

Human Capital Development Strategies for inmates in Medium Security Custodial Center, Cross Rivers State, Nigeria

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ABSTRACT

The study was an examination on the assessment of human capital development strategies for inmates in Medium Security Custodial Center, Cross River State, Nigeria. The study precisely focuses on major rehabilitation strategies such as educational support and laundry training as instruments for refining inmates' skills, productivity, and rehabilitation into society. The research majorly centered on the rehabilitation theory, which highlights the transformation strategy of inmates into creative and law-abiding citizens through skill acquisition and education while in custody and after leaving custody. The research design used in this study was the descriptive survey research, as data were collected from a sample of 400 inmates, using structured questionnaire and interviews. The data were analyzed through the use of Ordinary Least Squares (OLS) regression analysis with the aid of SPSS version 20.0. The findings of the study indicated among others that educational support has a positive and statistically significant relationship with the Nigerian Correctional Service, as records shows that between 2019 to 2026 over 199 inmates were given the opportunity to write the National Examination Council (NECO), while between that same year, about 159 inmates sat and passed the common entrance examination and obtained their First school leaving certificate. the study therefore recommends among others that the Federal and state government, should collaborate with NGOs and institutions like National Open University of Nigeria (NOUN) to expand educational supports to all correctional centres, as well as investing in educational infrastructure, including classrooms, desks, books, and digital learning tools. Finally, that the Medium Security Custodial Centres should be upgraded to offer postgraduate programmes, support accreditation for WAEC examinations.

Keywords: *Educational Support, Laundry Training, Human Capital Development, Nigerian Correctional Service, Medium Security Custodial Center*

1. INTRODUCTION

The government frequently creates institutions, ministries, departments, and agencies with the main objective of addressing societal needs or offering the general public vital services. After witnessing a stateless society where people's actions were incompatible with natural justice, equity, and good conscience, it became necessary to establish an institution to deal with deviant behaviour in the society (Eyo, 2023). The Nigerian Correctional Service (NCS), formerly known as the Nigerian Prisons Service, was established as a structure to specifically fulfil some crucial functions under the structural-functionalism idea. Again, with the aim of rehabilitating and

reintegrating offenders into society, the Nigerian Correctional Service performs a number of vital duties within the criminal justice system (Nseobot et al., 2019).

The Nigerian Correctional Service's main duties include providing inmates with basic necessities like food, clothing, and healthcare to ensure their well-being, putting in place sensible security measures to prevent escapes, riots, and illegal activities, categorizing inmates according to security risk, type of offence, and rehabilitation needs, establishing clear rules and regulations and enforcing them to maintain order; and equipping correctional officers with the skills and knowledge required to carry out their duties effectively (Okere, 2017). Afujue (2004) states that the Nigerian Correctional Service's responsibilities include treating, teaching, and rehabilitating those who have been duly prosecuted and found guilty so they can benefit society and themselves upon their release. Afujue continued by saying that rather than being completely banished from society because of their misdeeds, those who have committed them should be assisted in leading satisfying lives. This viewpoint is predicated on the understanding that individuals (offenders) who have transgressed the collective norms and laws of their societies as specified in their criminal laws are those who have found it difficult to adjust to and adhere to the general value system of their civilizations.

Consequently, when people commit crimes, they are sent to correctional facilities for rehabilitation. Nigerian correctional services are required by Section 14(1) of the Nigerian Correctional Service Act (2019) to provide education, vocational training, and teaching in modern farming techniques and animal husbandry to inmates. Nigeria had 74,434 inmates as of June 2025. However, only about 649 inmates are enrolled in National Open University's (NOUN) higher education programmes; ten of them are pursuing doctorates (Adebumtimi, 2020). The Nigerian Correctional Service is tasked with reforming inmates and preparing them for a life free from crime (Human Rights Commission, 2005). In addition to punishing offenders, the Nigerian Correctional Service (NCS) performs a number of vital functions within the criminal justice system with the aim of rehabilitating and reintegrating them into society. Vocational programmes, particularly in laundry, are a helpful way to achieve this goal (Anthony, 2018). The process of investing in the skills, knowledge, and capacities of individuals or employees inside an organisation is known as human capital development, according to Eyo et al., (2024). These programmes focus on providing inmates with the information and abilities necessary to increase their employability and self-sufficiency after their release. Human capital development is crucial for the effective rehabilitation and reintegration of convicts since it provides skills, knowledge, educational advancement, psychological support, and counselling (Akpan, 2016; Mboho & Ataire, 2018; Akpan et al., 2024). Nigerian prisons provide a variety of programmes aimed at enhancing the abilities and expertise of their convicts. These programmes include basic education and literacy classes to enhance inmates' cognitive abilities, vocational training in trades like carpentry, tailoring, and agriculture to provide inmates with employable skills the primary and primary focus of this research study counseling services to address psychological issues and promote mental health, teaching inmates vital life skills like communication, problem-solving, and decision-making, and religious and spiritual programmes to promote positive values and beliefs (Obioha, 2011).

The Nigerian Correctional Service must provide offenders with opportunity to build their human capital through vocational skills, just as other correctional facilities in Nigeria. These initiatives aim to reduce recidivism by rehabilitating and reforming prisoners and preparing them for a smooth transition back into society after their release.

Statement of the problem

Running correctional facilities and offering inmates effective human capital development programmes are difficult tasks for the Nigerian Correctional Service (NCS), particularly in Cross River State, Nigeria. These difficulties seriously impede attempts to rehabilitate criminals and reintegrate them into society. A major issue stems from inadequate funding for vocational training laundry training, and also that of educational supports for inmates.

Laundry training programmes faces similar setbacks, including poor funding, lack of modern equipment, and insufficient skilled instructors. Infrastructural challenges such as unreliable water and electricity supply further disrupt effective training. Moreover, the absence of recognised certification limits inmates' chances of securing employment after release.

On the aspect of educational supports, challenges arise on the areas of educational facilities, such as class rooms, desk, whiteboard, writing marker, exercise books, textbooks, and professional tutors.

Objectives of the Study

The main objective of the study was an assessment of Human Capital Development Strategies for inmates in Medium Security Custodial Center, Cross Rivers State, Nigeria, as specific objectives were:

1. To assess the relationship between Nigerian Correctional Service and educational support for inmates in Medium Security Custodial Center, Cross Rivers State, Nigeria,
2. To assess the contribution of the Nigerian Correctional Service towards enhancement of laundry training for inmates in Medium Security Custodial Center, Cross Rivers State, Nigeria.

Research Questions

The following research questions were raised to guide this research work;

1. What is the relationship between the Nigerian Correctional Service and educational support for inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria?
2. What is the relationship between Nigerian Correctional Service and laundry training of inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria?

Research Hypotheses

The following null research hypotheses were formulated to guide the study

1. **H₀₁:** There is no significant relationship between Nigerian Correctional Service and educational support for inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria.
2. **H₀₂:** There is no significant relationship between Nigerian Correctional Service and laundry training for inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria.

2. LITERATURE REVIEW

The Nigerian Correctional Service

According to Aliyu (2018), the Nigerian Correctional Service (NCS) is a government agency that serves as a prison. It was previously called the Nigerian Prison Service (NPS). With its headquarters in Abuja, the organisation is overseen by the Ministry of the Interior and the Civil Defence Immigration and Correctional Service.

The Nigerian Prisons Service was renamed to the Nigerian Correctional Service after President Muhammadu Buhari signed the 2019 Nigerian Correctional Service Act into law on August 15, 2019. It took two months after the 8th Assembly of the House of Representatives' tenure ended for the law to be signed, even though it had already been enacted. According to the legislation, there are two main branches of the Correctional Service: non-custodial and custodial (Aliyu, 2018). The Correctional Act, which allowed for non-custodial measures once the bill was brought into law, addressed new issues. There are two branches of the Nigerian correctional service, as outlined in the new law: the custodial branch and the non-custodial branch. Among the many responsibilities of the custodial service are the following: maintaining the safe and humane confinement of individuals who are legally interned; transporting those on remand to and from courts in motorized formations; determining whether and how inmates engage in anti-social behaviour; conducting risk and needs assessments to determine the most effective

correctional treatment methods for reintegration, rehabilitation, and reformation; and finally, executing reformation and rehabilitation programmes to help inmates become more successful members of society upon their release (Oroleye, 2018). Non-Custodial measures, such as community service, probation, parole, and restorative justice, are administered by the Non-Custodial Service, which is also responsible for carrying out orders of competent jurisdictional courts. Following the lead of correctional facilities around the world, the Nigerian Correctional Service is now primarily responsible for housing both incarcerated and awaiting trial individuals for the purposes of treatment and reform, which are central to rehabilitation theory (Ulo, 2019).

Considering the historical analysis, the Prisons Act of 1972 established procedures for the management of prisons in Nigeria. Among the other interrelated subjects it covered were the legal custody of prisoners, their deportation, and their discharge (Duwe, 2015). The Act was made operational on April 10, 1972. The Prisons Act of 1972, which had long controlled prison administration and inmate care in Nigeria, was superseded by the Nigerian Correctional Service Act of 2019. The purpose of the Act was to establish and oversee correctional facilities for individuals who had committed crimes, with the expectation that this system would reduce the likelihood of recidivism and discourage criminal behaviour. The Act also created the position of Comptroller-General, who was responsible for overseeing the Nigerian Prisons Service (Yakubu et al., 2023). The minister might declare any structure or parcel of land to be a prison and define its boundaries. Essential measures for the management and administration of prisons in Nigeria, including removal, discharge, and legal custody of prisoners, are laid out in this Act. Part one of the Act addresses the custodial service, and part two the non-custodial service (Ulo, 2019). The Act lays out the foundation, objectives, powers, functions, and organisation of the Nigerian Correctional Service. The Nigerian Correction Service, which includes both non-custodial and custodial services, is established by Section 1(1) of the Act. At least eight deputy controllers general, including one for the non-custodial service, and any other subordinates needed for the correctional service administration will report to the controller general, who will oversee the custodial service. All of the correctional service's operations are based on the aims laid out in the New Correctional Service Act, according to Anthony (2018). Among these objectives are the following: making sure that correctional practices are in line with international human rights standards; making it easier to implement non-custodial measures; putting more emphasis on corrections and encouraging offenders to reform, rehabilitate, and reintegrate into society; and creating long-term, systemic solutions to deal with the huge number of individuals who are currently awaiting trial.

Nigerian Correctional Service and Educational Support

According to Henry and William (2021), the Nigerian Prisons Service (NCS) now simply the Nigerian Correctional Service is a federal agency within the Ministry of Interior that oversees the care, treatment, and reintegration of incarcerated individuals nationwide. One of its most significant mandates, particularly since the enactment of the Nigerian Correctional Service Act of 2019, is the rehabilitation of inmates through various programmes, with education being a critical pillar of this reformative effort. Educational support within the Nigerian Correctional Service is increasingly recognized not only as a tool for rehabilitation but also as a fundamental human right that must be preserved even within the prison environment. Over the years, the NCS has made notable strides in providing formal and informal educational opportunities to inmates (Otodo, 2017). These covers a wide range of educational opportunities, from basic skills training to advanced degrees through remote learning programmes in collaboration with schools like Nigeria's National Open University (NOUN). The goal of these programmes is to help incarcerated individuals become more self-sufficient so that they can more easily find gainful job upon their release, lessen the likelihood of their recidivism, and eventually become productive members of society again (Obioha, 2011). The integration of educational support within correctional facilities also addresses the broader societal issues of illiteracy, unemployment, and social inequality, which are often linked to criminal behavior. Through literacy programmes, inmates who may have never attended formal schooling are given a chance to learn to read and write, thereby boosting their self-esteem and opening up new pathways for personal

development. Vocational training, such as tailoring, carpentry, and computer literacy, is another critical component, providing practical skills that are immediately useful both within the prison environment and after release (Oduntan, 2023).

The Nigerian Correctional Service is mandated to ensure the custody, rehabilitation, reformation, and reintegration of inmates, with education identified in contemporary literature as a key strategy for achieving these goals; however, studies show that despite this mandate, the system remains largely custodial in practice rather than rehabilitative (Udo, et al., 2023).

Across Nigeria, correctional education programmes generally include basic literacy, vocational training, and religious instruction, all aimed at equipping inmates with skills for reintegration into society, yet these programmes are constrained by systemic issues such as underfunding, inadequate infrastructure, shortage of qualified instructors, and limited access to learning materials (Udofia & Okon, 2022). These limitations significantly reduce the effectiveness and accessibility of educational opportunities within correctional centres. Although inmates generally perceive these programmes as beneficial for skill acquisition and personal development, inadequate facilities, poor funding, and lack of trained personnel continue to hinder their effectiveness (Udo, et al., 2023). Additionally, complementary interventions such as religious services have been found to support behavioural change and emotional stability among inmates, thereby enhancing rehabilitation outcomes (Essien, 2024).

In Rivers State, there is a notable scarcity of empirical studies specifically addressing correctional education, creating a significant gap in the literature; however, broader research on correctional facilities in the Niger Delta highlights severe overcrowding, poor welfare conditions, and infrastructural deficits, all of which negatively affect the implementation of educational programmes (Okorosaye-Orubite, 2021). These challenges often result in education being deprioritized within custodial centres, thereby limiting inmates' access to meaningful rehabilitation opportunities.

In a same vein, NOUN has improved the human capital and reintegration opportunities of prisoners in Akwa Ibom State. Offender access to higher education prepares them for life after release by providing them with the information and skills employers seek. Studies reveal that participants perceive education as a transformative tool that enhances self-worth, broadens perspectives, and reduces the likelihood of reoffending (Ekpenyong & Umo, 2022). In addition, structured academic programmes complement existing vocational training initiatives, thereby promoting a more comprehensive and balanced rehabilitation framework (Udoh, 2021).

In Cross River States, one of the most significant contributions of NOUN is its role in reducing recidivism through educational empowerment. Studies consistently show that inmates who obtain higher education qualifications are less likely to re-engage in criminal activities after release (Aderinoye, 2019; Ogunode & Musa, 2021). The flexibility of NOUN's open and distance learning model further enhances its effectiveness by accommodating the unique constraints of correctional facilities, enabling continuous learning despite infrastructural and administrative challenges (Ibrahim & Ahmed, 2020).

NOUN promotes inclusivity and educational equity by providing inmates many of whom had limited access to formal education prior to incarceration with opportunities for academic advancement and personal development. This not only improves individual life outcomes but also contributes to broader societal benefits by producing reformed individuals capable of meaningful community participation (Akpan & Akpan, 2020; Eyo, et al., 2026).

The impact of NOUN on inmates in Cross Rivers State, is substantial as it enhances access to tertiary education, fosters intellectual and personal development, improves employability, and contributes to the reduction of recidivism. Correctional education initiatives like NOUN's continue to play an important role in rehabilitation efforts inside the Nigerian Correctional

Service, despite obstacles such a lack of resources and facilities (Ekanem, 2024).

The Rehabilitations Theory propounded by John Howard (1790)

Englishmen John Howard (1726-1790) and Samuel Romilly (1757-1818) were among the first proponents of the Rehabilitations School. In their books, American author John Augustus and Australian author Alexander Maconochie created parole and probation as reformatory treatment methods that prioritized inmate reform and correction over punishment (Iginovia et al., 2002). They held that the state's admirable purpose of punishment is rehabilitation, which aims to assist the offender in becoming a contributing, law-abiding citizen. There have been several ideas about how this assistance should be provided throughout history. This was the predominant model during the development of our current correctional system. It is noteworthy that the name itself suggests that the goal was to assist the offender in becoming a non-offender. This theory was adopted because it highlights the role of various forms of training as components of rehabilitation strategies to lower recidivism because inmates will be taught skills that will enable them to become productive both while they are incarcerated and after they are released from the facility.

Review of empirical studies

Eyo et al., (2025), carried out a study to investigate the social welfare of prisoners in Akwa Ibom State and the function of Nigerian correctional services. (2014–2025). However, the precise goals were to investigate NCS's participation in inmate carpentry training, tailoring training, shoe making training, soap making training, hair cut training support, and, lastly, NCS's function in inmate bricklaying training. The study's theoretical underpinnings were institutional-functionalism and rehabilitation theory. With a population of 1137 prisoners in NCS, Akwa Ibom State, and the study used a survey and descriptive research design. The study's sample size was 400, and the data analysis technique used was Kruskal Wallis. The results indicate a strong correlation between NCS and training in carpentry, tailoring, shoe making, soap making, haircuts, and bricklaying in Uyo, Ikot Ekpene, Ikot Abasi, and Eket Correctional Center.

Dolapo and Adesola (2025) used a t-test analysis to examine the health rights of inmates in Nigerian correctional facilities during endemic periods. The study recommends, among other things, that the federal government of Nigeria increase its budgets and funding of vocational training should be given priority in making carpentry equipment available for effective and proper training of inmates, and that the Nigerian Correctional Service in collaboration with the ministry of interior should make learning infrastructure and tools to enable and encourage inmates receive shoe-making training. They discovered that inmates are exposed to illnesses like COVID-19, HIV/AIDS, and tuberculosis because to overcrowding, poor sanitation, insufficient healthcare, and restricted access to medical care. In order to enhance the healthcare and wellbeing of prisoners, the study advocated regulatory changes, improved resources, and a human rights-based approach. These challenges included stigma, a lack of medical personnel, and inadequate budget.

Nwaopara and Stanley (2025) used a stratified random sample of 400 prisoners to examine clinical determinants of depression among inmates in Nigerian prisons. Their results revealed significant levels of depression ranging from mild to severe, with prior psychiatric history and retroviral status serving as important predictors. The study advised better mental health interventions to lessen the burden of untreated depression, which is a major public health concern in jails. Using multiple linear regression analysis,

According to Ibironke et al.'s (2024) research on the assessment of inmates' quality of life in Nigerian correctional centers. Pointing out that the number of people incarcerated in Nigeria is rising, just like in other developing nations. The amenities in these prisons have received a lot of flak for violating human rights. The purpose of their review was to provide a critical assessment of the kinds, characteristics, and suggested remedies for the problems facing Nigeria's correctional facilities. The review focused on published materials and used both quantitative and

qualitative research from peer-reviewed publications and grey literature. Using databases including PubMed, Web of Science, Google Scholar, Academia, Research Gate, and Scopus, a thorough literature search was carried out. Additionally, manual searches of grey literature and reference lists were carried out. Twenty of the 181 articles that were found in the initial search matched the inclusion criteria and were included in the final review after duplicates were eliminated and the articles were screened for relevance. By identifying recurring themes and trends, content analysis offered a comprehensive picture of the quality of life in Nigerian prisons. Results show that Nigerian prison inmates deal with a variety of difficulties. The report ends with suggestions for the Nigerian government to invest in gender-friendly infrastructure and successful rehabilitation initiatives in order to address these problems. While conducting a study on manpower development and organisational performance in Nigerian public and private universities-a case study of the University of Uyo and Ritman University (2010–2024). Eyo et al. (2024) hypothesized that training and development of university staff is as good as a moving vehicle, despite the fact that organisations are constantly confronted with significant funding issues. Their study set out two research objectives, which were in line with the research questions and: Human capital development theory, the Resource-Based View (RBV) approach, and Eyo's Ekwekwekwea Theory were all used in the study (2023). The study's population consisted of 6,460 employees from Ritman University and the University of Uyo. Regression analysis was used to analyze the data, and the Taro Yamani formula was used to determine the sample size of 400. The research design was survey research and descriptive. According to the study's findings, staff at the University of Uyo benefited more from conference training and workshops than staff at Ritman University, indicating that between 2010 and 2024, these activities had a significant impact on organisational performance. The study suggests that in order to achieve high organisational performance, the management of the University of Uyo and Ritman University should priorities funding and organising conference training for both teaching and non-teaching staff. Additionally, the federal government should work with the National University Commission to support and fund private universities' employee training initiatives. Once more, in order to have more skilled labour, the federal government, via the National University Commission, should expand the Tetfund training programmes to private universities.

3. METHODOLOGY

The study adopted the descriptive research design with a survey method because it is suitable for gathering data from the target population. The total number of prisoners in Nigerian correctional facilities in in Medium Security Custodial Center, Cross Rivers State, Nigeria served as the study population for the study, which was 1,712- Human Resource Department Cross Rivers, (2026). Using Cochran's formula, which was proposed in 1977, the sample size for this investigation was 400. The study adopted a stratified sampling and simple random sampling methods, as the data used in this study came from both primary and secondary sources. Interviews and questionnaire were the tools utilized to gather data for this study. The research reliability was tested with the measurement of internal consistency of instrument via Cronbach Alpha with 0.89 result; this value exceeds the 0.70 threshold as recommended by (Uford, 20217; Etim & Uford, 2019). To get a scientific conclusion, the data were examined using descriptive analysis and a simple regression analysis.

Data Presentation

This section offers a thorough examination of the information gathered from the survey, which was given to participants in the corresponding State via questionnaires. The questionnaire was divided into three sections: A, B, and C. Section A include; the respondents' biographical details, while Sections B and C have twenty-one questions pertaining to the seven (7) study objectives.

Table 1: Responses from the Respondents

S/N	Questions on educational support of inmates	S/A	A	D	S/D	U	TOTAL (%)
1	Inmates have been given the opportunity to write NECO	106 (27.0%)	162 (41.3%)	20 (5.1%)	11 (2.8%)	93 (23.7%)	392 (100%)

	Exams while in custody	)					
2	The Nigerian Correctional Service offers Inmates with instructors to teach you on how to read and pronounce words	59 (17%)	41 (10%)	158 (45%)	94 (28%)	0	392 (100%)
3	The Nigerian Correctional Service provided Inmates with reading and writing materials for free	35 (8.9%)	48 (12.2%)	97 (24.7%)	155 (39.5%)	57 (14.5%)	392 (100%)
4	Inmates have been given a post primary, secondary school and University education while in custody	143 (36.5%)	126 (32.1%)	21 (5.4%)	52 (13.3%)	50 (12.8%)	392 (100%)
	Questions on laundry training	S/A	A	D	S/D	U	TOTAL (%)
1	Inmates were trained on how to wash and iron different kinds of clothes	132 (33.7%)	130 (33.2%)	20 (5.1%)	60 (15.3%)	50 (12.8%)	352 (100%)
2	The Nigerian Correctional Service offers Inmates with instructors on laundry training	131 (33.4%)	130 (33.2%)	21 (5.4%)	60 (15.3%)	50 (12.8%)	392 (100%)
3	Inmates were provided with training equipment/ materials	59 (17%)	41 (10%)	158 (45%)	94 (28%)	0	392 (100%)
4	trained inmates on laundry always worked at the laundry workshop and make some earnings	136 (34.7%)	130 (33.2%)	21 (3.0%)	54 (13.8%)	51 (3.0%)	392 (100%)

Author Compilation, 2026.

In terms of bricklaying, 73.0% of inmates agreed or strongly agreed that they received training, while 20.1% disagreed, and 6.9% were uncertain. Furthermore, 68.3% confirmed the unavailability of instructors, while 7.9% disagreed and 23.7% were uncertain. A high 75.5% expressed confidence in their ability to mold blocks and construct houses, but 7.9% disagreed and 16.6% were uncertain, indicating that the programme is relatively effective but the lack of working equipment.

Regarding educational support, 68.3% of inmates agreed or strongly agreed that they received educational assistance, while 7.9% disagreed and 23.7% were uncertain. Additionally, 64.2% confirmed access to free reading and writing materials, compared to 21.1% who disagreed and 14.5% who were uncertain. Finally, 68.6% agreed that they had access to post-primary, secondary, or university education, although 18.7% disagreed and 12.8% were uncertain, suggesting moderate but uneven educational provision.

Test of Hypothesis

H₀: There is no significant relationship between Nigerian Correctional Service and educational support for inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria.

H₁: There is a significant relationship between Nigerian Correctional Service and educational support for inmates in in Medium Security Custodial Center, Cross Rivers State, Nigeria.

4. DATA ANALYSIS

Using SSPS version 20.0, the ordinary least square simple regression technique was used to determine the association between the Nigerian Correctional Service and educational support

for convicts in the South-South region of Nigeria. The following findings were obtained.

Table 2. Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.289 ^a	.084	.081	1.748

a. Predictors: (Constant), EST

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	108.935	1	108.935	35.661	.000 ^b
	Residual	1191.340	390	3.055		
	Total	1300.276	391			

a. Dependent Variable: NCS

b. Predictors: (Constant), EST

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.335	.466		7.160	.000
	EST	.566	.095	.289	5.972	.000

a. Dependent Variable: NCS

There is a positive and statistically significant correlation between the two variables, according to the regression study done to look at how Educational Support (EST) affects Nigerian Correctional Service (NCS). The correlation coefficient ($R = 0.289$), which indicates a weak to moderate connection, makes this clear. Furthermore, EST explains around 8.4% of the variation in NCS, according to the coefficient of determination ($R^2 = 0.084$). This suggests that although EST does influence changes in NCS, other factors not included in the model account for a substantial majority (91.6%) of the variation.

The results of the ANOVA show that the whole regression model is statistically significant ($F = 35.661$, $p < 0.001$), indicating that EST is a significant predictor of NCS and that the model fits the data significantly better than a model without predictors. A one-unit rise in EST causes a 0.566-unit increase in NCS, according to the regression coefficient for EST ($B = 0.566$), indicating a direct link between the variables. EST appears to have a slight favourable effect on NCS, according to the standardized coefficient ($\beta = 0.289$). Additionally, the effect of EST on NCS is statistically significant and unlikely to be the result of chance, according to the t-statistic ($t = 5.972$, $p < 0.001$). These findings lead to the rejection of the null hypothesis and the conclusion that, while EST's overall explanatory power is still moderate, it has a statistically significant beneficial impact on NCS.

Also, the correlation value ($R = 0.239$), which indicates a weak association, indicates a positive and statistically significant relationship between the two variables in the regression study looking at the impact of Laundry Training (LDT) on Nigerian Correctional Service (NCS). Although LDT affects NCS, the majority of the variation (94.3%) is caused by other factors not included in the model, according to the coefficient of determination ($R^2 = 0.057$), which shows that LDT explains roughly 5.7% of the variation in NCS.

According to the ANOVA results, the regression model is statistically significant ($F = 23.526$, $p < 0.001$), showing that LDT is a significant predictor of NCS and that the model fits the data better than one without predictors. A one-unit rise in LDT leads to a 0.704-unit increase in NCS, indicating a direct positive link, according to the regression coefficient for LDT ($B = 0.704$). A slight favourable impact of LDT on NCS is further supported by the standardised coefficient ($\beta = 0.239$).

Additionally, the effect of LDT on NCS is statistically significant and unlikely to be the result of

chance, according to the t-statistic ($t = 4.850$, $p < 0.001$). Consequently, the null hypothesis is disproved, and it is determined that LDT positively affects NCS in a statistically significant way, despite the fact that its total explanatory power is still quite small.

Presentation of descriptive data

Table 3: Vocational Training for Inmates in Medium Security Custodial Center, Cross River State

S/N	Yr.	Educational Support		Laundry training
		NECO	FSLC	
1	2019	16	9	9
2	2020	13	17	10
3	2021	14	17	21
4	2022	19	22	13
5	2023	30	31	41
6	2024	34	18	33
7	2025	31	19	49
8	2026	42	26 (Registered)	31
TOTAL		199	159	207

Source: HR Department of NCS, Cross River state headquarters, (2026).

From the table above, findings show that in 2019 about 16 inmates received educational support and passed the National examination (NECO) while 9 inmates were given the opportunity to write the common entrance examination leading to the acquisition of first school leaving certificate. On the overall, between 2019 and early of 2026, over 199 inmates in the Medium Security Custodial Center, Cross Rivers State, Nigeria, have received educational support (NECO), while within the same year about 159 inmates were given the opportunity to write the common entrance examination leading to the acquisition of first school leaving certificate. Again, as part of the human capital development strategies for inmates in the Medium Security Custodial Center, Cross Rivers State, Nigeria, 207 inmates were trained on laundry services which has enhance their skills for survival while in custody and after custody, this findings is in support with the findings and postulation of (Nseobot et al., 2019; Mboho, and Ataire, 2018), which shows that provision of skill acquisition programmes for inmates is for the purpose of rehabilitating and reintegrating offenders into society.

Discussion of Findings

Educational support for inmates had a positive and moderately strong relationship with NCS ($R^2 = 0.084$). This finding aligns with Becker (1964), who emphasized that investment in human capital enhances future opportunities and productivity. It also supports Eyo, et al., (2026). of which findings shows that educational interventions are vital for successful rehabilitation, backing the idea that combining vocational and educational programmes leads to better correctional outcomes. In educational support, findings reveals that Akwa Ibom State recorded 190 inmates and Cross River State 199 inmates, both limited to basic education (FSLC and NECO), while Rivers State provided broader opportunities including undergraduate and postgraduate studies up to PhD level, making it the most advanced in educational rehabilitation, indicating that University education is only provided at the maximum security custodial center in River State, while Akwa Ibom State and Cross River State are considered as medium security custodial center of which there is no provision of University education.

The effect of laundry training on NCS was small but statistically significant ($R^2 = 0.057$). This finding aligns with the findings of Mboho, and Ataire, (2018). who argued that structured vocational activities can positively influence inmate behavior. However, its weak effect suggests, in line with Eyo, et al., (2026). that vocational programmes alone are not enough without additional interventions and proper institutional support. For laundry training, findings also reveal that Rivers State again led with 359 inmates, followed by Akwa Ibom

State with 288, while Cross River State recorded the least (156), indicating weaker engagement in service-based vocational training in Cross River compared to the other centres.

Summary of Findings

This study explored the relationship between the Nigerian Correctional Service and Human capital development of inmates in South-South, Nigeria. Specifically, it focused on key rehabilitation programmes, including educational support, and laundry training.

Inmates were given structured questionnaires to complete as part of the study's quantitative research strategy. Using SPSS version 20.0, the Ordinary Least Squares (OLS) regression approach was used to analyze the data. The following results were noted after seven hypotheses were created and evaluated at a significance level of 0.05:

- I. The results showed that Educational support has a weak moderate positive and significant relationship with NCS ($R = 0.289$, $R^2 = 0.084$, $p < 0.05$), as the findings from the three correctional centers shows that inmates, in the course of acquiring education are faced with lack of learning equipment such as desk, tables, writing materials, class rooms, etc. which has contributed the reason why some correctional centers cannot receive West African Examination Council (WAEC), license, findings also shows that University education is only provided at the maximum security custodial center in River State, while Akwa Ibom State and Cross River State known as medium security custodial center does not provide university education but rather primary and secondary education services.
- II. Laundry training ($R = 0.239$, $R^2 = 0.057$) all have positive and statistically insignificant relationships with the Nigerian Correctional Service.

Overall, all variables were found to be statistically significant predictors of NCS, although most exhibited weak explanatory power.

5. CONCLUSION AND RECOMMENDATION

Conclusion

This study provides theoretical and empirical insights into how the Nigerian Correctional Service affects prisoners' development of human capital, particularly in the Cross River State, Nigeria. The findings, along with the statistical results presented bolstering the more general notion that correctional facilities serve as crucial venues for social reintegration, human capital development, and rehabilitation in addition to being punitive systems. The study therefore concludes that:

- I. Educational support has a weak moderate positive and significant relationship with NCS ($R = 0.289$, $R^2 = 0.084$, $p < 0.05$), as the findings from the three correctional centers shows that inmates, in the course of acquiring education are faced with lack of learning equipment such as desk, tables, writing materials, class rooms, etc. which has contributed the reason why some correctional centers cannot receive West African Examination Council (WAEC), license, findings also shows that University education is only provided at the maximum security custodial center in River State, while Akwa Ibom State and Cross River State known as medium security custodial center does not provide university education but rather primary and secondary education services.
- II. Laundry training ($R = 0.239$, $R^2 = 0.057$) all have positive and statistically insignificant relationships with the Nigerian Correctional Service.

Recommendations

1. Federal and state government, should collaborate with NGOs and institutions like National Open University of Nigeria (NOUN) to expand educational supports to all correctional centres, as well as investing in educational infrastructure, including classrooms, desks, books, and digital learning tools. Also that Medium Security Custodial Centres should be upgraded to offer tertiary education programmes, similar to Rivers State, support accreditation for WAEC centre.

2. Federal and state government, should collaborate with NGOs should make provision of modern laundry equipment (washing machines, pressing irons, detergents) should be improved, also that training should include commercial laundry management and entrepreneurship skills. Certification programmes should be introduced to make skills recognized and marketable after release.

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