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Sources of Information on Job Vacancies among Young and Middle-Aged Adults in Nigeria

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ABSTRACT
This study seeks to examine various sources of information on job vacancies among young and middle-aged adults in Nigeria. Descriptive research design was employed to collect primary data on sources of information on job vacancies among young and middle-aged adults in Ibadan Southwest Nigeria. A sample size of 505 respondents was selected from five categories of young and middle-aged adults using quota sampling technique, structured questionnaire was used as research instrument, and quantitative data were analysed at both univariate and bivariate levels. Findings showed that Internet, mass media, schools attended and social media were the major sources of information on job vacancies. Final year undergraduates and fresh graduates received most of their information on job vacancies through the Internet and mass media. Among the respondents' categories who received information on job vacancies from religious leaders, majority were females and private paid workers. Also, among respondents' categories who received information on job vacancies through other sources such as self or divine inspiration, majority were self-employed. These findings will be useful for policy makers in developing employment policy; for employers in engaging the widely used sources of information on job vacancies; and for job seekers in searching appropriate sources of information on job vacancies. Access to these findings will facilitate the timely realization of 2030 development agenda, especially as it relates to youth employment.
Keywords: Sociology, development studies, information on job vacancies, youths and adults, reduced inequalities

1. INTRODUCTION

In the pre-colonial Nigerian society, the kind of job one engaged in defined such individual's identity. Families and individuals were defined by the kind of jobs they did, and the source of information on such jobs was domiciled basically in the family. The choice and knowledge of jobs were influenced and determined by the family one belonged to. However, the coming of the Europeans ushered in wage employment and the possibilities of seeking jobs in the public and private sectors (Oyekola et al., 2022). As society developed and globalization became more intense, seeking careers and finding means of

livelihood extended beyond local culture to a global arena. This resulted in the need to seek information on job vacancies as this determines career success and/or job placement (Guan et al., 2018).

Generally, jobs refers to work-related choices and experiences that direct an individual's life including educational, religious, political, economic, and social life; and all these choices and experiences reflect an individual unique personality characteristics as well as basic life values (Kaygin & Gulluce, 2013; Oyekola, 2017). As an occupation by which self-actualisation and community service can be achieved, job typically involves work and lifestyle in such a way that the former has consequence upon the latter. Job as a concept is rooted in the level of success of an individual's work as well as advancement in work-related positions of an individual (Barsoum, 2015; Kaygin & Gulluce, 2013). One of the benefits of having a job is that it gives an individual member of society identity and status. Also, job provides an individual with a sense of belonging, increases individual's self-esteem, promotes happiness, and facilitates an individual's relationship with others (Oyekola, 2017). This therefore demonstrates the vitally importance of job to every individual member of society, which in turn raises the need for appropriate sources of information on job vacancies.

In Nigeria, unemployment rate especially among youths(18-30 years) and middle-aged adults (31-40 years) is high (National Bureau of Statistics, 2020), and preference for public sector careers among this demographic category is also high (Ajani & Oyekola, 2019). However, it is a common belief that jobs, and by extension careers, are always available as demonstrated by the number of people securing employment on daily basis. Lack of information on job vacancies may therefore be a possible explanation for this gap (wait unemployment in job availability). Since job, and by extension career, is considered an important life endeavour that engenders enduring reward when rightly chosen (Mishkin et al., 2016), and that choice of job largely depends on available job information, it becomes important for young and middle-aged adults to be informed about the sources of information on job vacancies. This calls for empirical investigation into various sources of information on job vacancies. In other words, to meet the need of about 350 million young and middle-aged adults that will join global job market by 2030 across the globe (ID4D, 2021), coupled with high rate of youth unemployment in developing countries especially Nigeria (ID4D, 2021; National Bureau of Statistics, 2020), empirical investigation into sources of information on job vacancies becomes vitally imperative. Importantly, this kind of investigation will help to establish clues as to where the unemployed Nigerian young and middle-aged adults can search when seeking employment and where employers of labour can advertise their vacancies. In addition, this kind of investigation will facilitate the timely attainment of Goal 8 (Decent Work) of the 2030 SDGs as it relates to youth employment in Nigeria.

2. METHODOLOGY

This study was part of a survey that was carried out in the city of Ibadan Southwest Nigeria and some findings from the survey had been published in scholarly journals (see Ajani & Oyekola, 2019; Oyekola et al., 2018, 2021). Ibadan, being the location of the study, is the largest urban geographical region in Nigeria and it has a population of more than 3 million people (Central Intelligence Agency, 2020). Ibadan, like Lagos and Kano metropolitan cities, is open to many young and middle-aged adults who seek jobs on daily basis (Oyekola, 2017; Oyekola et al., 2018, 2022), with many remaining unemployed (National Bureau of Statistics, 2020). Descriptive research design was employed to collect primary data on the sources of information on job vacancies from the study population: young (18 – 30 years) and middle-aged (31-40 years) adults. The study population consisted of five categories and these included final year undergraduates, fresh graduates (represented by national youth service corps – NYSC), public paid workers, private paid workers and self-employed. A sample size of 505 respondents was selected equally from the five categories of study population using quota sampling technique. Specifically, final year undergraduates were selected in University of Ibadan, fresh graduates were selected in Ibadan north local government area, public paid workers were selected from government parastatals at the local, state and federal levels, private paid workers were selected from private secondary schools and organisations, and self-employed were selected in Agodi gate.

Pre-tested self-administered questionnaire was used as research instrument to survey study sample. The instrument was carefully designed and reviewed in order to ascertain its content validity and test-retest reliability. Specifically, content validity of the research instrument was ascertained by ensuring that the instrument covered all the areas it needed to cover through the help of experts in the fields of Sociology and Human Resource Management. Also, the test-retest correlation results were very high (r=0.96) as all the items received almost the same answer from the 20 participants in the pilot study. Respondents were presented with nine different sources of information on job vacancies and were asked to select as many as applicable. The nine sources of information on job vacancies included career counsellors (or job advisors), family members (or members of immediate/extended families), Internet (requiring access to world wide web), mass media (such as radio, television and print media but not electronic media), peer group (or friends), political affiliations (whether by self or parents), religious leaders (Imam, Pastors, traditional religious leaders, or prominent religious leaders), schools attended (especially secondary/tertiary schools), and social media (such as Facebook, Instagram, Telegram, WhatsApp, Twitter [now X], among others). Specifically, respondents were asked to select the source(s) where they were seeking information on job vacancies or where they obtained information on their jobs. They were further given opportunity to mention other source(s) not included in the instrument. The quantitative data were analysed using descriptive statistics such as percentages, frequencies and cross-tabulations. Importantly, since youths were represented across categories (and in order to satisfy employers' needs), various sources of career information were cross-tabulated across the five categories of young and middle-aged adults. The analyses were carried out at both univariate and bivariate levels, and the results were presented using tables. The ethical clearance for the study was obtained from the Ethics and Research Committee (ERC) of the Obafemi Awolowo University Teaching Hospitals Complex, through the Department of Sociology and Anthropology, Obafemi Awolowo University, and all the participants gave their oral consents to participate voluntarily in the study.

3. FINDINGS

The Table 1 presents the socio-demographic characteristics of respondents. Both male (51.3 per cent) and female (48.7 per cent) respondents were almost equally represented, and their mean age, median age and standard deviation were 30 years, 28 years and 7.1 respectively. More than ninety per cent (91.7 per cent) of the study sample had tertiary education, and were equally represented across the five categories of young and middle-aged adults: final year undergraduates, fresh graduates, public paid workers, private paid workers and self-employed. Further details about the respondents' descriptive statistics are presented in Table 1.

Table 1: Socio-demographic characteristics of respondents

Socio-demographic variables	n	%
Sex		
Male	259	51.3
Female	246	48.7
Age (Mean = 29.53; SD=7.06; Median = 28)		
18-20 years	54	10.7
21-25 years	123	24.4
26-30 years	127	25.1
31-35 years	71	14.1
36-40 years	130	25.7
Highest level of education		
Primary	2	0.4
Secondary	40	7.9
Tertiary	463	91.7
Respondents' categories		
Final year undergraduates	101	20.0
Fresh graduates	101	20.0
Public paid workers	101	20.0
Private paid workers	101	20.0
Self-employed	101	20.0

n=505

The results on sources of information on job vacancies is presented in Table 2. Findings showed that the 'Internet'(45.4 per cent) was the major source of information on job vacancies among the respondents. The second major source of information on job vacancies was 'mass media' (36.2 per cent). 'Schools attended' and 'social media' represented the third sources of information on job vacancies and each of these was selected by 25.5 per cent of the respondents. Furthermore, approximately quarter (24.6 per cent) of the respondents selected 'family members' as their source of information on job vacancies and this source of information took the fifth position among various sources that were investigated. 'Peer group' (18.8 per cent) was investigated to be the sixth source of information on job vacancies. In addition, more than one-tenth (14.1 per cent) of the respondents considered 'career counsellors' as their source of information on job vacancies and this represented the 7th among the sources that were investigated. 'Religious leaders' (5.5 per cent) and 'political affiliation' (6.7 per cent) were the 9th and 10th sources of career information on job vacancies among the respondents respectively. Further details are presented in Table 2.

Table 2: Respondents' sources of information on job vacancies

	N	%	Rating
Internet	230	45.5	1st
Mass media	183	36.2	2nd
Schools attended	129	25.5	3rd
Social media	129	25.5	3rd
Family member(s)	124	24.6	5th
Peer group	95	18.8	6th
Career counsellors	71	14.1	7th
Other means such as self and God	35	6.9	8th
Political affiliation	34	6.7	9th
Religious leader(s)	28	5.5	10th

n=505

Table 3 presents the cross tabulation between socio-demographic characteristics of respondents and sources of information on job vacancies. The significance of the association between socio-demographic characteristics and sources of information on job vacancies was also indicated in the table. Findings showed that sex had significant association with only religious leaders as a source of information on job vacancies with more females (75.0 per cent) obtaining information from their religious leaders than their male counterpart. Also, results from the findings showed that there was significant relationship between age categories of respondents on the one hand and Internet, mass media, schools attended, social media, family members, and political affiliation on the other hand. In other words, age of respondents correlates with whether or not information on job vacancies was received through the internet, mass media, schools attended, social media, family members, and/or political affiliation. However, findings showed that respondents' age categories had no significant relationship with peer groups, career counsellors, others such as self and God as well as religious leaders. Furthermore, the results showed that respondents' education had significant relationship with the Internet, schools attended, family members, peer group, and others such as self and God (or divine inspiration) as sources of information on job vacancies, although it does not have significant relationship with mass media (such as newspapers, television and radio), social media (such as Facebook, Instagram, Telegram, WhatsApp, Twitter [now X], among others), career counsellors, political affiliations and religious leaders as sources of information on job vacancies. Findings further showed that significant association exist between respondents' categories and four sources of information on job vacancies and these include internet, schools attended, political affiliation and religious leaders.

In addition, among the respondents who received information on job vacancies via the internet, findings showed that majority (29.6 per cent) were between the ages of 21 and 25 years, 27.0 per cent were between the ages of 26 and 30 years, and 15.7 per cent were between the ages of 31 and 35 years. The finding indicated that source of information on job vacancies via the Internet declined as age increases. The relationship between age and source of information via the Internet was found to be statistically significant ($p<0.001$). Moreover, among the respondents who received information on job vacancies through the Internet, findings showed that majority (94.8 per cent) had tertiary education, 5.2 per cent had secondary education and none had primary education. Again, source of information on job vacancies through the internet was informed by educational attainment. The association between education and source of information via the internet was statistically significant ($p<0.05$). Also, considering the proportion of respondents that received information on job vacancies through the Internet, findings showed that both fresh graduates (26.1 per cent) and final year undergraduates (26.1 per cent) received most of their information on job vacancies through the Internet. This was followed by public paid workers (16.5 per cent), private paid workers (16.1 per cent) and self-employed (15.2 per cent) who received information on job vacancies through the internet. Again, the relationship between respondents' categories and source of information through the Internet was statistically significant ($p<0.05$).

Among the respondents who got information on job vacancies through the mass media (such as radio, television and print media), findings showed that 26.2 per cent were between the ages of 21 and 25 years, 24.0 per cent were between 36 and 40 years, and 19.1 per cent were between 18 and20 years. The results showed that statistically significant association existed between age and source of information through mass media ($p<0.001$). Among the respondents who got information on job vacancies through the schools attended, findings showed that more than a quarter (26.4 per cent) of the respondents were between the ages of 21 and 25 years, and 19.4 per cent were between the ages of 18 and 20 years. Statistical relationship existed between age and source of information through the schools attended ($p<0.01$). Also, findings showed that significant relationship existed between educational attainment and source of information through schools attended ($p<0.05$). Specifically, while majority (96.9 per cent) of the respondents that got information on job vacancies through the schools attended had tertiary education, only 3.1 per cent had secondary school education and none had primary education. This indicated that information on job vacancies were mainly obtained in higher institutions. Moreover, among those who got information on job vacancies through schools attended, findings showed that majority (28.7 per cent)

were final year undergraduates, and 25.6 per cent were private paid workers. It was found that statistically significant association existed between respondents' categories and source of information from schools attended ($p<0.05$).

Findings on source of information on job vacancies through social media showed that age was associated significantly ($p<0.05$). The results further showed that more than a quarter (25.6 per cent) of the respondents who got information on job vacancies from social media were between ages of 21 and 25 years, 22.5 per cent were between the ages of 26 and 30 years, and 21.7 per cent were between ages of 36 and 40 years. In addition, only age and education were significantly associated with source of information on job vacancies from family members ($p<0.05$). Importantly, among those who received information on job vacancies from family members, 32.3 per cent were between the ages of 36 and 40 years, and 23.4 per cent were between the ages of 26 and 30 years. Also, while more than nine-tenth (90.3 per cent) of the respondents who received information on job vacancies from family members had tertiary education, only 8.1 per cent had secondary education. Furthermore, findings showed that only education correlated significantly with information on job vacancies from peer groups ($p<0.05$), and majority (89.6 per cent) of those who sourced information on job vacancies from peer groups had tertiary education. This indicated that tertiary students shared information on job vacancies among themselves.

Moreover, findings demonstrated that majority (38.2 per cent) of those who received information on job vacancies from other sources such as self and/or divine inspiration were self-employed. Also, while 67.6 per cent of those who got information on job vacancies from self or God had tertiary education, 29.4 per cent had secondary education. The results demonstrated the significant relationship between education and source of information on job vacancies from self/God ($p<0.05$). The results further established that age and respondents' categories significantly correlated with source of information on job vacancies from political association ($p<0.001$). Importantly, among those who received information on job vacancies via political association, majority (35.3 per cent) were both between the ages of 18 and 20 years and between the ages of 36 and 40 years. Findings also evinced that among those who received information on job vacancies via political associations, majority (52.9 per cent) were final year undergraduates while 26.5 per cent were public paid workers. Lastly, the results showed that sex and respondents' categories were significantly associated with source of information on job vacancies via religious leaders. Specifically, while three-quarter (75.0 per cent) of the respondents who got information on job vacancies via religious leaders were females, the remaining one-quarter (25.0 per cent) were males. Also, while majority (42.9 per cent) of those who got information on job vacancies via religious leaders were private paid workers, 28.6 per cent were final year undergraduates.

Table 3: Significance of association between socio-demographic characteristics and sources of information on job vacancies

Variables	Internet	Mass media	Schools attended	Social media	Family members	Peer groups	Career counsellors	Others (Self & God)	Political affiliation	Religious leaders
Sex										
Male	123 (53.5)	96 (52.5)	62 (48.1)	69 (53.5)	62 (50.0)	54 (56.2)	37 (52.1)	19 (55.9)	18 (52.9)	7 (25.0)**
Female	107 (46.5)	87 (47.5)	67 (51.9)	60 (46.5)	62 (50.0)	42 (43.8)	34 (47.9)	15 (44.1)	16 (47.1)	21 (75.0)**
Age categories										
18-20 years	34 (14.8)***	35 (19.1)***	25 (19.4)**	24 (18.6)*	21 (16.9)**	9 (9.4)	4 (5.6)	0 (0.0)	12 (35.3)***	6 (21.4)
21-25 years	68 (29.6)***	48 (26.2)***	34 (26.4)**	33 (25.6)*	18 (14.5)**	26 (27.1)	16 (22.5)	6 (17.6)	6 (17.6)***	2 (7.1)
26-30 years	62 (27.0)***	33 (18.0)***	24 (18.6)**	29 (22.5)*	29 (23.4)**	25 (26.0)	17 (23.9)	10 (29.4)	4 (11.8)***	6 (21.4)
31-35 years	36 (15.7)***	23 (12.6)***	22 (17.1)**	15 (11.6)*	16 (12.9)**	13 (13.5)	17 (23.9)	5 (14.7)	0 (0.0)***	6 (21.4)
36-40 years	30 (13.0)***	44 (24.0)***	24 (18.6)**	28 (21.7)*	40 (32.3)**	23 (24.0)	17 (23.9)	13 (38.2)	12 (35.3)***	8 (28.6)
Education										
Primary	0 (0.0)*	0 (0.0)	0 (0.0)*	0 (0.0)	2 (1.6)*	2 (2.1)*	0 (0.0)	1 (2.9)***	0 (0.0)	0 (0.0)
Secondary	12 (5.2)*	10 (5.5)	4 (3.1)*	8 (6.2)	10 (8.1)*	8 (8.3)*	1 (1.4)	10 (29.4)***	2 (5.9)	2 (7.1)
Tertiary	218 (94.8)*	173 (94.5)	125 (96.9)*	121 (93.8)	112 (90.3)*	86 (89.6)*	70 (100.0)	23 (67.6)***	32 (94.1)	26 (92.9)
Respondents' categories										
Final-year undergraduates	60 (26.1)***	46 (25.1)	37 (28.7)**	33 (25.6)	30 (24.2)	20 (20.8)	9 (12.7)	5 (14.7)	18 (52.9)***	8 (28.6)**
Fresh graduates	60 (26.1)***	42 (23.0)	21 (16.3)**	25 (19.4)	20 (16.1)	18 (18.8)	18 (25.4)	5 (14.7)	2 (5.9)***	2 (7.1)**
Public paid workers	38 (16.5)***	31 (16.9)	20 (15.5)**	20 (15.5)	27 (21.8)	16 (16.7)	16 (22.5)	6 (17.6)	9 (26.5)***	2 (7.1)**
Private paid workers	37 (16.1)***	34 (18.6)	33 (25.6)**	30 (23.3)	22 (17.7)	22 (22.9)	18 (25.4)	5 (14.7)	3 (8.8)***	12 (42.9)**
Self employed	35 (15.2)***	30 (16.4)	18 (14.0)**	21 (16.3)	25 (20.2)	20 (20.8)	10 (14.1)	13 (38.2)	2 (5.9)***	4 (14.3)**
Total	**230 (100.0**	**183 (100.0)**	**129 (100.0)**	**129 (100.0)**	**124 (100.0)**	**96 (100.0)**	**71 (100.0)**	**34 (100.0)**	**34 (100.0)**	**28 (100.0)**

*** $p < 0.001$; ** $p < 0.01$; * $p < 0.05$

4. DISCUSSION OF FINDINGS

Although sourcing for job vacancies can be daunting, appropriate sourcing for information on job vacancies can be rewarding and fulfilling. From the findings, it can be established that the main source of information on job vacancies among the respondents was the 'Internet'. This is instructive as the finding demonstrates the importance of Internet in sourcing for information on job vacancies among young and middle-aged adults. In very recent times in human history, Internet has been considered a viable source of information to virtually all human endeavours especially as it relates to daily living such as child birth and employment search among many other areas of life (Chancellor & Counts, 2018; Slomian et al., 2017). Since the introduction and development of modern Information and Communication Technology, Internet had taken an important place in every aspect of life including searching for information on job vacancies. This explains the reasons young and middle-aged adults resort to the use of Internet to search for careers/jobs (Chancellor & Counts, 2018). It is important to note that specialized (job) websites such as

Google, Jobberman, Hotnigerianjobs, Nigerjob, and JobNaij among many others are available to source for information on job vacancies among Nigerian young and middle-aged adults. Therefore, the upsurge of Internet as well as the increased usage of internet-connected devices among young and middle-aged adults had enhanced access to wide range of information especially on jobs. Importantly, the extensive adoption of internet-connected devices had encouraged faster and easier means of distributing information. This 'teledensity' had inspired swift flow of information across '-scapes'. Hence, the reason for the Internet to be considered a major source of information on job vacancies among young and middle aged-adults.

Another main source of information on job vacancies among the respondents was mass media such as radio, television and print media. In other words, mass media was identified as another viable source of information on job vacancies among young and middle-aged adults. This is in line with existing studies which have considered mass media as a viable means of creating public awareness and providing information to the populace (Anwar et al., 2020; Khan et al., 2013). With easy access to radio information (even on mobile phones), both local and international television stations (through the use of decoders) and print media such as newspapers, young and middle-aged adults have more access to information on job vacancies. Periodic advertisements of jobs on newspapers such as The Nation, Guardian and Punch newspapers as well as job information provided on radio and television probably encouraged young and middle-aged adults to consider mass media as a viable source of information on job vacancies. Importantly, as the most widespread mass media (Iwunna et al., 2022), radio is known to provide ready and quick information (both locally and internationally) to the populace even while on the go, and it is readily available and affordable to young and middle-aged adults both in urban and rural areas. The vitally importance of mass media therefore probably made the respondents to consider it as the second main source of information on job vacancies.

Another major source of information on job vacancies among the respondents was the schools attended. Unlike in the pre-colonial African society when knowledge was passed from one generation to another through informal education (Diop & Salemson, 2012), formal education dominates the means of acquiring knowledge in the contemporary Nigerian society (Iacopetta, 2011). Having gone through schools therefore, the respondents considered schools as another main source of information on job vacancies. Importantly, the presence of career counsellors, peer groups, part/level advisers, Heads of Departments, Deans of Colleges/Faculties, et cetera in schools may have created avenues for young and middle-aged adults to acquire information on job vacancies. Furthermore, social media (such as Facebook, Instagram, Telegram, WhatsApp, Twitter [now X], among others) have supported quick dissemination of information on job vacancies (Priyadarshini et al., 2017). Young and middle-aged adults who are in search of information especially on job vacancies often consider social media as an option since links to job information are easily shared on social media. Through social media, information on different kinds of jobs have been received (Oyekola et al., 2018)and some young and middle-aged adults have been able to establish their careers as a result of the information obtained. This explains, among other reasons, why the respondents considered social media as one of the major sources of information on job vacancies. Members of family were also considered important in providing information on job vacancies to the respondents. The kin relationship that existed among members of family especially in Yorubaland over the decades might provide explanations to this (Johnson, 2010). In Yorubaland especially during the pre-colonial era and before the advent of formal education, parents, siblings and close relatives engaged younger generations and enlightened them on available and promising career option. Information obtained from these sources have assisted young and middle-aged adults to make purposive decisions about their jobs, and the kind of information derived from these sources ultimately determine job placement.

There was significant relationship between sex and source of information on job vacancies from religious leaders; and females received information on job vacancies from religious leaders more than males. In a society where many young and middle-aged adult women visit religious leaders such as Imam, Pastors, and traditional religious leaders for guidance, deliverance and counselling (Phiri & Nadar, 2012), obtaining information on job vacancies from religious leaders therefore was not inappropriate. During

meeting sessions with religious leaders, discussions on job vacancies might come up and that might have served as source of information for young and middle-aged women. Also, age category of respondents was significant in obtaining information on job vacancies especially via the Internet, mass media, schools attended, social media, family members, and political association. Importantly, young people (21-25 years) sourced information most through the Internet and mass media compared to other age categories. It should be noted that this age category represents the phase of life when young people seek for job that affect their future career (Creed et al., 2020). Advertising jobs through the Internet and mass media (such as radio, television and print media) therefore will be more appropriate for job advertisers in order for job seekers to be easily informed.

In addition, respondents' category was significant in sourcing information on job vacancies through the Internet, schools attended, political affiliation and religious leaders. Particularly, on the source of information on job vacancies that was most prevalent to each category of young and middle-aged adults, findings showed that final year undergraduates and fresh graduates (such as the national youth service corps - NYSC) received most of their information on job vacancies via the Internet and mass media. Since they were either in schools or just graduated from schools, and were still trusting God for possible job opening, both final year undergraduates and fresh graduates continued to source the Internet and mass media for job vacancies (Chancellor & Counts, 2018; Khan et al., 2013; Neuner et al., 2019).This possibly made Internet and mass media to be their major sources of information on job vacancies. These findings confirmed earlier studies which found Internet and mass media to be the major sources of information among young people (Chancellor & Counts, 2018; Fitzgerald et al., 2012; Khan et al., 2013), and the major source of information on many subjects area such as health and sexuality (Bjelke et al., 2016; Daneback et al., 2012; Slomian et al., 2017).

Also, among the respondents' categories who received information on job vacancies from political affiliation, final year undergraduates were found to be the majority. In Nigeria where recruitment especially into public service was not solely based on merits (Femi, 2014; Oyekola, 2017; Oyekola et al., 2022), final year undergraduates might have been promised appointment into public sector careers through their (or their parents') affiliations to political leaders/associations. Following final year undergraduates were public paid workers. In other words, public paid workers received information on job vacancies through political affiliations. This further explains the basis for getting appointment into public services since recruitment into public services was more as a result of political affiliation or nepotism/favouritism (Ajani & Oyekola, 2019; Oyekola, 2017). In addition, among the respondents' categories who received information on job vacancies from religious leaders, private paid workers' category was found to be the majority. It is important to note that more faith-based organisations (FBOs) are being established in Nigeria and these organisations continue to support socio-economic development by providing job security for young and middle-aged adults population (Arisukwu, 2017; Olajire & Oyekola, 2022). As a result, many young and middle-aged adults continue to seek for job vacancies from religious leaders who are always key stakeholders of FBOs. Finally, among respondents' categories who received information on job vacancies through other sources such as self or divine inspiration, self-employed were found to be the majority. In other words, self-employed category of young and middle-aged adults relied mostly on self and God (or divine inspiration) for entrepreneurial motivation. Since they were job creators and not job seekers, they were motivated by self or divine guidance to start a business. Hence, they did not need to seek information on job vacancies. It must be noted that self-determination and trust in God, as well as supports from peer groups and/or family members were critical in motivating entrepreneurial activities (Mohamad et al., 2019; Rasak et al., 2023; Yeh et al., 2021).

5. Conclusion, Recommendations and Implications

The study concluded that there are various sources of information on job vacancies among young and middle aged-adults, and that Internet, mass media, schools attended and social media were the major sources of information on job vacancies. Importantly, final year undergraduates and fresh graduates received most of their information on job vacancies through the Internet and mass media. Among the respondents' categories who received information on job vacancies from religious leaders, females and

private paid workers' categories were found to be the majority. Also, among respondents' categories who received information on job vacancies through other sources such as self or divine inspiration, self-employed were found to be the majority. This study represents, to the best of authors' knowledge, the first to investigate sources of information on job vacancies among various categories of young and middle-aged adults in Ibadan metropolis, and it is germane to the current discourse on Sociology of Organization especially as it relates to job seeking considering various challenges being faced by young and middle-aged adults during job placement. The findings will be useful for policy makers in developing employment policy; for employers in engaging the widely used sources of information on job vacancies; and for job/career seekers in searching appropriate sources of information. It is recommended that young and middle-aged adults should search appropriate sources of information on job vacancies and employers of labours should advertise employment opportunities for different categories of young and middle-aged adults using appropriate channel in order to bridge unemployment gap. Availability and free access to the information in this article will facilitate the timely realization of 2030 development agenda, especially as it relates to youth employment in Nigeria.

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