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National Youth Service Corps and Man O' War Collaboration in Orientation Camp. A Critical Analysis for Optimal Performance

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Abstract

National Youth Service Corps (NYSC) cannot effectively and efficiently achieve its objectives without partnering and collaborating with other critical relevant government agencies, ministries, Non Governmental Organizations, and Stakeholders. The role of Man O` War on orientation cannot be overemphasized. As they help in fostering teamwork, leadership skills, perseverance, humility, resilience amongst Corps members. The paper collected data from secondary sources while content analysis was used to analyze data. Structural functionalism theory adopted as its theoretical framework. The paper examined the roles and contributions of Man O' War instructors in NYSC orientation camps, listed key observations on their operations, highlighted areas of excellence and made recommendations on pathway for improvements. Finding from the survey revealed that their articulated and structured physical exercises, drills and training significantly enhances Corps members discipline, motivation and endurance, while their leadership mentorship approach and teaching fosters a spirit of cooperation, national integration, and self - confidence. The paper unveiled areas of excellence and discovered some challenges like shortage of personal on camp, limited training resources and tools, bad instructors, non disciplined instructors, poor time management, lack of professionalism, lack of cooperation and synergy with other NYSC collaborating partners and Stakeholders on camp. Consequently, the paper concluded by making recommendations on pathway for improvement on better collaboration for effective and efficient service delivery of Man O` War instructors on camp, which include, proper orientation on what is operational and expected of them before sending them to camp, enough fund and resources, human capital development of man o war personnel, provision of tools, strong synergy with NYSC and other partners on camp, develop game for disabled Corps members, be innovative to meet the current need of this Gen-Z generation to mention but few.

Key words: NYSC, Man O War, collaboration, orientation, camp.

Introduction

From the inception of the National Youth Service Corps, Corps members have been deployed to all states of the federation and in relevant sectors, namely, educational, healthcare, agriculture legal, social, and governance to both private and public enterprises including Non Governmental Organizations to support in service delivery. It is of great importance to note that the

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effectiveness of the deployment of Corps members and the overall achievements of the NYSC scheme begins first with the orientation course held in orientation camp. The importance of the orientation course cannot be underscored hence it last for 21 days. The orientation course introduces Corps members to all NYSC operations, does and don't, what is expected of them at all times. It helps them develop leadership skills, discipline, self confidence, resilience and entrepreneurial skills. Orientation course prepares Corps members for the task ahead, opportunities and prospect during and after service year as a useful patriotic citizen.

For NYSC to achieve its goals in the orientation course there is an imperative need to collaborate with all relevant Stakeholders, partners and organizations, namely Army, Police, Civil Defense, Ministry of Health, Fire Service, NDLEA, National Orientation Agency, State Security Services, Man O War to mention but few. All the above mentioned partners are needed to work in synergy to make the orientation course a success. The importance of Man O` War cannot be overemphasized in the achievement of NYSC goals based on their roles on camp.

The orientation course program is well packaged with positive life touching and changing activities, like lectures, drills, physical and intellectual exercises, security lectures, dance and drama, games and sports, entrepreneurship and human capacity development lectures, character reformation and attitudinal change programs to mention but few. In all of these Man O' War role in the orientation course cannot be undermined. This paper centered on the role of Man O` War instructors, observation, area of excellence and pathway for improvement. The contributions of Corps members in bolstering education, healthcare, agriculture, local governance, private and public sectors are made possible through the role of man O War. Their roles underscore their responsibilities and significance in Corps member's performance after the orientation course and life after service year.

In respect to Corps members' moral productivity and it's sustainability on camp there is a call for stronger collaboration between NYSC and Man O` War. Their instructor are seen as mentors and counselors as they help Corps members to integrate and engages them properly in their organizational system enabling them to contribute meaningfully via effective and efficient service delivery and in meeting the objectives of the NYSC right from the orientation camp.

Despite donkey years of collaboration there seems to be gap and pockets of challenges in terms of efficient and effective service delivery on camp management. There are reports of Man O' War personnel lapses in their operations, lack of unified operational guidelines, lack of resources and equipment, friction and disagreement, complains of poor remuneration, accommodation, intimidation and marginalization by other collaborating agencies on camp.

There is an imperative need for thorough examination and analysis of their roles, strengths, challenges and prospect for better synergy and collaboration. To explore the best practices, and state success stories of Man O' War activities and operations on camp.

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The study seeks to address holistically the lacuna between NYSC and Man O' War partnership during orientation course and proffer viable solutions for better synergy for optimal performance.

Conceptualization

1. **National Youth Service Corps (NYSC)** Nigeria gained her independence on 1st October, 1960 from Great Britain under the leadership of Dr. NnamdiAzikiwe as President, Alhaji Tafawa Belewa as Prime Minister under a parliamentary system of Government.

The regime of Dr. Zik as fondly called was truncated by a military coup led by Major Kaduna ChukwumaNzeogu and other small Igbo officers. On January 15, 1966, they claimed that the civilian administration was characterized with fanatics, nepotism, ethnic politics and sentiments. These coup plotters assassinated the Federal Prime Minister and the Primers of the Northern and Western region.

The federal military government headed by Major General AguyiIronsni was not able to manage the high tension as ethnics, rivalries and sentiment gets higher every day. There was palpable fear everywhere. To worsen the issue the military federal government abolished federal system and established unitary form of government under decree no.15. This raised more tension in the polity.

There was a counter coup, masterminded by some Northern officers that ousted AguyiIronsni out from office, Major Yakubu Gowon emerged as the new Military Head of State on 29th July, 1966. Many Igbos were killed and massacre. Many of the Igbos in the North came back to the East as a result of the unabated massacre, (Chinnah 2022). A strong secessionist sentiment emerged within the Igbo ethnic extraction. The quest and zeal to poll out from Nigeria federation; with a nomenclature called Biafra as a new country.

Lf. Col. Ojukwu was the then military Governor of the Eastern region. He viewed the counter coup as a total and calculated plan to annihilate the entire Igbo military officers in Nigerian army. There was incessant killing of the Igbos, the murderous attack launch on the Igbos was unabated, hence on May 30th 1967, Ojukwu declared the Eastern Region an independent state with Republic of Biafra as a name.

The federal military Governor headed by Gowon saw Ojukwu's action as an front and rebellious act against Nigeria as a sovereign nation. This led to Nigerian civil war that started from July 6, 1967 to January 13, 1970. The war ended with Gowon's declaration of no winner, no vanquished. After the war of no winner no vanquished as declared by Gowon, the nation was faced with a battered economy, disorganized polity, ethnic sentiment, bigotry, chauvinism. Gowon then adopted acronyms known as 3R's Reconstruction, Rehabilitation and Reconciliation.

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It was under this 3R's that Gowon came up with Decree no. 24 of 1973 establishing the National Youth Service Corps on 22nd May, 1973 and the scheme started operation on 2nd July 1973. The scheme is aimed at encouraging and developing common ties among the youths and to promote national unity and integrations.

Youths are seen as the leaders of tomorrow that was what informed Gowon decision and disposition in using the youths as a vanguard for a better Nigeria ahead mostly graduates.

Objectives of National Youth Service Corps

The National Youth Service Corps was established by a decree that was promulgated on 22nd May 1973 with a view to proper encouragement and development of common ties among the youth of Nigeria and the promotion of national unity. The objectives of the NYSC scheme as clearly spelt out in decree 52 of 16th June 1993 include:

- a) To inculcate discipline in Nigerian youths by instilling in them a tradition of industry at work, and of patriotic and loyal service to Nigeria in any situation they may find themselves.
- b) To raise the moral tone of the Nigerian youths by giving them the opportunity to learn about higher ideals of national achievement, social and cultural improvement.
- c) To develop in the Nigerian youths the attitudes of mind acquired through shared experience and suitable training, which will make them more available to mobilization in the national interest.
- d) To enable Nigerian youths acquire the spirit of self-reliance by encouraging them to develop skills for self-employment.
- e) To contribute to the accelerated growth of the national economy.
- f) To develop common ties among the Nigerian youths and promote national unity and integration.
- g) To remove prejudice, eliminate ignorance and confirm at first hand the many similarities among Nigerians of all ethnic groups.
- h) To develop a sense of corporate existence and common destiny of the people of Nigeria.
- i) To equitable distribute members of the service corps and effectively utilization of their skills in area of national interest.

Those as far as possible, youths are assigned to jobs in state other than their states of origin. That such group of youths assigned to work together is as representative of Nigeria as far as possible.

Nigeria youths are exposed to the mode of living of the people in different parts of Nigeria. Nigerian youths are encouraged to eschew religious intolerance by accommodating religious differences. That members of the service corps are encouraged to seek at the end of their one year national service, career employment all over Nigeria; thus promoting the free movement of labor.

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That employers are induced partly through their experience with members of the service corps to employ more readily and on a permanent basis, qualified Nigerians, irrespective of their state of origin.

Administrative Structure and Operations of NYSC

National Youth Service Corps like any other federal parastatals is saddled with certain responsibilities for effective actualization of objectives; scheme is operated under the civil service structure and procedure which must be in accordance and in compliance with government policies. It could prescribed and seek for approval for organizational, structural overhauling, operational modalities and administrative paradigm, suitable for meeting its aims and objectives. The bureaucratic system of NYSC is simple as it cut across all the local government areas, states and federal government.

NYSC scheme since its formation has been operating within the framework of its enabling status in order to achieve its aims and objectives. The enabling act places the scheme under the system of the presidency but the scheme is currently supervised by the federal ministry of youth development. It is the duty of the (NYSC) National Governing Board to approve policies, including structure and design of programme for the scheme (NYSC Composite Policy Document, September 2013).

At the federal level, there is a national Governing Board, at the state level, there is state Governing Board and at the local government level, we have Local Governing Committee in all the local government areas in the country. I don't want to go into the composition and functions of these boards.

The NYSC is headed by a Director-General appointed by the President of Nigeria. The DG is Chief Executive Officer in-charge of the day to day. There are other formations such as Area offices, state and local government areas offices, for effective and efficient administration. The NYSC program begins with mobilization of both foreign and home graduates below 30 years of age for one year mandatory national service.

This one year national service begins with 21 days orientation course where Corps members are on a regimented camp for training, drills, exercise, lectures, sensitization, human capacity development training, leadership self reliance, entrepreneurship skill are learnt and many more. The camp is also spiced with comic relieve, jokes, games and sports, dance and drama to mention by few. NYSC cannot do all these alone hence the need for collaboration and synergy with other professional bodies, institutions and organizations for optimal service delivery.

In camp we have the military, the police, state security service, National Orientation Agency, Fire services, NDLEA, Man O' War etc.

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2. **Man O' War**, Okonkwo et'al (2022) defined Man O War as a voluntary paramilitary organization focused on youth development, leadership training, community development service and promotion of discipline and self - reliance.

The formation of Man O' War in Nigeria dates back to 1951 when it first command was established in Hope Waddell Training Institute in Calabar by our colonial master then. Its objectives include seeking to instill discipline, leadership and civil consciousness in Nigeria.

As a uniformed paramilitary voluntary organization it was formalized as a national organization in 1963, since then till date Man O' War has continued to gain national relevance based on its usefulness in shaping and building the youths and its contribution to the nation. It has command in all the 36 states of the federation and at federal capital territory, Abuja. It's has affiliations with secondary schools, universities, NYSC and Red Cross.

NYSC, Man O' War Collaborative Roles and Objectives Includes,

- a) Provisions of security, orderliness among Corps members.
- b) To promote leadership and citizenship training, civic responsibilities, leadership skills, instill patriotic spirit amongst Corps members.
- c) To engage Corps members in community development service on camp like sanitation, traffic control, and crowd control.
- d) Educate, sensitize and equip Corps members with basic self defense and survival skill via training and exercise.
- e) To foster civic education and national integration.
- f) To instill spirit of teamwork, resilience, humility, self- reliance and cooperation among Corps members.

Collaboration

D'Amour et al. (2023) Collaboration refers to an interdependent relationship where individuals or organizations engage in joint decision-making and shared responsibility to achieve mutually beneficial goals. Chen & Lee (2022) Collaboration is a dynamic process involving trust-building, resource sharing, and co-creation among diverse stakeholders working toward a shared vision. Nguyen & Porter (2024) defined it as a coordinated effort between autonomous actors to integrate knowledge and resources for innovative problem-solving. Singh & Ahmed (2022) averred that collaboration involves interactive partnerships marked by reciprocal influence, aligned objectives, and collective accountability. Garcia & Thompson (2025): In organizational contexts, collaboration is the intentional alignment of efforts and expertise among members to achieve complex tasks that cannot be accomplished independently. Li, Jackson, & Mora (2023) posited collaboration as a systemic approach to working jointly across disciplines or sectors, characterized by continuous communication, trust, and the co-development of outcomes.

From the scholarly definitions of collaboration above, one can clearly established the following.

- a) There are parties involve in accomplishing a task which one of the parties cannot efficient and effectively accomplish on its own.
- b) There is an agreement, trust and mutual understanding amongst the collaborating partners.
- c) There is a common task or goal all the collaborating partners seek to achieve.

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- d) There is a relationship and deeper understanding of the common goal ahead.
- e) Concerted unified effort and synergy is needed in collaboration.
- f) There is unity of command, communication and leadership.
- g) There should be feedback mechanism for assessment and period evaluation, Chinnah (2024).

Collaboration simply means working together of two or more parties to achieve a common goal which cannot be achieved independently. There is concerted coordinated cooperation among the collaborating partners for the achievement of a common goal, (Chinnah 2025).

For instance NYSC partners with Man O' War, Army, Police, Red Cross, etc all these are strong collaboration and synergy for a common goal in Orientation camp for NYSC to achieve her objectives.

Theoretical Framework: Structural Functionalism Theory.

This theory is an offshoot of system theory. Functionalism believes that every society has a complex system comprising so many structures, super and sub-structures, units and parts, all the units and parts must work together in harmony to promote unity, stability and solidarity. All the parts and structures have a fundamental role to play for the betterment of the complex system.

Dysfunction from any of the parts or structures will lead to social instability.

In that regard functional interdependence among institutions and organizations are needed for stability and peace in the society. This theory has the following tenets,

- a) There are structures in every society.
- b) These structures has specific functions to perform
- c) There is value consensus, there are laws, norms, and principles that binds them together.
- d) Social equilibrium must be drive and strived at for harmony.

The relevance of this theory is that NYSC partners with so many organizations and institutions, each of this institutions and organizations has a specific role to play in the orientation camp. It behooves on all the collaborating agencies and partners to do their best to ensure that harmony is achieved leading to success of the orientation course.

Man O ' War should ensure that her responsibilities are done to the best needed set standard of NYSC to have a successful orientation at the end of the twenty one days on camp, same is applicable to other collaborating partners or agencies.

Methodology: This survey made us of both primary and secondary data. Relevant literatures were used, online materials, journals, gazette, Primary data were also used as the researcher interviewed some, Man O' War instructors and NYSC officials on camp.

Data Analysis

Role of Man O` War Instructors in Orientation Camp

Man O' War Instructors performs the following functions in orientation camp.

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- a) Man O` War instructors work with synergy with other collaborating agencies in enforcement and instilling discipline to Corps members on camp.
- b) Man O` War instructors ensure corps members adhere to camp rules and maintain discipline during all activities (Adewale, 2022).
- c) They assist the military in physical training of Corps members.
- d) They assist soldiers in organizing and supervising early morning physical exercises (Okonkwo & Musa, 2023).
- e) They help in Security Surveillance within the camp. Man O` War instructors help to monitor camp perimeters and prevent unauthorized access, especially at night (Balogun&Eze, 2022). They join the night security patrol on camp.
- f) On camp Man O` War instructors help to control crowd during events like swearing in ceremony, during lectures, and in other inter platoon competitions.
- g) They help in emergency response on camp. For instance during inter platoon games and sports competitions if there is emergency they compliment the Red Cross,(Chinnah 2025)
- h) Man O` War instructors are often first responders in emergencies such as fire outbreaks or stampedes (Chukwu, 2024).
- i) First Aid Support, Some instructors are trained in basic first aid and assist medical team and Red Cross during medical emergencies (Nwachukwu, 2022).
- j) They help coordinate drills, parade practice and in games and sports.
- k) Orientation Support, Man O` War Instructors assist with logistics and guidance during registration and orientation lectures (Ogundele, 2025).
- l) They serve as role models and provide motivation to corps members through talks and engagement (Adamu, 2024).
- m) 10 Man O` War instructors organize games and tasks aimed at fostering teamwork, discipline, perseverance, humility and unity among corps members (Edeh, 2023).
- n) They often step in to mediate conflicts among corps members before they escalate (Kalu, 2022).
- o) Man O` War an instructor participates and supervises sanitation exercise to ensure a clean camp environment (Mohammed &Ifeanyi, 2023).
- p) 13 They may accompany corps members on official errands or to the clinic when military personnel are unavailable (Yusuf, 2024).
- q) 14. Support for Skill Acquisition Programs
- r) Men O` War instructors sometimes assist in organizing and mobilizing Corps members for SAED (Skills Acquisition and Entrepreneurship Development) program logistics (Ajayi, 2025).
- s) 15. Participation in Camp Security Committee
- t) They serve as auxiliary members of the camp security committee, reporting threats and irregularities (Ogunlana, 2022).
- u) 16. Man O` War instructors help to promote ethical values, personal development and national consciousness (, Konnect 2025)

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- v) 17. Roving Reporter (2024) stated that one of Man O` War functions is organizing drills, physical exercises and leadership building activities aimed at instilling discipline and punctuality among Corps members.
- w) 18. Man O` War structured drills and exercises help in making Corps members adopt and adjust easily to the regimentation nature of camp life.
- x) 19. Man O` War instructors on orientation camp enhances value re-orientation and sensitization of Corps members through promotion of cultural values, national integration and unity on carnival day, social welfare and economic well being not left out.

Qualities of A Good Man O' War Instructor

Man O' War instructors are seen as supervisors, mentors, and Counselors to Corps members on camp, Omotade (2025) listed the following as qualities of a good guidance and Counseling officer. Receptive and available, posses high level of emotional intelligent. Discipline, transparent and honest. Be verse and knowledge on the operations of NYSC. A Good communicator, Patient and Attentive, Humble and Resourceful, Dynamic and Creative, Alert and Smart, Compassionate and Tolerant, Emphatic, Confidential and non judgmental in all they do. Ahidjo (2025) mentioned the following qualities, Trustworthy, interpersonal skills, listening skills, self care. In addition the person must have passion on human welfare. Proactive and pragmatic in handling issues rationally as they crop up without delay.

Must be intelligent Must live a life worthy of emulation. An apostle of peace, soft spoken, diligent and dutiful. Simple and humble. Approachable, available and reachable, with good sense of humor. A role model and mentor. Rationally and morally sound in reasoning and in manners, team player. (Chinnah, 2025).

Observations

Elekwa, (2020) posited that in NYSC orientation camp Man O' War instructors are responsible for coordinating physical training, enforcing camp discipline and assisting NYSC officials with logistics and camp operations. These roles and many others as enumerated above has helped NYSC in achieving its objectives. The collaboration between NYSC and Man O' War over the years has recorded great successes as observed.

Man O' War has consistently maintained a visible impactful presence in NYSC orientation camp. Theoretical and empirical research showed that Man O War instructors are good and useful as their activities and operations strategically aligned with some NYSC objectives, such as discipline, unity, national integration, self reliance, human development, capacity building amongst others.

Okonkwo & Ibrahim (2023) averred that Man O War personals excel in managing camp logistics particularly in area of crowd control, ensuring orderliness during parade, drills and assembly. Their structured drills and exercise that instills perseverance, discipline, teamwork, humility and resilience in Corps members has been wonderfully good.

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In the area of mentorship and leadership they are seen as role models and motivators. They train Corp members, counsel them and assign leadership roles to them in their platoon.

On Security, sanitation, conflict management and resolution, team work and capacity development and building, Man O' War has performed credibly well. Man O' War has over the years displayed and showed high level of maintenance culture, as regards their targets during and after camp. The storage and management of their targets is paramount to them, they don't play with it.

Man O' War instructors mount twenty four hours surveillance on their targets and try to forestall unauthorized and unguided users. They have improved on time management. These are Man O' War areas of excellent performance. The above and many more as captured in their roles and responsibilities on NYSC orientation camp are commendable to a great extent.

Challenges of Man O' War in Orientation Camp

Despite the commendable effort of Man O' War as observed there are pockets of challenges that need to be addressed for effective and efficient optimal service delivery in orientation camp, which includes,

- a) Shortage of personnel on camp.
- b) Lack of qualified civilized trained Man O War instructors sent to camp.
- c) Lack of defined operational guidelines on orientation camp.
- d) Lack of tools and equipment. Some of their targets are obsolete and outdated. Lack of common gadgets for proper surveillance on camp.
- a) Poor funding, lack of incentives and remuneration, they are voluntary organization.
- b) Poor recognition and denigration by other camping officials. They feel marginalized and morale is low in some cases.
- c) Inadequate accommodation and feeding in some camps
- d) Poor synergy with other camp officials.
- e) Corruption, extorting and posting racketeering and over socialization with corps members.
- f) Lack of uniform and unified guidelines for operations. Lack of standard operating procedures (SPO)
- g) Disobedience from Corps members.
- h) Lack of protective support while on duty on camp
- i) Bad weather, exposure to risk and stress, lack of mental health support.
- j) Deployment of underage personnel without knowledge on how to deal with the youths.

The above enumerated challenges are seen as a cog in wheel of progress on Man O' War operations in NYSC orientation camp.

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Successful Outstanding Recorded Positive Stories of Man O' War Instructors in Orientation Camps

The role of man cannot be undermined in NYSC orientation camp. Over the years they have displayed high level of tactfulness and recorded outstanding impactful positive stories across the 37 orientation camps. Let me state few below.

- a) Repelling Security Threats (FCT, 2023) In May 2023, Man O' War instructors at the NYSC FCT Orientation Camp, Kubwa, assisted security agencies in neutralizing a gang that attempted to disrupt camp activities. Their vigilance and prompt action prevented a potential security breach. (Source: Sahara Reporters, 2023)
- b) During 2022 flood in Anambra, Man O War team led the emergency Rescue during the Flooding in Umunya NYSC Camp in Anambra State, Man O' War instructors led the evacuation and rescue of Corps Members, preventing casualties and securing properties.(Source: NYSC Anambra Secretariat Reports, 2022)
- c) First Aid Intervention for Heatstroke Victims (Bauchi, 2024) In Bauchi State Orientation Camp, Man O' War instructors provided first aid to Corps Members who suffered heatstroke during parade rehearsals, stabilizing them before medical teams arrived.(Source: Man O' War Nigeria Bauchi Command, 2024)
- d) Leadership Mentorship Program (Osun, 2023) The Osun State Man O' War instructors introduced a Leadership Development Workshop during the NYSC orientation program, which trained over 500 Corps Members in public speaking, project management, and ethical leadership.(Source: Man O' War Osun Command Newsletter, 2023). In Bayelsa 2024 Man O War instructors through their operations and activities fostered team building, leadership and endurance amongst corps members.
- e) Patriotic Citizenship Parade (Lagos, 2025) In 2025, Man O' War Lagos State instructors organized a "Patriotic Citizenship Parade", which became a model event adopted by NYSC Directorate Headquarters for all states, promoting values of national unity and cultural diversity.(Source: Vanguard Nigeria, 2025)
- f) In Rivers state orientation camp in 2023, Man O' War help in blowing of trumpet during parade, taught Corp members how to play band and other instruments.

Pathway for Improvement

National Youth Service Corps and Man O War collaboration and relationship is just like that of Siamese twins that can't be separated rather calls for better synergy for optimal performance.

The listed challenges can be curbed through the following pathway for improvement.

- a) Man O' War should organized orientation, sensitization and in-house development training for their instructors and teaches them basic things including their roles in NYSC orientation camp.
- b) Man O' War should send civilized, cultured and disciplined instructors to NYSC orientation camp. Underage personnel that are knowledge and disciplined shouldn't be deployed to camp.
- c) Man O' War instructors on orientation camp should adopt the use of emotional and artificial intelligence. Leveraging on the use of digital technological tools and skills in their

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operations. Modernization of their training to align with the positive need of this current Gen - Z generation

- d) More funds are made available for purchase of new tools, equipment or renovation of obsolete ones.
- e) There should be strong synergy between Man O' War instructors and other camp officials.
- f) Man O' War leaders should as a matter of necessity meet regularly with instructors and brief them about orientation camp about NYSC operations.
- g) Standard Operating Procedures (SOP) should be made available to all camp officials. Defining and detailing operational boundaries of each organization.
- h) Provision of mental health supports, better remuneration, and good accommodation will motivate them to work well.
- i) There should be a strong feedback mechanism for assessment and evaluation periodically.
- j) Man O instructors should be Innovative and creative to include disabled Corps members in their activities and exercise.

Conclusions

NYSC as scheme is doing great through strong synergy, partnerships and collaboration with all her relevant collaborating partners. Man O War as one amongst them we sincerely appreciate your wonderful commendable effort and wish for better strong synergy. This paper x-rayed the functions of Man O War instructors on NYSC orientation camp, qualities of a good Man O War instructor, challenges faced by Man O War instructors on camp. Recommendations on how to curb the challenges for optimal service delivery of Man O War instructors on camp were made on how to curb the lapses as identified and observed.

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