes just as they are in the programmes relating to infrastructure.

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