Human Capital Development Trends in the Hospitality and Tourism industry: A case of Southwest Nigeria

Abstract

The hospitality and tourism sector in Nigeria is bedeviled with lack of vision, and poor administration, which has affected the growth of the sector. The inability to unlock the potentials of hospitality and tourism in Nigeria is characterized by low quality employee, poor infrastructures and inadequate funding to support education and training for both public and private sector. The study observed that the International hotel brand has made some significant impact through their expertise, which has not really trickle down the entire sector, while the private and public sector lacks the requisite expertise to drive the sector. The study reveals that tertiary institutions offering hospitality and tourism programme need to re-evaluate their curriculum and seek collaboration with foreign institution abroad to provide a competitive training and education. The study found that slim collaboration exists between the public and private sector, while the policy framework to integrate the stakeholder is largely lacking. However this trend affects the quality of services in the various hospitality and tourism outlets in Southwest Nigeria. The study concludes that to attract the global tourism and hospitality market to southwest Nigeria, it is apparent that government need to prioritize the issue of human capital and implement the National tourism master plan document published since 2005 but could not be implemented due to lack of funding. This will activate the direction towards a stock of human capital for the tourism and tourism sector in Southwest Nigeria.