

Petroleum Technology Development Fund (PTDF) Mandates and Human Capacity Development in Nigeria: Benefits for Nigerian Youths

¹ADEKALU, Samuel Olutokunbo ²OLUDEYI, Olukunle Saheed, ¹GENTY, Kabiru Ishola
³WOLO, Ayibamiebi

¹*Department of Professional Development and Continuing Education,
Universiti Putra Malaysia, Selangor Malaysia.*

²*Department of Sociological Studies,
Tai Solarin University of Education, Ogun State Nigeria.*

³*Department of Software Engineering,
University of East London, United Kingdom, UK.*

Email: (Corresponding Author). <toksadekalu01@yahoo.co.uk>

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, such as globalization, knowledge innovation and ICT to mention but few. 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. This study adopted secondary information with the usage of discourse analysis of existing literatures on the subject matter. Thus, the study revealed the consistencies 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 other non-formal education both at home and in abroad since its establishment in 1973. However, certain issues were observed against the PTDF which requires urgent and speedy 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). This is as a result of turn round roles played by capacity building of citizenry in country which invariably lead to socio-economic growth of the nation. Human resource development is the combination of training and education as essential tools in ensuring

continual improvement and growth of individual, organization or nation (Salako, Omotilewa & Sotunde 2010). McLagan (1989), conceptualized Human Resource Development “as the integrated use of training and development, career development and organizational development to improve individual and organizational effectiveness”. Some 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, 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. Mohammed, Oladipo, Ahmed, Agabi, & Adekalu (2013) submitted 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. That is, HRD is the cornerstone on which other discipline and profession built their tents.

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, Engineering 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 to 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 agent of change to the national development. 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 knowledge gaining.

Problems Identification

One of the major constraint and challenges in Nigeria oil and gas industries is the problem of technical know-how which invariably has a negative resultant on youth's employability. The shortage of required skills, attitudes, knowledge and competencies among Nigerian youths particularly in southern part of Nigeria led to high unemployment rate which is a product of social verses such as, increase crime rate, high poverty rate, kidnapping, bunkering, to mention but few.

Again, Nigeria educational system is very expensive for the less privilege in Nigeria society. This also, led to high rate of illiteracy among Nigerian youths, especially youths that their parents are not formal employment in the country. Illiteracy brought about unemployment because; there is shortage in required skills over supply. That is, youths in Nigeria does not provide necessary skills, competencies and knowledge for the available jobs. It is on this note that, PTDF was given a mandate to revive Nigeria youths from resultants effects of

educational expensiveness and lack of technical knowledge through human capacity development.

Therefore, the aim of this paper is to appraise the role of PTDF and its progress in partnering with local and international organizations in training Nigerian youths to fill the gaps in Nigeria oil and gas industries while revealing the strength and weaknesses of the PTDF so far. Again, this study become imperative, basically from two folds: first, since its establishment 40 years ago, academic research focusing on examining the efficacy and potency of the PTDF is seriously lacking in the literature; second, in spite of the numerous benefits accrued to Nigeria youngsters, in terms of capacity building and capability competence for sustainable development, many Nigerians are yet unaware of the existence of the PTDF (Dickson, 2002; Onwuemenyi, 2011) and this lack of unawareness definitely have adverse effects not only on the youth themselves but also on the nation at large.

Thus, conclusion reach in this research work will serve as a guide to the government, the governing body of PTDF, the general public, human capacity developer's and administrators as well as other policy makers who are saddled with responsibilities of developing the human and social capital in the country, so that they can identify which elements or policy area need urgent modification and vice-versa.

Brief History of Petroleum Technology Development Fund (PTDF)

This section of the paper shall trace the historical emergencies of PTDF. In the recent study conducted by Kabir A. (2009); Muttaqha et al (2010); & speech delivered by Wolo T. (2012) it was stated that, 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 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 (Muttaqha et al, 2010). The Body has since inception been headed by seven (7) Executive Secretaries/Chief Executive Officers with the incumbent Executive Secretary, Dr. Oluwole Oluleye who assumed duty on the 16th of May, 2013 as its seventh Chief Executive Officer with open door policy in order 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

PTDF like every other organization has a mandates upon which it function. Muttaqha et al (2010) said 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 sponsor 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.

According to UN Development Programme defined capacity building "as the creation of an enabling environment with appropriate policy and legal frameworks, institutional development, including community participation (of women in particular), human resources development and strengthening of managerial systems, adding that, UNDP recognizes that capacity building is a long-term, continuing process, in which all stakeholders participate" (UNDP, 2010). The United Nation Development Programmes (UNDP) identifies four essential components of human capacity development has an effective parameters for promoting and enhancing better capacity building in a nation. This includes: **Equality, Productivity, Sustainability and Empowerment.**

The concept of equality implies equal access to opportunities where individual with similar productive asset and knowledge enjoins equal opportunities. In PTDF, less privileges and vulnerable groups were allow to benefits from equal knowledge gaining opportunities in

order to contribute significantly to National Development. Productivity on the other hand, means a situation through which the development of human resource and creation of conducive environment in order to make people use their capabilities optimally. That is, productivity of a nation should focus on the growth of nation rather than exclusive emphasis on quantitative aspects (UNDP, 2010). Sustainability is to ensure continuity in the needs of future generations while empowerment implies provision of an adequate social environment in which people participate for achievement of a better life.

Hence, to achieve a sustainable development in a country there must be interdependence between the components of human capital development. In the fulfillment of this expectation in Nigeria, the PTDF has grown to become a human resource centre for the West African sub-region in the petroleum sector. This agency through its 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 (Muttaqha et al, 2010). This was geared towards fulfilling the mandates for the development of human capacity in Nigeria by being partners with relevant government agencies and implementing National Capacity Development programme involving training and certification of Engineers and Welders to meet with the mandate.

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, Overseas Scholarship Scheme (OSS), Local Scholarship Scheme (LSS), University's 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 Programme (PACBP) etc.

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 (2013) PTDF Executive Secretaries Profile (2000 till Date) Abuja, Nigeria.*

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

The recent partnership of the PTDF with the United Nations (UN) through its Agencies for Training and Research (UNITAR) has anchor by the Industrial Collaboration Unit of the agency headed by Miss. Timipre Wolo under the leadership of the Former Acting Executive Secretary Mr. Jolomi Arenyeka was a fulfillment of the PTDF mandates. Reports show that, the Fund's partner the United Nation (UN) on capacity building of youths from the oil producing communities in the Niger Delta and other parts of the country under the Fund's Special Training and Educational Scheme (www.ptdf.gov.ng).

PTDF Youths Empowerment Training Programmes 2012-2013

SN	Country	Programme/Training	Numbers of Beneficiaries
1.	Norway	PTDF/UNITAR (Youths Training)	60
2.	South Africa	Helicopter/ piloting and surveillance	20
3.	China	Petroleum Engineering Related Courses Training	70
4.	Malaysia	Post Amnesty Capacity Building Programme	50
5.	Republic of Benin	Post Amnesty Vocational Skills Training Programme	120
6.	Nigeria	Niger Delta Arbitration, Mediation and Dispute Resolution Training	216
Total Number of Nigerian Youths Beneficiaries			536

Source: *Authors (2013).*

It was reported that, 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 related training in China Universities.

However, looking at the current demand in the Niger Delta region by the Niger Delta people, the PTDF through its Post Amnesty Capacity Building Programme (PACBP) and Post Amnesty Vocational Skills Training Programme (PAVSTP) 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 and 120 in Republic of Benin (Cotonou) in Oil and Gas related fields. It was also reported that, PTDF in fulfillment of its mandates have trained 216 indigenous youths in Niger Delta in Arbitration, Mediation and Dispute Resolution through the establishment of clubs in 54 secondary and institutions of higher learning in Niger Delta Region.

2002-2010 PTDF Programme: Oversea Scholarship Scheme (OSS) and Local Scholarship Scheme (LSS)

SN	OVERSEA SCHOLARSHIP SCHEME (OSS)	
	Courses	No of Participants
1.	Engineering	490
2.	ICT	130
3.	Geology/Geosciences	141
4.	Environment Science	108
5.	Energy Courses	72
6.	Offshore Related Courses	61
7.	Others	141
Total No. of Beneficiaries Trained		1,143

Source: *Muttaqha et al (2010), Appraisal of PTDF Intervention Implementation Strategies: Challenges and Prospects for Sustainable Development pp. 277-307*

Expectedly, Petroleum Technology Development Fund (PTDF) through its Overseas Scholarship Scheme (OSS) programme 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) programme 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.

SN	LOCALSCHOLARSHIP SCHEME (LSS)	
	Universities	No of Participants
1.	University of Port Harcourt	50
2.	University of Benin	48
3.	University of Ibadan	40
4.	University of Nigeria	40
5.	Amodu Bello University	39
6.	University of Maiduguri	27
7.	University of Jos	20
8.	Bayero University	20
9.	University of Uyo	11
10	Usman Dan Fodio University	10
Total No. of Participants Trained		305

Source: *Muttaqha et al (2010), Appraisal of PTDF Intervention Implementation Strategies: Challenges and Prospects for Sustainable Development pp. 277-307*

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.

However, in order to ensure transparency and continuity on the mandates of the PTDF, the current Executive Secretary of the agency Dr. Oluwole Oluleye in his Ministerial Platform (2013) presentation to the Nigeria National Assembly, it was reported that, the PTDF through its partnership with local and international institutions has successfully trained 411 Nigerian youths in its Industries Specifics Training. Also, 300 Nigerian Teachers were trained through the PTDF Enhancement Training and Learning Programme, and 138 Nigerian Academic Staff in 9 Universities were said to have undergone Software interpretation training skills under PTDF Universities Lecturers Skills Enhancement Training Programme (ULSETP).

Another glorify testimony of the PTDF in reshaping the Nigerian youths to fill the gap in Nigeria Oil and Gas industries in fulfilment of its mandates are the 11 Nigeria future leaders that were reported to have been trained in Water Welding Institution in France. Similarly, Oluwole (2013) further testified that, 15 Nigerian youths have completed drilling training in French Institute of Petroleum (FIP), France. The reports also show that, the PTDF have 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 stated that, 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 plate welding and 700 in lay welding and the beneficiaries are internationally certified by International Institute of Welding to mention but few.

Oluwole (2013) further reported that, the PTDF 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 to mention but few (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. But also to 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-Delta 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 unemployment and restiveness may remain rife.

Furthermore, 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 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 PTDF. Many now raise questions about the numerous controversies surrounding the agency 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 PTDF except for a sprinkling of bureaucrats with inside information (Dickson, 2002; Onwuemenyi, 2011) Investigations by various strata of the government still insinuate that the PTDF 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 PTDF 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 to improve on its human capacity development in all the various sectors economy, 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 (PTDF) 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 PTDF in ensuring continuity in all the various activities carried out by the PTDF in other to give more opportunities for Nigerian youths as the future leaders. Government should also endeavour to allow the PTDF 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.

References

- I. Ake, Claude (2001), *Democracy and Development in Africa*. Lagos: Spectrum Books Ltd.
- II. Chris O. (2013). PTDF to build Research Centre, Museum in Oloibiri *The Nigerian Telegraph*, assessable online at www.telegraphng.com/2013/07/ptdf-to-build-research-centre-museum-in-oloibiri/ [Accessed: 14 Aug 2013]
- III. Dickson, P. C (2002) Time Will Tell... The PTDF Report, Presidency, Senate et al. Online article available at <http://www.gamji.com/dickson/dickson85.html> [Accessed: 14 Aug 2013]
- IV. Egheneji, P. (2013). *New Executive Secretary Of PTDF Assumes Duty*: Press Release Available at: http://www.ptdf.gov.ng/index.php?option=com_content&view=article&id=207:new-executive-secretary-of-ptdf-assumes-duty&catid=55:latest-news/ [Accessed: 4 Aug 2013].
- V. Federal Ministry of Information (2013) PTDF Executive Secretaries Profile (2000 till Date) Abuja, Nigeria.
- VI. Gyang T.S (2011), Human Resources Development in Nigeria: The roadmap for vision 20:2020. *International Journal of Economic and Development Research and Investment*, Vol. 2 no. 1 pp 70-79
- VII. Harbison F (1973). *Human Resources as the Wealth of Nations*, *New York: Oxford University Press*
- VIII. Ibaba, S.I. (2005), *Understanding the Niger Delta Crisis*. Port Harcourt, Nigeria: Amethyst and Colleagues Publishers.
- IX. Kabir A. Mohammed (2009), National Development Content: Petroleum Technology Development Fund Initiative. *Petroleum Technology Development Journal* (ISSN 1595-9104): An International Journal; July 2009 - Vol. 2
- X. McLagan, P.A. (1989). *The Models. A volume in Models for HRD Practice*, Alexandria, VA: American Society for Training and Development.

- XI. Mohammed, A., Oladipo, K. S., Ahmed A.S., Agabi, T. P., & Adekalu S.O. (2013) Globalization and the challenges of National Development in Nigeria, *International Journal of Humanities and Social Science Invention (ISSN) Volume 2 Issue 5 PP.57-63*
- XII. Muttaqha R.D., Wakil H.A., Jolomi A., Jacqueline G., Ahmad B.Z., Jide A., Galadima A.O., Nasiru A.D., Ifeoma N., Agboola O., Tanimu A., Usman S.P., Kalu O. & Neeka J.B (2010). Appraisal of PTDF Intervention Implementation Strategy: Challenges and Prospects for Sustainable Development. 2010 PTDF Compendium of Oil and Gas Research pp 277-307
- XIII. Oludeyi, O. S., (2013) Unequal Access to Tertiary Education; Implication for National Security, *IOSR Journal of Humanities and Social Science Volume 9, Issue 2*, Retrieved online at <http://iosrjournals.org/iosr-jhss/pages/v9i2.html>
- XIV. Oluwole Oluyele (2013) PTDF Ministerial Platform presentation to the Nigeria National Assembly, July 29
- XV. Onwuenyi, O (2011) PTDF: from Controversy to Industry Jobs Centre. Vanguard Nigerian News Paper Published on August 2nd, 2011 available online at www.vanguardngr.com/2011/08/ptdf-from-controversy-to-industry-jobs-centre/html
- XVI. Ronald L. Jacob (1990), Human Resource Development as an Interdisciplinary body of Knowledge. HRD Quarterly, vol. 1, no. 1. Spring 1990, Jossey-Bass Inc, Publishers
- XVII. Salako M.A., Omotilewa O.O. & Sotunde T. (2010), Human Resources Development in Nigerian Commercial Banks: An Empirical. International Conference for Future Education
- XVIII. United Nation Development Programme UNDP (2010), Seventh Framework Programme: WPS – Human Capacity Building, Kick-off meeting Madrid June 29th
- XIX. United Nation Development Programme UNDP (2012), Kingdom of Saudi Arabia http://www.undp.org.sa/sa/index.php?option=com_content&id=18&Itemid=7&lang=en
- XX. Wolo Timipre (2012), Welcoming Speech Delivered to PTDF Scholars - Post Amnesty Capacity Building Programme (PACBP): Linton University College, Malaysia, April 21th