

The Need for Counselling Psychologists in National Development

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Abstract

The world is changing fast. Each day throws up fresh challenges and opportunities. The past decade has thrown up challenges, specifically on the economic meltdown that is affecting all sectors. Crisis in the Niger Delta - the oil producing areas - over the sharing formula on accrued income from oil production that does not benefit the oil producing states, political and religious crises, for instance, the Boko-Haram insurgency in the northern states and corrupt leadership in all sectors in Nigeria. Currently, our youth's future is at risk due to mass unemployment that has been an issue on the national security and development. These have resulted in a chain of problems towards social and moral values decadence in the country. In order to reduce all the aforementioned problems, that have been hampering national security and development, the need for counselling psychologists' intervention is required. Counselling psychologists should be ready to face challenges in building the nation. Private organisations should not be left out from counselling programme. All aspiring leaders and those leaders in power need periodic counselling intervention towards achieving the set goals for national security and development.

Keywords: Needs, Counselling Psychologist, National Development

Introduction

Each day throws up fresh challenges and opportunities. The past decade has thrown up challenges, specifically on economic meltdown that is affecting all sectors, crisis all over; in the Niger Delta - the oil producing areas - over the sharing formula on accrued income from oil production that does not benefit the oil producing states. Political and religious crises; for instance Boko-Haram insurgency in the northern states - perhaps the greatest crises this generation has witnessed. Kidnapping and ritual killings have become other means of enriching or acquiring wealth overnight. Currently, the Nigerian youth's future is at risk due to mass unemployment that has been an issue on the national economy and development. These have resulted in a chain of problems of social and moral values decadence in the country. Human beings owe their existence to their ability to adapt to the changes in the environment with the prevalent crises.

At the national level, countries need to have short-term, medium-term and long-term plans to ensure their continuous survival and progress. They should be proactive rather than reactive. Being proactive means there should be continuous scanning of the environment and strategies developed based on the findings to take advantage of the opportunities while limiting the possible negative effects that may be encountered due to emerging threats. Successful nations act this way. At this level, full assessment of our governances needs to be done. Appraisal of their performances must be monitored or checked for effective and efficient delivery while in office. The politicians and all office holders need the help of counselling psychologists in executing and modifying their functions in order to meet the demands of the masses, especially during the economic recession.

After independence, the Nigerian economy seemed very promising. Many saw Nigeria, with 25% of Africa's population, then, as an emerging economy. However, this potential has not materialized. A series of unfortunate political and economic events have stalled Nigeria's growth (George & Ukpong 2013). Although the country still plays an important economic role in the world no doubt, especially as a producer of fossil fuels, these prospects have not shown reasonable impact in

the livelihood of her citizenry and the nation. Regardless of the epileptic power situations, the dwindling education and health sectors, the government still spends a lot of money on the politicians and other unproductive events (Thompson 2008). Sacrilege may appear an understatement for such a one-off spend if one considers the cost of fixing the aged power plants and refineries in the country; the needed investment in education, health, housing or mortgage, and job creation (Hasson, 2010)

In true economically independent nations today, there is relatively little difference between the basic life of the so-called higher and lower classes; both have food, clothing, and shelter. But in the eighteenth century and earlier in the capitalist countries, the difference between the man of the middle class and the man of the lower class was that the man of the middle class had shoes and the man of the lower class did *“not”* have shoes. In the United States today, the difference between a rich man and a poor man means very often only the difference between a Cadillac and a Chevrolet. The Chevrolet may be bought second hand, but basically it renders the same services to its owner. More than fifty per cent of the people in the United States are living in houses and apartments they own themselves (Fund, 1998). On the contrary, less than 27% of Nigerians own a decent accommodation and a little above half of this owns their own house.

When America celebrated its independence, it left the world with one of the most stirring words ever written in a political text: *“We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights that among these are Life, Liberty, and the pursuit of Happiness. That to secure these rights, Governments are instituted among Men, deriving their just powers from the consent of the governed.”* This is how economic independence works. That I have the right to permit my leaders to spend public revenue for just cause as it affects my life, liberty and happiness; that I also have the right of choice to choose between alternative ways of bettering my life style at, and to enjoy the benefits of being led but not ruled (Mohammed 2010). The question one would ask is “Is it the same with the Nigeria government’s style where the politicians and rich people are the ones

exploiting the poor?" They are the ones canvassing the welfares of the masses as their priority. Meanwhile, with good intention of the government the leaders are not sincere with the promises made to the masses when they get to power. It is worthy to note that proper counselling evaluation is needed before they get into power and during their tenure. Their impact must be felt positively on the masses that voted them into power.

Thompson, (2008) observed that as World is concerned our growing population is another factor that is shaping the emerging world the population of the world was 3 billion in 1970, doubling to 6 billion today. It is projected to rise by 50% to 9 billion in 2050. Nigeria is projected to be one of the countries to contribute significantly to this increase. Rising population means more demand for food, energy and other resources and as lifestyles continue to change, the amount of resources demanded by each person increases with time. In other words, 9 billion people in 2050 will exert more pressure on the world's resources than 9 billion people today, given the current rate of change in lifestyle. In fact, global warming and climate change have been attributed to the rapid increase in industrial, agricultural (fertilizers are derived from petrochemicals) and technological activities in a bid to meet the needs and changing lifestyles of the world's rapidly increasing population. Of course, these activities are currently driven by energy derived from fossil fuels, hence the depletion at a great rate. Demand for both energy and food is projected to rise by 50% by 2030. With the crises in the Niger Delta over fossil fuel and dividends sharing formula from it, Nigeria's economy is dwindling everyday, which has affected all sectors. The Nigerian government needs to seek advice on way forward to reduce the crises and find better alternative outside fossil fuel dependence. At this point, counselling psychologists' advice is needed to correct the problems militating against national development in the Niger Delta and Boko Haram in the northern part of Nigeria. Nigerian leaders need counselling intervention for effective administration. (Iyewere 1999).

Needs for Counselling Psychologists in National Development Now that Nigeria is undergoing serious transformation from being a traditional society to a modern technological one, there are at present

rapid changes in its political, economic, industrial, social, religious and educational life. Such rapid changes often place considerable stress on individuals and groups whose coping and adaptation mechanisms often break down when they find it too difficult to accommodate these rapid changes. A number of disabling societal and individual problems thus ensue. Thus, Nigeria is today beset by such problems as lack of any guiding values, lack of patriotism, acrimonious interpersonal conflicts, self-seeking leadership, monumental corruption, little or no value on human life, armed robbery and colossal inefficiency. The family in which the child grows is not immune against these problems; often leaving the child to grow confused and unguided throughout his primary schools years. The child then proceeds to the secondary school very poorly prepared to cope with the stress of the adolescence period and with those inherent in studying at the secondary schools stage. These stress sources are educational stress, social stress and emotional stress (Akinade, Sokan and Osarenren, 1996).

The needs for counseling psychologists in our emerging economy and national development is crucial cannot be underestimated, especially now that the country is sick in all sectors and needs pathological and psychological healings. No sector can survive effectively and efficiently without the roles or contributions of counselling psychologists. Countries in developed World value the roles and involvement of counselling psychology, especially at the beginning of every programme planning and implementation on economic, educational, political and social welfare to the masses so as not to lose focus in execution. This recognition given to Counselling Psychology has corrected and shaped many developed countries (George & Ukpung, 2013). These changes are discussed below:

Economic/Technological Changes:-

When Nigeria was still focusing mainly on agriculture and exportation of agro-allied products, everybody had one or two things to engaging in gainfully. Issues of unemployment were at low ebb. The standard of living was averagely positive. Corruption and other social vices like thuggery, kidnapping, smuggling, ritual killings, e.t.c. were not as

pronounced as now. At that time, when the society was simple and essentially agrarian, the functions of guiding and directing youths and other people were left in the hands of the elders, the priests and philosophers within the society, but several drastic or sudden developments in the society necessitated the call for professional or modern counselling psychology (Hassan & Ewumi, 2004).

With the advent of oil in Nigeria, Nigerians have neglected agriculture to rely on oil for national economic sustainability. Nobody wants to go back to farm. They regarded it as tedious and not bringing in fast money like proceeds from oil. Even with the introduction of mechanized farming, people still prefer short routes to wealth and riches. This has caused many problems to the economic growth of the nation. As of 2001, the most conspicuous fact about Nigeria's economy was that the corruption and mismanagement of its post-colonial governments has prevented the channelling of the country's abundant natural and human resources, especially its wealth in crude oil, into lasting improvements in *infrastructure* and the construction of a sound base for self-sustaining economic development (Famoyin, 2007).

Nigeria's economic managers are fond of reeling out economic indices and informing the country that the economy is doing well. Very often, they adjudge the economy as doing well with economic growth rate.

The Minister of Finance and the CBN Governor sometimes ago said that the economy of the nation had grown by as much as 7 per cent.

The question being asked is: Can any economy grow by as much as 7 per cent without absorbing more labour in an economy where close to 40 per cent of the able-bodied labour force willing to work cannot find jobs? Can an economy grow by this margin in the face of retrenchment in the critical sectors of the economy? Can an economy grow in a situation where financial institutions are not granting credit? Can an economy grow in a situation where there are no new investments, no replacement of machinery, instead of industrial expansion? Can an economy grow where there is no constant power supply? Would all these not affect national development? In most developed economies, how many new jobs created stand as a measure of the level of growth recorded?

The progress of economic recovery from the ashes of the global financial melt-down in the US and elsewhere is being monitored by growth in job placement. Here, it is by how many people are thrown into the unemployment market. The government does not have a vague idea of how many Nigerians are unemployed, yet the economy is purportedly growing by 7 per cent. Thus, despite its abundant resources, Nigeria is poorer today than it was at independence in 1960. Though one of the least developed countries of the world, it has the potential to become a major economic power if the leaders resolve to learn from past mistakes and to harness the country's rich natural and human resources for a productive and sustained effort to promote economic development. The country exports crude oil for refining and processing, later imports the same natural resources harnessed locally from overseas at exorbitant costs.

Computer and internet facilities regarded as modernization and assistance to fast socio-economic and political growth of any nation, and which have contributed immensely to the national development, have its negative impact on nation building. The youths of today have bastardized the Internet to perpetuate crimes and fraudulent acts in the country and globally. Nigeria has been acknowledged as the best internet user in Africa with negative contribution to the national development (Adegoroye and Bankole 2004)

Political Changes

Currently, Nigeria is facing a political crisis; its political leaders have emerged mostly through election processes that were done with mass rigging but claimed to be free and fair (Please, note that this assertion, though popular, needs to be backed up with at least an authority). The ability and will to steer the national affairs objectively is not there. Embezzlement of public funds and money laundering into personal foreign account banks-have become the order of the day in Nigeria not minding the adverse effect on national development. Even though the nation celebrated its 50th independence anniversary, there is still continuous decline in economic indices; foreigners control most of international merchandising and a reasonable proportion of the oil and

gas market (Thompson, 2008)). There are widespread fears that foreigners now possess an economic stronghold over Nigeria. Indigenous companies have hollowed out their manufacturing base, shifting much of their assembly lines into neighbouring cheaper regions, especially Benin Republic. The necktie class providing fewer jobs to skilled-labour; and most untapped skilled-labour prefer to fly their trade outside the shores, most notably to Ghana that is close to us, Malaysia, Indonesia and some part of the Europe. Taken altogether, a growing number of commentators foresee a nation in decline, brought down by too much debt, too much consumption, too much expenditure on activities that do not promote growth, and too little production. In a truly independent economy, production is enhanced at a geometric progression against consumption. With all these, how will nation development be possible? We need counselling expert for proper advice (Obiora, 2012).

Educational Changes

Globally, there is a great change in educational practice, coupled with the pressure arising from the need to meet up with modern challenges. Education of learners is to cover the differences that exist between the world of work and education. A relevant curriculum that incorporates vocational educational programme to take care of the existing changes on our educational sector should be a priority. Actually, the present reviewed National Policy on Education is taking care of that. What is needed in Nigeria's national development is transparent implementation of the programme towards the emerging economy. To achieve these effectively, learning styles that promote elicitation, construction and processing of information within a learning environment should be encouraged. Adult students need effective learning environment, and lack of it affects the distinct goals and expectation in education, especially persistence in learning. Our youths need serious support for creativity after school education. To produce self-reliance in Nigerian learners, the government should provide adequate funding and supervision towards that. It is worth of note that the era of white collar jobs is gone. Nigerian ladies are on deportation daily for engaging in illicit trades. Counselling psychologist intervention is needed for reduction of the promiscuity and Nigerian image.

Social and Moral Values

Social and moral values are denigrating in the country. The effects of unemployment on Nigerian youth are so alarming that one fears what will be the youths' future. Teenagers and adult females are now engaged in commercial sex activities. Many people patronizing them without thinking of the future implication of the hazardous business on national development. Their dressing outside has caused a lot of embarrassment and disgrace to the Nigerian rich cultures.

Psychological and Other Problems

Closely related to socio-economic and cultural changes in our society that need counseling psychologists' attention are the prevalence of personality maladjustment, identity crisis and deep insecurities among present-day Nigerian youths. In addition, there are several 'growing needs to be met and development tasks that must be achieved at each stage of one's physical, emotional, cognitive and social development for a wholesome personality to emerge. Among adolescents, these tasks include the need to attain individuality, develop a personal philosophy of life and concept of values and desirable behaviour and establish deep personal relationship with members of the same and opposite sex status. If any of these needs is not resolved adequately at any stage, crisis results. Counselling Psychologists are therefore needed to assist the youths develop strategies to cope with these developmental tasks or the resulting effect could be trauma, insecurity, maladjustment or loss of identity.

There are many other evils within the society that require urgent attention. These include racial discrimination, religious conflicts, and lack of patriotism, bribery and corruption, armed robbery, the menace of hired assassins, kidnapping, little or no value of human life, drug abuse, drug trafficking and indiscipline.

Other institutions, organizations and agencies outside the schools setting are with many problems that need the attention of Counselling Psychologists too. At least, many conditions on the job could create emotional tension in the employee, which would call for counselling. Thus, job dissatisfaction, resistance to change, alienation, frustration,

conflict and psychological stress are prevalent among workers that do not have access to counsellors to take care of their emotional needs. Outside these, other sectors that need the attention of Counselling Psychologists are hospitals, religious settings, the courts, the law enforcement and security agencies as well as such corrective institutions such as prisons and remand homes. All require the services of counselling psychologists.

Real Counselling Psychologist in the Modern World

Counselling psychologists are qualified and accredited professional psychologists who have additional specialist expertise in therapeutic healing through the counselling process and client-counsellor relationship.

- Counselling psychologists are professionals with complete range of clinical skills and therapies based on research, scientific literature and proven results (Rich, 2005)
- Counselling psychologists work to value and accept all clients with respect and without judgement.
- Counselling psychologists aim to bring about maturity, openness and a genuine empathy with the gamut of human emotions and life traumas and triumphs. They are invariably people who know themselves, having had therapy as part of their training and may have been tested to the limit, in a variety of life events.
- Counselling psychologists have a maturity, stability, are highly ethical and have the ability to give 'tender loving care'. They also will have experienced the various types of love through the differing relationships of their colleagues, families and fellow men.
- The core competencies of counselling psychologists are a genuine acceptance of humankind of all races, colours, nationalities, religions, sexual orientations, gender and ages without judgement.
- Counselling Psychologists require a well-developed 'emotional intelligence' comprising intra and interpersonal skills, knowledge and experience and outstanding listening and reflection skills. They need to be sensitive to every cue and innuendo of non-verbal behaviour, facial, voice and body expression. They are knowledgeable about a range of therapy types (Narrative, Solution Focussed, Gestalt, Cognitive Behavioural and its variations, Psychoanalytic, Humanistic,

and Existential), developmental life stages, personalities and human behaviour.

- Counselling psychologists, with their liberal education, are professionals who have a commitment to helping others and to making a difference for the better.
- Psychologists do not medicate. They obtain their results without the use of drugs and they have the skills to make long lasting changes in their clients' lives. They can change the way clients think; they do not merely reduce the symptoms. Counselling Psychologists are experts in communication and relationship issues. Counselling psychologists could play a major role in family courts, educational institutions, economic, political, hospitals, prisons and in family and couple therapy and relationship counselling.
- Counselling psychologists, like clinical psychologists, are clinical in their foundation but also have the ability to heal and change clients through a powerful and effective counselling experience. Good communication is powerful and this is one of the great strengths of counselling psychologists. Their authenticity can make them leaders in certain spheres. "The pen is mightier than the sword."
- Words can be influential. They can educate and train clients to solve problems by means of language. It is the glue which cements people or blows them apart. Messages, scripts, inner critic, self-talk, put downs, abusive language can be the source of a range of negative emotions or moods. Counselling psychologists can encourage and teach love, altruism, kindness, forgiveness, peace, caring, generosity and hope in a world where these qualities are often not valued.

The Responsibilities of Counselling Psychologist

Some of the responsibilities of a counselling psychologist that are needed to allow him/her to function and perform in the emerging economy of our nation are:

1. It is the responsibilities of counselling psychologist to motivate people to learn and to change their behaviours. He needs to apply various forms of support, guidance and feedback to increase their self-awareness. Through this awareness they learn to recognize how they react emotionally to certain workplace triggers and how the

choices they make about their behaviour impact others around them.
He clarifies where they need to improve.

2. He needs to consult with other professionals to discuss therapies, treatments, counselling resources, or techniques, and to share occupational information.
3. He must refer clients to specialists or to other institutions for non-counselling treatment of problems.
4. He must conduct research to develop or improve diagnostic or therapeutic counselling techniques.
5. He must provide consulting services to schools, social service agencies and business.
6. He must advise clients on how they could be helped by counselling.
7. He must select, administer and interpret psychological tests to assess intelligence, aptitudes abilities, or interest.
8. He must analyse data such as interview notes, test results, and reference manuals in order to identify symptoms, and to diagnose the nature of clients' problems.
9. He must collect information about individuals or clients, using interviews, case histories, observational techniques, and other assessment methods.
10. He counsels individuals, groups, organisation or families to help them understand problems, define goals and develop realistic action plans.
11. Develops therapeutic and treatment plans based on clients' interest, abilities, and needs.
12. Evaluates the results of counselling methods to determine the reliability and validity of treatments.
13. He must be committed to the achievement of certain goals in a specified period of time.
14. Develops new models for thinking about and experiencing relationships with others.
15. Some cases, the partners in crisis may not be aware of how feelings are formed in response to thoughts, and that, behaviour they consider to be part of their personalities can actually be altered by the choices that they make.
16. Develops specific skills to change or improve their behaviour. Even when they understand the need to change their behaviour, some

partners may not know how to change. Make informed choices about their careers.

17. The counselling psychologist has responsibilities to counsel the firms and organisations' workers who have performance problems, disappointing business performance, inappropriate workplace behaviour and deep conflicts with colleagues. Indirectly, it is the responsibilities of the counselling psychologist to eliminate abusive or counterproductive behaviour that affect business performance.
18. For any firm or business organisation to succeed and be productive, the counselling psychologist has a great role to play as coach or mediator towards bringing the organisation to see the needs for teamwork and maximum productivity. Curtailing redundancy and inefficiency is part of counselling psychologist responsibilities.

Challenges facing the Counselling Psychologist in Nigeria

In Nigeria, it was discovered that more than 40 percents counselling psychologists are computer illiterates (Sokari, 2006). The world has changed from manual counselling to computerise counselling, particularly to up-date knowledge. The need for computer experience is crucial to the work of counselling globally. The Internet accessibility is important for knowledge up-date with other counselling psychologist.

- The biggest threat to professional unity comes from within.
- Second, is the preeminent professional challenge of the next decade. The issue where counsellors see one another as different bodies, for instance having some sets calling themselves school counsellors, licensed professionals, counselling psychologists and counselling educators causing problems to unity of the profession and effective practice of counselling service in the country.
- Government support in counselling process in Nigeria is very low (Thompson, 2008). Little or no attention is given to enhance the awareness of counselling psychology in sectors of Nigerian organisation. Whereas, no organisation exists or functions well without the assistance of counselling psychology to assess the past, present and plans for the future on economic, political, socio-cultural and psychological stability.

- Every home is sick psychologically with the instability that is rocking the boat of stability and future of our national development. The trauma is seriously affecting the survival of upcoming generations with unemployment problems that has bred a lot of social vices that need counselling psychology intervention (Thompson, 2008).

Futuristic of Counselling Psychology in Nigeria

The time is near when computers will be loaded with software enabling the machines to answer the owners' questions- including questions that people today often go to see a counsellor to discuss (Mundobodh, 2001). Instead of a live counsellor being the first stop for someone with mental health, career, relationship or other issues, it is believed that person will initially ask the personal avatar "counsellor" on his or her computer for feedback and advice. The personal avatar counsellor will be stocked full of good health information, so it will offer constructive and helpful advice. If the artificial counsellor assesses that the person has a problem beyond the scope of assistance the computer can offer, it will recommend that the person see a real counsellor. "The artificial counsellor becomes the first line of defence," (Adegoroye and Bankole 2004).

On the surface, that prediction sounds disturbing, as if advancing technology might threaten to make the counselling profession obsolete. But Snyder contends that artificial counsellors will become crucial to the profession because there simply will not be enough human counsellors to meet the growing demand as the world becomes more complex and everyday life is filled with increasingly challenging problems and decisions. More people will need help in making decisions about their lives. Instead, the function of counselling will become increasingly important.

Developing a unified profession and helping promote a core identity as a counsellor first and specialty area second is the preeminent professional challenge of the next decade. To address this challenge, accreditation of counsellor education programmes and credentialing/licensing of counsellors will become even more important.

In the near future, the counselling profession will soon move away from existing theories that focus on individuals, couples and families and instead embrace systemic theories that address social ills and foster healing on a global level. Of existing theories, the multicultural and feminist

approaches seem to hold the greatest potential for addressing these goals and may see increased acceptance and practice. Most predictions about counselling theory have taken a narrower focus on the deep entrenchment in our society of the medical model and managed care, as well as our growing dependence on psychotropic medications. Thus, predictions are that brief-term; evidence-based, cognitive-behavioural approaches will dominate the future of mental health care.

It is believed that if counsellors acquiesce to this status quo, they will contribute to the demise of their profession by rendering ourselves superfluous in a field already crowded with practitioners of the medical model. If, however, we can unite behind our identity as a profession that is uniquely strengths-based, holistic and grounded in the wellness model, we have the potential to turn the tide.

Conclusion

Nigeria is facing a lot of challenges on economic, political social and religion changes. The economic melt-down has affected all facets of lives. Mass unemployment has cumulative effects on standard of living, economic, political upheavals, and social and religious crises in Nigeria. Education standard is falling drastically because of little or no interest of the government. National unity is dwindling everyday because of uncontrolled crises in the country. With all these highlighted, one could see that the nation is seriously sick and needs pathological and psychological attention to prevent collapse. At this critical level, the role of counselling psychology is needed for guidance and assistance towards rehabilitation. The era of consumer mentality should be ended. The education for the youth nowadays should be revived from depending on what the government will do for us the beneficiaries but instead should focus what they could do to resuscitate the dying economy, falling standard of education and embrace vocational education above white collar job that has been the order of the day. Counselling psychologists should be ready to face the challenges of nation building. Private organisations should not be left out from counselling programme support. Government support is mostly needed to better the future of Nigerians towards national development.

Recommendations

- Orientations are to be given to the politicians and leaders at the helms of affairs in Nigeria through the counselling psychologists on the right way to govern our people than to be dictators or corrupt leaders.
- Government needs to support counselling psychologists in Nigeria with adequate recognitions and financial assistance in order to provide services required to the needy.
- Counselling psychology programmes should be fully incorporated into the school curriculum of the National Education Policy across all levels of our education (Primary, secondary and tertiary institutions) in order to cater for and educate our children on career opportunities, self-awareness, decision and transitional making.
- Counselling psychologists should come together as one for unity. Issues on professionalism should be well designed and standardised for recognition and patronage. Issues on professional discrimination over school counsellors and other counselling psychologists that are practitioners should not arise.
- Counselling psychologists should promote their profession through standardisation of their association like Nigeria Bar Association, or Nigeria Medical Association. Bi-monthly/ Monthly magazine/journals that will create awareness to the people should be launched to take care of problems and enlightenments on the ways forward to individuals, organisations, institutions and government with issues.
- Government should ensure that all sectors in Nigeria have at least one counselling psychologist for day to day advice on business running. This should be done likewise to other private organisations and even lawmakers.
- Parents and schools must have interactive sessions on advances in children upbringing. It should be done periodically in schools.
- Counsellor psychologists should always up-date their knowledge in all spheres of life in order to stand out among others because people believe that they are problems solvers. This could be achieved through constant training, seminars and workshops locally and internationally.
- Research on how to improve psychological tests being used for eliciting responses from clients/counselee at all levels of education, institutions and organisations should be encouraged.

- Government, through ministries of education and teaching service commissions must post at least two school counsellor to schools for effective counselling.
- School Counsellors must organise weekly career educational talks in schools, especially to acquaint the students with modern vocational skills that go in line with changes in the world of works.
- Counselling on moral values, corruptions and embezzlement in all government sectors should be stressed regularly in order to bring back the lost moral values of our nation and enhance national development.

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