Research Paper

Factors Affecting Performance and effectiveness of job opportunities creation, in case of Sidama National Regional State, Ethiopia

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ABSTRACT
The objective of this study was to assess the factors that affect the performances and effectiveness of job opportunity creation. The Micro and Small Enterprises Sectors are important to the economy of nations' by creating employment opportunities, production of goods and services and other value-added activities with dual objective of enhancing growth and alleviating poverty. Primary data were collected through interview, group discussion and structured questionnaire from the samples of members of business enterprises by multi-stage stratified random sampling method among engaged in respondents. Data were analyzed using descriptive and inferential statistics with the aid of STATA Software. As a result, most of MSEs government support of facilitating credit, access for product market and training show a significant positive influence on the performance. In addition to this strong data management system, priority to strategic business initiatives and inclusiveness of job opportunity creation (JOC), positive attitude and commitment of owners, higher education level and industry experience, a good business management and customer relationship show positive influence on performance of JOC. According to this study, the major factors that affect the enterprises negatively were; have no a good selling places, lack of enough working capitals, high cost of raw materials, lack of assets for collaterals to credit institutions, and lack of financial capacity to participate in bidding with private sectors. Hence, Sidama National Regional State (SNRS) and concerned offices should solve these problems of youth.
KEY WORDS; *Job opportunity creation, ordered logit, performance*

I. INTRODUCTION

Job opportunity creation is a commonly used approach and concept in economic development concepts. It has various definitions in respective contexts. It is referred as an active influence on the young people's own making of individual business. Youth purposeful engagement in activities where young people taking on valued roles, addressing issues that are relevant and influences the real outcomes and involvement to examine the active engagement of young people in economic activities meets their genuine needs with opportunities to plan and decision making (Asrat, 2013).

Additionally, MOI, (2002) and Yisak *et al*., (2012) stated that the government of Ethiopia considers Creating job opportunity for young people in job opportunity creation to be of vital importance for two main reasons (1) uncontrolled influx of young people from rural areas to urban centers will likely overwhelm the urban economy which doesn't have enough capacity to absorb such an influx. And (2) it considers the young and especially the educated youth to be vital to the transformation it seeks.

There is an urgent need to involve youth in decision making processes at all levels. According to Asrat, (2013) youth has the capability and capacity to make significant changes but needs right policies and proper grooming. However, according to Roj *et al.,* (2014) rural youth continue to face challenges related to unemployment, underemployment and poverty.

Whereas, beyond creating a variety of job opportunities in small capital that is source of income in private and enterprise for the citizens that graduate from High Education Institutions and Technical and Vocational Education Training (TVET) Colleges in different disciplines and other job seekers in rural and urban; it is found necessity to make fair distribution of resource and it is found crucial to enable to give

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effective support to the minor and small enterprises with the developing economy of the country. Failure to exploit the opportunities provided by the youth labor not only shuts down a key economic window to national development, but predispose society to political and social instability (ADLI, 2002). Whereas**,** its worth is high to lay down base for medium and large industry development and nowadays large numbers of city residents are surviving by the income get from minor and small enterprises and the sector is by nature needs large number of human resources,

The question of how much jobs were created in the Sidama Region and What support was provided to the minor and small enterprises of the Region should be raised. The general objective of the study is to analyze the status of created job opportunities and to enable to give effective support to the minor and small enterprises with the developing economy of the Region, SNRS. Consequently, this study tried to investigate factors affecting performance and effectiveness of job opportunities creation, in case of Sidama National Regional State, Ethiopia.

II. RESEARCH METHODOLOGY

2.1. Description of the Study Area

This study has carried out in 6 woreda and 3 city Administrations (Bensa,Aleta wondo,Dalle,Shebedino, Malga& Hawassa zuria woreda and Aleta wondo,Yirgalem & Hawassa city Administration). All are found in Sidama Region of Ethiopia as below shown on map of the region. The region geographically is bordered on the North, East and South East by Oromia Region, on the South west by Gedio Zone and on west by Wolayita Zone. It has an estimated area of 598,000 sq km, comprising 30 woreda and 7 city Administrations.

Sourse: Geo spitial &admn stracture study Task force

The major crops by coverage are maize, haricot bean, coffee, horticultural crops and *teff* (CSA, 2007). The study area has undertaken high extent of maize production. However, use of agro chemical, irrigation and manure for soil fertility practices and maize production is very low. In this area, cultivation of maize crop occupies much share in the crop production.

2.2. Types and Sources of Data

Both qualitative and quantitative data were used in this study. Data generated from both primary and secondary sources. The primary data was collected through questionnaire survey from sample of youth, through interview from woreda administrator, Job creation office Management, core process owners, and office head. Respective one stop shopping centers, and microfinance extension workers in the study area. and through focus group discussion from study administrators, data collected to further examine the problems that hinder the Job creation and the efforts of the government to achieve the planned goals. The secondary source data of the

study was extracted from documents like records, current performance evaluation reports, documents, proceedings, strategy documents and policy notes were obtained from rural job opportunity creation offices, Bureaus, and Agency. Economic, physical and geographic and production data were collected from pertinent regional, Woreda City administration offices.

2.3. Population of the Study

The target population of this study is comprised of all registered youths for job creation; those who were employed, Unemployed and who were supported minor and small enterprises in study area

2.4 Sample Size Determination and Sampling Technique

The sample size was determined by using Yemane (1967: 886) formula, which is the most familiar and simplest as well as precisely represents the proportion of target population. To come up with correct finding, the formula is given by:

$n = \frac{N}{1+N(e)^2}$ where n, is the sample size, N is the population size, e is the level of error and given (N =Y total

youth population in the Region) (e = 0.05 level of precision at confidence level) then, $n = \frac{108,100}{1+108,100(0.05)^2}$

$= \frac{108,100}{(1+108,100(0.0025)}$

n = $108,100/271.25$ = 398.5 Hence, the sample size is n =399. Thus the sample size determined by the above given formula is 399

A multi-stage stratified sampling technique was used to select sample youths in Sidama Region. Sidama Region is purposively selected based on the President office request; need to confirm status of Jobs were created. In the second stage, Sidama Region was grouped into three clusters based on geographic direction centering with respective Level 1&2 Cities. These clusters are North Sidama cluster, Central Sidama cluster, and south Sidama cluster. In the third stage, 2 woreda and a City are purposively selected based on a number of unemployed population, The sample size was distributed in each sample *Wored,City adminstration* based on the probability proportional to size method as follow.

Table 1. sample size determination and sampling technique

Sampling design	Sidama region is Purposely selected	1st stage strata by cluster is purposely designed and Sidama Region is divided into three clusters	2nd stage, randomly selected sample Woreda&City from each cluster	No of sample by systematic sampling
Sampling technique	29 woreda 7 City Administration= 108,100 registered youth for JOC	North cluster	Hawassa City	99
			Hawassa Zuria woreda	21
			Malga	15
		Central cluster	Yirgalem City	70
			Dalle Woreda	90
			Shebedino	20
		South cluster	Aleta Wondo city	30
			Aleta Wondo Woreda	25
			Bensa woreda	29
Total size of sample households=399				

Source: Own construction (2021)

2.5. Ordered Logit Model Specification
The dependent variable (Yi)

The ordered logistic regression technique is used when the dependent variable is ordered categorical in which case the events of dependent variable ordered. The dependent variable in this analysis is performance of job opportunity creation program (effectiveness) and it is a categorical variable as -low, medium and high- from which we are going to see what relationships exist with socioeconomic and institutional factors. Our response variable, performance, is going to be treated as ordinal under the assumption that the levels of effectiveness status have a natural ordering (low to high), but the distances between adjacent levels are unknown. And it is categorized as follow

a, Low performance (y0 =0 if the effectiveness of the program is below 50% based on stated criteria),

b, Medium performance (y1=1 if the effectiveness of the program is between 51% and 80% based on stated criteria),

c, High performance (y2 =2 if the effectiveness of the program is greater than 80% based on stated criteria),

For more than one independent variable, that is for K independent variables (X_1 , X_2 , …… X_k), the ordered logit model can be written as:

Derivation of the ordered logit model can be performed as follows:

$$Prob(Yi = j|xi) = \frac{e^{\beta'_j x_i}}{1 + \sum_{k=1}^{J} e^{\beta' kxi}} \; for \; j = 0,1,2,....,J$$

Whereas $B_i = B_1, B_2, B_3 ………………… B_n$: are the regression coefficients.

Let y be an ordered response taking on the values {0, 1, 2. . . J} for some known integer J. The ordered logit model for y (conditional on explanatory variables x) can be derived from a latent variable model. Assume that a latent variable y* is determined by

$$y *= x\beta + e, \quad e|x \sim Normal(0,1) - - - - - - - - - 1$$

Where β is KX1 and, for reasons to be seen, x does not contain a constant. Let

$\alpha 1 < \alpha 2 < - - - < \alpha J$ be unknown cut points (or threshold parameters), and define

y=0   if y*$\leq$ $\alpha 1$

y=1   if $\alpha 1 <$ y*$\leq$ $\alpha 2$

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y=J   if y* $>$ αJ

This log-likelihood function is well behaved, and many statistical packages usually estimate ordered logit model. For this study to determine values of coefficients Stata 11 was used.

III.   RESULTS AND DISCUSSION
3.1 Investigation of the number of Jobs were created /Data management system of JOC

According to FGD and the JOC manual Kebele based extension agent's role is directed towards informing and communicating and skill development of every unemployed youth in job opportunity and entrepreneurship and this is done based on organized youth groupings in their respective job item. The major task of the extension workers is that they collect the socioeconomic data of the un(under) employed youth. They are expected to organize and build the capacity of the organized and engaged youth groups in their job type. But data management system was not automated. Data profile documents and files were not organized& were dumped somewhere.

The Data from woreda/Urban administration report about number of youths engaged in JOC was inconsistent with the date of Bureau report. The sum Numbers of Youths engaged in JOC in sampled woreda/City administrations from Bureau report is 31,153 whereas the total number of Youths engaged in JOC in sampled woreda/City administrations from woreda/city report is 27,829 (89%). Moreover only (74%) number of Youths engaged in JOC were confirmed or observed from that of woreda/City administrations reported number of Youths engaged in JOC at community/kebele level (Table 2)

Table 2 shows Investigation of the number of Jobs were created in 10 months

Woreda/City	Bureau Report Number of Youth engaged in JOC			Woreda/City Report Number of Youths engaged in JOC	Sampled enterprise To be confirmed	Number of sampled enterprise member	Confirmed Number of Enterprise	Confirmed Number of members in business	Confirmed Data %
	Urban	Rural	Total						
Hawassa City	16,941	2867	19,808	19,808	10	70	8	56	80
Hawassa Zuria	392	1866	2258	622	3	21	2	14	67
Malga wo	269	664	933	933	3	15	2	10	67
Yirgalem City	3,006	-	3006	2,846	14	70	10	50	71
Dalle	412	1023	1,435	1,355	16	90	13	65	72
Shebedino	423	311	734	734	4	20	3	15	75
Aleta Wondo City	1,240	-	1,240	476	6	30	4	20	67
Aleta Wondo	194	247	441	441	5	25	4	20	80
Bensa	60	1238	1298	614	5	29	4	24	83
Total	22,937	8,216	31,153	27,829	66	370	50	274	74

Source; own computation from Bureau/woreda reports and sample data report

3.2. Inclusiveness of job opportunities were created

The results showed that 36,062 of the youth members were organized from urban and the remaining 33,026 of youths were in rural areas (figure 2). Similarly, 19,830 of the youth were female organized in urban area and 12,842 females were organized from rural areas, and regarding the inclusiveness of the youths 2859, 4288, and 10 youths were university graduate, TVT graduates, and disabled youths respectively. From the figure 2 the population share of the Female was 38.8 and it was below the target.
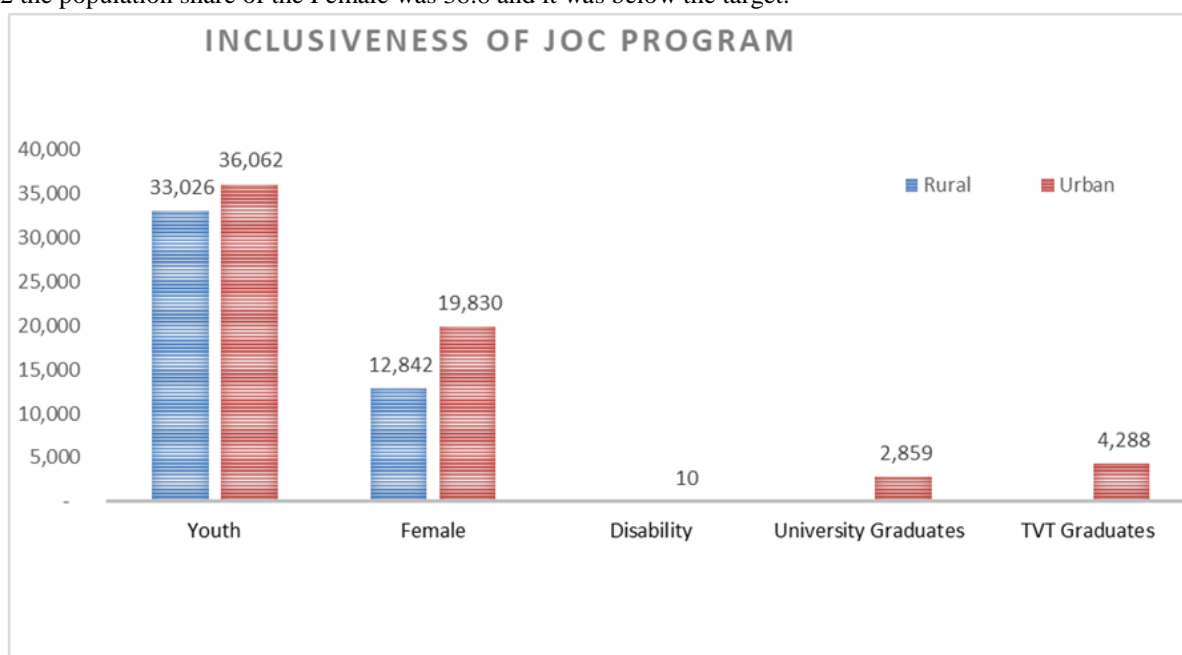
Figure 2. Inclusiveness of JOC program in 10 months
Source: JOC Bureau report, 2021

3.3. Support was provided to the minor and small enterprises, economic factors
**3.3.1 Access to Credit for Youth**

Credit access is one of the fundamental factors assumed in the definition of independent variables positively affect job opportunity creation. As indicated in the Table 3, about 64 percent of the respondents who have access for credit from financial institutions were engaged in job opportunity Creation. Whereas only 17% of the respondents who have no access for credit were engaged in JOC. This clearly informs, credit availability increases the ability to invest and improve access to productive return and it may enable enterprise to purchase business inputs or acquire physical capital, needed. Based on the Pearson chi-square and P-value ($\chi^2 = 10.6$ and p<0.05) the access to credit and rural youth engagement in job opportunity creation has statistically significant relationship. This substantiates that, participation of youth in job opportunity creation increase as their access to credit increase.

Table 3. Cross tabulation of access to credit and Performance of JOC .

Explanatory Variable	Engagement in JOC			χ^2	P-Value
	Engaged	Not engaged			
Access to credit				10.6	0.001***
Yes	255	15			
No	144	75			
Total	**399**	**90**			

Source: Own computation from Survey data, 2021.***Significant at 1 percent level of significance.

The youth's response concerning, amount of loan to start agriculture-based job. About 75 percent of youth responded that the amount credit provided as startup capital is very low due to credit ceiling, even not enough for preparatory works. Almost all JOC offices and MSE are critically complaining on credit facility provision that OMFI is using collected fund for their own recurrent costs; In addition, youths who engaged in animals' dairy & fating enterprises responded the repayment time is too short to repay. In general data indicates that, Low coordination among stakeholders, limited credit source, low amount of credit, tight collateral requirement for the credit, weak service delivery in OMFI and short repayment time constrain youth to get credit to engage in job opportunity Creation.

Table 4: Distribution of respondent's in nature of credit access

Characteristics	N	%
Amount of credit provided for business activities		
Enough to start the business	23	35
Very low to start business	67	75
Total	**90**	**100**

Source: Own computation from Survey data, 2021. ***Significant at 1 percent level of significance.

From those who needed credit only 38,703,939-birr credit services distributed from regular fund for only urban youths (figure 3). The remaining 27,961,950-birr credit service was distributed from revolving fund to the urban youth and 20169325 the rural youth. Those could not get the service due to various reasons such as absence of the service for the intended purposes intended to borrow money by too high interest rate imposed by money lenders.
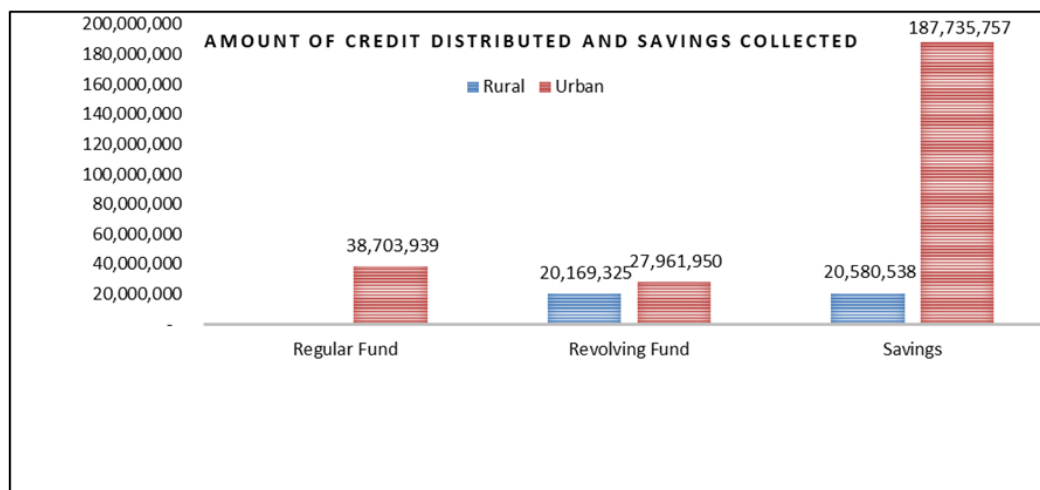
Figure 3: amount of credit service distributed and savings collected within 10 months

Source: JOC Office report, 2021

3.3.2. Access to Market and profitability of Youth

Access to Market variable, which is expressed in terms of youth accessibility to product market to sale their product to institutions. Market plays a significant role the youth invest on job opportunity was crated. It is seen that access to Market would have positive influence on status of job opportunity was created. Whereas**,** beyond creating a variety of job opportunities in small capital that is source of income in private and enterprise for the citizens that graduate from High Education Institutions and Technical and Vocational Education Training (TVET)Colleges in different disciplines and other job seekers in rural and urban; it is found necessity to make fair distribution of resource and it is found crucial to enable to give effective support to the minor and small enterprises with the developing economy of the country; SNNP Region issued this regulation and SNR state adopted it to its legal system.

Market access is one of the factors   assumed in the definition of independent variables positively affect job opportunity creation. As indicated in the Table 5 only 48 percent of the respondents who have access for Market from institutions. This clearly informs, Market availability increase the ability to invest and improve access to productive return and it may enable enterprise to sell business products. (p<0.05) the access to market and rural youth engagement in job opportunity creation has statistically significant relationship. This substantiates that, Effectiveness of job opportunity creation increase as their access to Market increase.

Table 5: tabulation of access to market and **Performance of JOC** .

Explanatory Variable	Engagement in JOC			χ^2	P-Value
	engaged	%			
Access to Market				**12**	**0.001***
Yes	192	48			
No	207	52			
Total	**399**	**100**			

Source: Own computation from Survey data, 2021. * Significant at 10 percent level of significance.

Regarding number of beneficiary enterprises, around 932 enterprises were beneficiary from rural areas and 2,672 enterprises were benefited from urban areas in 10 months according to the report of JOC Bureau. Where as 8,622 members benefited from rural areas and 19,783 individuals were beneficiary from urban areas (figure 4)
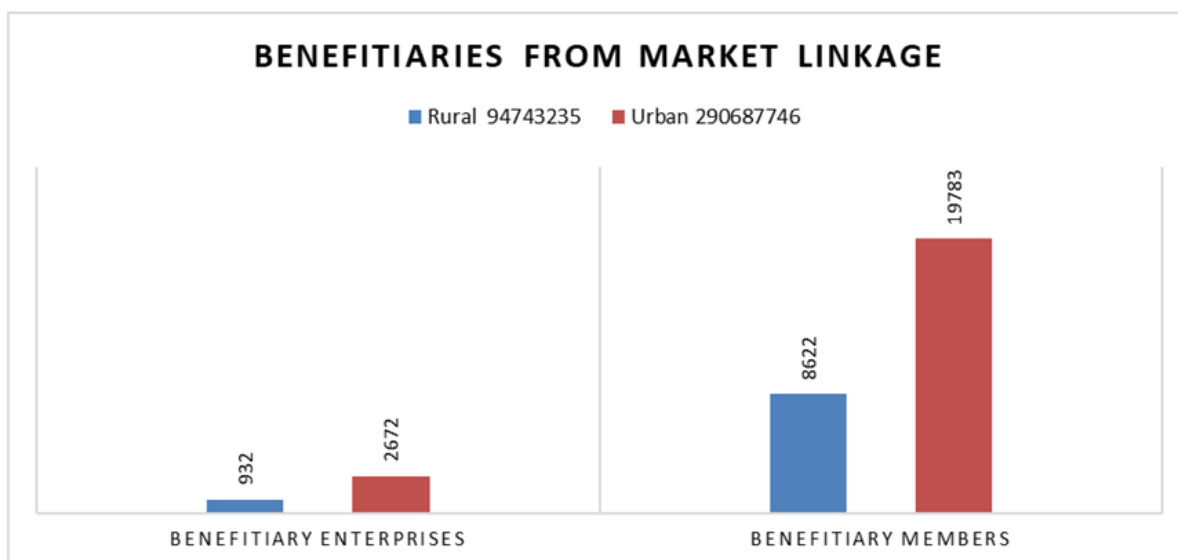
Figure 4: Market linkage in Enterprises and Beneficiaries
Source: JOC Bureau report, 2021

Since youths have inadequate income they look for sources of income to invest on their aspirations. So this profit has a great support for youth to fulfill their obligation. So, it is expected that those with high profit by themselves have positive effect on job opportunity (Beyou and Ernest, 2013).
The survey data shows that, about 62 percent of the respondents considers JOC is rewarding with better return/profitability

Table 6: Tabulation shows response of profitability

Characteristics	N	%
JOC is profitable		
Agree	247	62
Disagree	152	38

Source: Own computation from Survey data, 2021.

3.3.3. Effective supportive supervision & training

As FGD and Key Informant interview result clearly indicated, youth did not get intensive and quality policy and package training to change their attitude, they did not get adequate entrepreneurship training, and agribusiness training via extension available at community level. Furthermore, the quality of training provided by experts was poor at a level that cannot attract youth towards job opportunity. Moreover, no effective supervision of leaders at woreda level& weakly coordinated and less effective JOC string committee meetings.

Table: 7 access to training and youth engagement in JOC (**n = 80**)

Variable	Engagement	P-Value
Supervision & trainings		0.000
Yes	50(60%)	
No	30(40%)	
Total	80(100%)	

Source: Own computation from Survey data, 2021.*Significant

From the total participant in JOC, majority (60 percent) were from those who have accessed extension skill training were more effective. This implies that the access to training has positive impact on effectiveness of job opportunity creation.

The majority of youth (16,820) have taken technical and vocational type training such as kill development training, record keeping training and accounting, and 751 personnel have taken training. This influences the performance JOC positively. And Technical and Vocational bureau provided short-term market and business-oriented trainings for more than 24,654 unemployed youth (figure 5).
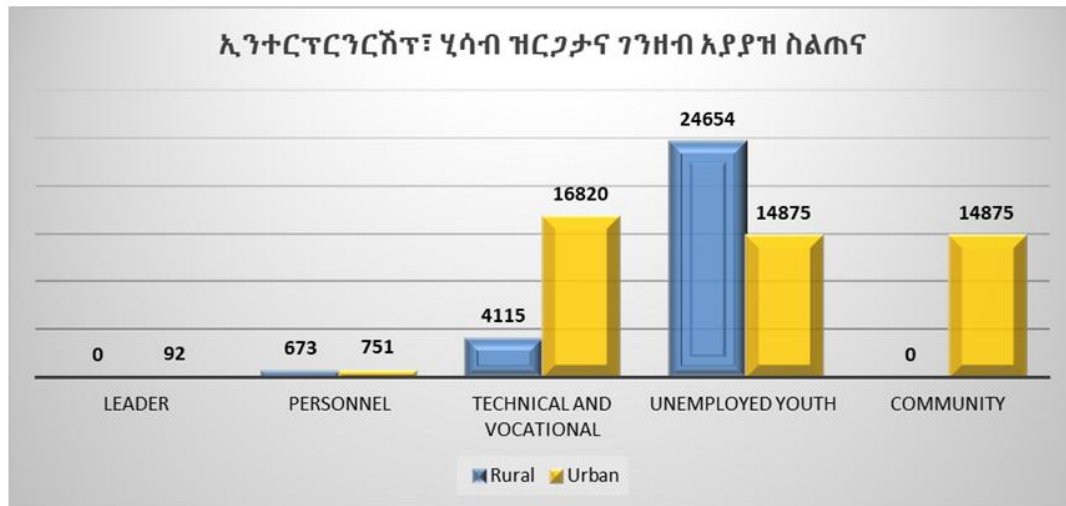
Figure 5 shows extension services for MSEs

Source: JOC office report, 2021

It is generally conceivable that the possibility of getting a job will be likely to be higher for a person with any additional skill or training relative to a person without additional skill or training. Training youth about job opportunity creation is important for youth to improve their skills and practices and to have knowledge confirmed by professionals. It was positively related with job opportunity creation efficiency of youth. It was established that participating in youth training program increased the possibility of job opportunity creation performance using inputs. Trainings helped youth to obtain information and to correct misconception concerning input usage. Organizations that provide inputs to youth usually verify that whether individuals received some training or not before they provide inputs. Therefore, building the capacity of the existing individuals' training centers and expanding their coverage as well as strengthening the field level training programs are highly demanded to improve performance of job opportunity creation.

3.4. Priority on Strategic business initiative, sub sector

Priority on Strategic business incentive, sub sector is determining factor of effectiveness of Job opportunity creation. As FGD and Key Informant interview result clearly indicated, a number of educated youths did not engage in Miner and Small Enterprises job opportunities, MSE were created. MSEs create predominantly informal, unskilled, low-skilled, low-paying, non-permanent jobs – not jobs for the educated. Urban economic activities and businesses are highly reliant on the seasonal businesses related to service like Trade and Business activity is highly dependent on government expenditure as most of the urban centers are also administrative capitals. Key policy goal of the plan is creation of large number of 'productive' jobs

Increasing the productive and value creation capability of an economy, requires transferring and mastering skills and technology. Requires deliberate and comprehensive set of state-directed, synergistic interventions aimed at structural transformation. Facilitating/ promoting introduction of new/better technologies and creation of well-paying and productive employment for the largest possible segment of the Sidama society. Facilitating and supporting growth in number and size of enterprises that successfully function/operate in priority economic activities (modern agriculture, skill-intensive services and modern manufacturing). Facilitating and supporting proportionally more new jobs for educated/trained workforce (TVET diploma and above) by the private enterprises in priority economic activities

Modes of Enterprises formed; JOC is a home for different form of enterprises. Major categories were agriculture, industry and service sectors. Number of enterprises formed in agriculture, industry and service sectors were 3632, 4173, 4720 respectively (figure 6). The result showed that only 3632 Enterprises were organized under agriculture. However, 4720 Enterprises organized in Service sector. Very few have engaged in agriculture.
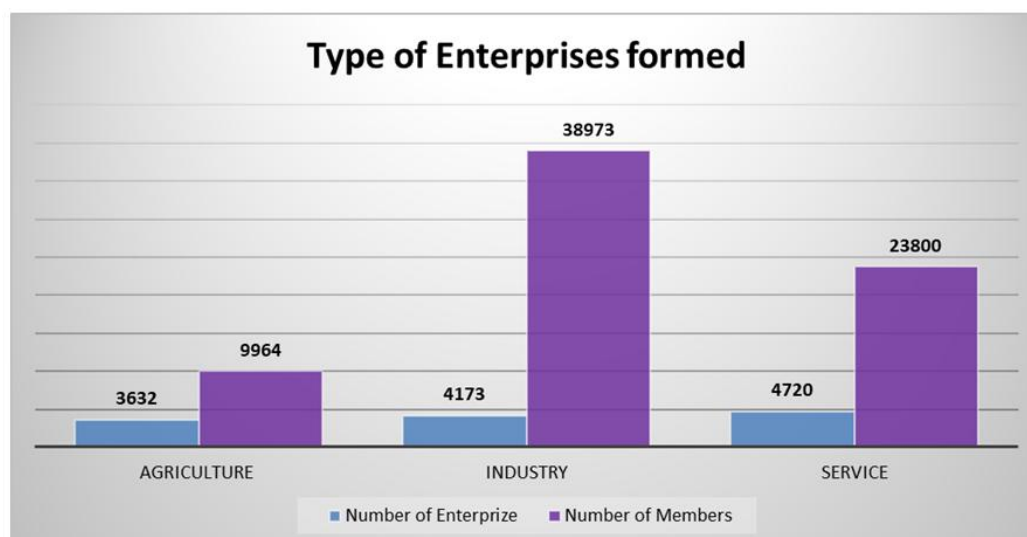
***Figure 6**. Modes and Types of enterprises formed in 10 months*
Source: JOC Bureau report, 2021

3.5. Attitude of The Youth towards JOC
The survey data shows that, about 47 percent of the respondents reported that, job opportunity was created (JOC), has no good image to attract youth

Table 8. Distribution of respondents' attitude towards JOC (**n= 399**)

Characteristics	N	%
JO is attractive for youth		
Agree	210	53
Disagree	187	47
Neutral	2	0.5

Source: Own computation from Survey data, 2021

This indicates, majority prefers to be engaged in job other than MSEs. Therefore, all the tendencies and views show that youth in the study area hate agriculture in its every aspect and consider job opportunity as the last resort for them as source of employment. The result in the FGD and Key Informant Interview entirely indicated, the negative attitude of youth towards agriculture-based job opportunity, which mainly hinders youth from engaged in job opportunity.

3.6. Results of Ordered Logistic Regression Model
Table 9 below shows Ordered logit regression results that check whether effectiveness of job opportunity creation program depends on socioeconomic and institutional variables that affect the performance of program. Ordered logit model regression results showed that six out of nine variables were statistically significant at influencing the performance of job opportunity creation program. In order to determine the effect of factors on performance of job opportunity creation and test the study hypotheses, the combined independent variables (sex, age, family size, marital status, access to finance, education, support, attitude of youth and market access) were regressed on the dependent variable (performance of job opportunity creation). And only sex, family size and marital status of respondents were insignificant. The overall model is significant (LR chi2(9) = 82.94, Prob > chi2 = 0.0000), and consistent with prior studies, the model's explanatory power is high. The study LR- test value shows statistical significance at level of 1%, indicating that the relationship between the dependent and independent variables is meaningful.

Age contributed positively to the job opportunity creation in this study; in other words, younger individuals were relatively less efficient in business than older youth. Performance of job opportunity creation was significantly influenced by age of youth at 1 percent level. If age of youth increases by one year, his ordered log-odds of being in a higher performance category would increase by 0.27 while the other variables in the model are held constant. Thus, based on odds ratio, for a one-year increase in age, the odds of high performance versus the combined middle and low performance categories are 1.31 times greater, given the other variables are held constant in the model.

Performance of job opportunity creation was significantly influenced by education level of youth at 1 percent level. Thus, based on odds ratio, for a one-year increase in education level, the odds of higher performance level categories are 1.041 times greater, given the other variables are held constant in the model. It means that as the educational attairunent of youth increases the probabilities of engage in job opportunity creation increases. In support of this result, educational attainments of household and family members are considered as one of the key determinants of additional earnings. The skilled and educated labor may be self-employed or can secure stable long-term employment at fairly high salaries than unskilled and uneducated one who rely on more unreliable and lower paying temporary wage labor in the farm sector. In this regard, educational attainment can be seen as an entry checker to enjoy to better paying non-farm employment or self-employment in the study area.

The model estimate confirms that the credit utilization of youth is positively and significantly affected engagement in job opportunity creation at 1% level of significance. Based on the proportional odds ratio of comparing users of credit to non-users of credit on performance; credit users, the odds of high performance versus the combined middle and low performance are 1.621 times greater than for non-users of credit, given the other variables are held constant. Likewise, the odds of the combined categories of high and middle performance versus low performance is 1.621 times higher for credit users compared to non-users, given the other variables are held constant in the model. This positive influence was attributed to the fact that credit use allows youths to follow intensification by accessing inputs which in turn improves productivity and run other livelihood activities. This shows that the higher the access to credit, the more efficient the youth became. If enterprise credit is invested on the production, it is expected that this will lead to higher levels of output. Thus, access to credit is more likely to lead to an improvement in the level of production. This more implies that the formal and informal credit facilities that avail for youth are a very important asset in job opportunity creation not only to finance inputs activities, but also to protect loss of crucial assets such as cattle due to seasonal food shortage, illness or death.

As the hypothesis, it was predicted that the access to the market was positively related and statistically significant with job opportunity creation. Performance of job opportunity creation was significantly influenced by access of market of respondent at 10 percent level. Based on the proportional odds ratio of comparing youth who have market access to do not have market access on performance; youth who have market access, their odds of high performance versus the combined middle and low performance are 1.188 times greater than youth who do not have market access, given the other variables are held constant. Likewise, the odds of the combined categories of high and middle performance versus low performance is 1.188 times higher for youth who have market access compared to non-users of market access, given the other variables are held constant in the model. This positive influence was attributed to the fact that market access use allows youths to follow intensive production by accessing inputs and sales level which in turn improves productivity and run other business activities.

The model result showed that the attitude of youth positively and significantly affected engagement in job opportunity creation at 5% level of significance. Based on the proportional odds ratio of comparing youth who have optimistic interest toward JOC with youth who do not have good attitude toward JOC; Youths who have positive attitude towards JOC their odds of high performance versus the combined middle and low performance are 1.522 times greater than youth who do have Negative attitude, given the other variables are held constant. Likewise, the odds of the combined categories of high and middle performance versus low performance is 1.522 times higher for youth who have positive attitude compared to their counterparts, given the other variables are held constant in the model.This indicates, majority prefers to be engaged in job opportunity creation had registered good performance. Therefore, all the tendencies and views show that youth who hate JOC in its every aspect and consider job opportunity as the last resort for them as source of employment in the study area.

The support of the extension servise was found to be positively related and significantly performance of JOC at 10 percent level of significance. Based on the proportional odds ratio of comparing users of government support to nonusers; the odds of high performance versus the combined middle and low performance are 1.368 times greater than for non-users, given the other variables are held constant. Likewise, the odds of the combined categories of high and middle performance versus low performance is 1.368 times higher for service users compared to non-users, given the other variables are held constant in the model. Those youth who were closer to extension services; access to training, business management skill, supportive supervision, and best available practices results in higher performance in JOC than their counterparts. Training youth about enterprise management is important for youth to improve their skills and practices and to have knowledge confirmed by professionals. Trainings helped youth to obtain information and to correct misconception concerning input usage. Organizations that provide inputs to Youth usually verify that whether Youth received some training or not before they provide inputs. Therefore, building the capacity of the existing

youth' training centers and expanding their coverage as well as strengthening the field level training programs are highly demanded to improve performance of JOC.

Table 9: ordered Logistic regression Result

Variable	Coefficient	Standard Error	Z-Vale	P-Value	Odds Ratio (e^{coef})
Sex	0.1563276	0.6826115	0.23	0.819	1.169209
Age	0.2724473	0.1043778	2.61	0.009***	1.313174
Marital status	0.2195248	0.1633778	1.34	0.179	1.245485
Family size	-0.0046043	0.1271732	-0.04	0.971	0.995406
Credit	0.4834836	0.1657536	2.92	0.004***	1.621714
Access to market	0.172571	0.0899212	1.92	0.055*	1.188356
Education	0.0408130	0.0152089	2.68	0.007***	1.041657
Attitude	0.4206056	0.2142599	1.96	0.050**	1.522884
Extension Support	0.3136616	0.1631240	1.92	0.055*	1.368427
/cut1	0.6916998	0.215729			
/cut2	1.229965	1.278071			

Ordered logistic regression	Number of obs =	399
Log likelihood = -36.089613	LR chi2(9) =	82.94
Pseudo R2 = 0.5347	Prob > chi2 =	0.0000

***, ** and * indicate level of significance at 1, 5 and 10 percent, respectively.
Source: Model output (2021).

IV.   CONCLUSIONS

Data management system is one of the determinant factors of performance and effectiveness of Job opportunity creation. Even though significant potential of Agriculture, Industry and service sub sectors to employ youth in the study area particularly, the intent of youth engagement in Job opportunity creation is not achieved as compared with 108,100 Unemployed youth were registered for JOC. The Data from woreda/Urban administration report about number of youths engaged in JOC was inconsistent with the data of Bureau report and with confirmed number of engaged youths at kebele community level. The total numbers of Youths engaged in JOC in sampled woreda/City administrations from Bureau report is 31,153 whereas the total number of Youths engaged in JOC in sampled woreda/City administrations from woreda/city report is 27,829 (89%). Moreover only (74%) number of Youths engaged in JOC were confirmed or observed from that of woreda/City administrations reported number of Youths engaged in JOC at community/kebele level. This concluded as from the total number of youths 69,088 engaged in permanent Rural and Urban JOC program, only 45,655 number of Youths engaged in JOC were confirmed or observed at community/kebele level. Weak Data management system of JOC and it was not automated. Profile documents and files of MSEs were not organized & were dumped somewhere in woreda Job opportunity creation office.

Among the important affecting factors Credit access is one of the fundamental factors assumed in the definition of independent variables positively affect job opportunity creation. About 75 percent of youth responded that the amount credit provided as startup capital is very low due to credit ceiling, even not enough for preparatory works. Almost all JOC offices and MSE are critically complaining on credit redistribution and collection of Omo Micro Finance institutions, OMFI is using collected fund for their own recurrent costs. The finding reveals that, the lack of coordination on the ground between the different institutions tasked with serving the same population

Attitude of youths towards job opportunity creation, it was investigated that among the youths who were profitable and had effective support from government have positive attitude toward Job opportunity creation and vice versa. It was analyzed that youths by themselves consider MSEs as the last resort among their career choice, unprofitable, laborious and unattractive, risk full. local community pushes youth especially educated should employed in public sectors. This, calls innovative and comprehensive intervention from responsible bodies were needed to change the existing attitude at all levels.

V.   RECOMMENDATIONS

The findings of this research have significant policy implications to enhance effectiveness of job opportunity creation in the region in general and in the study area in particular. Since the study was conducted by using quantitative survey from randomized subjects, its findings can be generalized to the wider population in the context of Job opportunity creation policy for Youth. Depending on the major findings to mitigate the

problem that affect performance and effectiveness rural of job opportunity creation; the following points were recommended.

Consistent, reliable and accountable information management system shall be established to understand the status of MSEs and to provide support for them, moreover it`s very crucial for planning monitoring and evaluation. Data management system of JOC shall be established and automated using software application with mini data server. Strengthening JOC steering committee at all levels, public campaigns and recourse mobilization shall be effective to achieve the target. Facilitate and support growth in number and size of enterprises that successfully function/operate with the coordinated effort of all stakeholders.

Operate in strategic and priority business initiatives will create sustainable value addition and comparative advantage for study area. Creation, fostering, shaping and attracting (from outside the Region) of private enterprises into 'transformative' and 'high quality' economic activities is a critical strategic priority of the Regional Government. Designing and implementing targeted technical support programs and initiatives for private sector. Sidama Regional State Government shall be to facilitate industrialization and structural transformation. Promoting introduction of better technologies and creation of well-paying and productive employment for the largest possible segment of the Sidama society, in priority economic activities (modern agriculture, modern manufacturing and skill-intensive services). Especial attention shall be given to livestock and poultry as potential area for JOC. Facilitating and supporting proportionally more new jobs for educated/trained workforce (TVET diploma and above) by the private enterprises in priority economic activities

Effective coordination shall be established between the different institutions tasked with providing financial support for the same population with structural institutional arrangement. Omo Micro Finance agent shall be the part of one stop shopping Centre as it was before to access whole service from a center. Moreover, create coordinated effort between extension agents, like job opportunity creation expertise & Omo Microfinance, to address this segment of population focusing on their problem. Omo Micro Finance Institution has to be reformed in such a way to provide efficient and effective financial support for Youth engaged in Job opportunity creation. Otherwise JOC Financing Fund shall be established so as to address the problem. Progressive and continuous intervention on facilitation the access, diversifying the source, increasing the credit amount, repayment duration and interest rate of credit, should be taken by the responsible bodies to create smooth environment for youth engaged in job opportunity creation.

Strong measure should be taken in changing the attitude of youth through improving the image of JOC there by broad and comprehensive intervention working exclusively for youth**.** This, calls innovative and comprehensive intervention from responsible bodies were needed to change the existing attitude at all levels.

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