Full Length Research Paper

The role of academic libraries and librarians in knowledge management and the realization of vision 20:20:20 in Nigeria

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Nigeria has envisioned that by the year 2020 the country will become one of the 20 top economies of the world. This goal was buttressed in a government policy termed vision 20-20-20. These researchers examined the complimentary role libraries and librarians in Nigerian universities could play in the realization of that vision. They sampled the opinions of librarians in universities in Enugu state to synthesize their opinions concerning the roles they play in knowledge management. The researchers found that vision 20-20-20 can be realized through the collaborative roles of academia and manpower trainers for whom libraries and librarians are invaluable assets; therefore their roles cannot be over looked. The findings showed that the realization of vision 20-20-20 is knowledge driven, and librarians are active players in identifying maintaining and making available knowledge assets. Since only a reputable and reliable knowledge base can bring about efficient manpower production and capacity building for economic management and governance, librarians and knowledge workers roles are vital. They help to leverage knowledge assets through the provision of world class information, manpower training, and capacity building, all of which can impact on Nigeria's vision 20-20-20. The paper calls for advocacy that would help put the role of librarians in perspective to the appropriate authority. This advocacy role will bring librarians into full focus and optimize the utilization of their skills and abilities.

Key words: Academic libraries, librarians, knowledge management, realization, vision 20:20:20.

INTRODUCTION

Knowledge is the vital factor of production in today's world of advanced technology. Knowledge is not only power but also represents wealth. In the light of this statement, the most needed labour force today is that which has appropriate knowledge management skill. Babalola (2008) observed that "the provider of knowledge is an indispensable fuel for the engine of development". Universities have a strategic position in Human Capital Development (HCD) because knowledge creation and impartation are their stock in trade.

Knowledge management (KM) is a process used to improve the performance of individuals and organizations by leveraging knowledge assets. KM involves the identi-fication, creation, capture, representative distribution, use and reuse of knowledge (Onwurah and Chiaha, 2008). Knowledge management unites intellectual practices and activates channels of knowledge. Therefore, KM plays important role in the production of the much needed skilled manpower found at universities.

Knowledge management is a brood term and describes

many components in the identification of information production and delivery system. These elements include (but are not limited to) the categories of knowledge needed to support overall business strategy; capturing the knowledge that employers and customers need in a central repository; and describing, collecting, classifying and disseminating information throughout the organization. Others parts of KM arena include: assessment of the current knowledge base and filling knowledge gaps and the provision of access tools to members within the organization. The first need for an organization that embarks on KM path is to build a strong knowledge base. The organization must take critical steps to prevent knowledge losses as employers and employees taking with them tacit organizational knowledge, in these instances, the organization can easily recoup experience and expertise.

The Federal Government of Nigeria has visualized that the country can achieve greatness with appropriate administration and careful politico-economic planning and its successful execution. Thus, political leader designed and announced an ambitious vision termed vision 20:20:20. This vision is a challenging goal set as part of the Yaradua/Jonathan administration's drive for Nigeria to attain the highest echelon of economic development by the year 2020. Specifically the vision is designed to launch Nigeria into the 20 top economies of the world by the year 2020. One criteria for achieving the vision is through Human Capital Development (HCD). Human capital is the most vital factor of production. Therefore, in order to achieve the goal of vision 20:2020, knowledge management plans should be put in place so that political leaders can encourage their countrymen to strive for and attain Human Capital Development (HCD) which is a significant aspects of building the economy so that Nigeria will be successful and attain the vision 20:2020 goal.

Statement of the problem

The university library and its resources together with the knowledge workers in them are in the main stream of human capital development (manpower training). With the new national dream of building a world class economy by 2020, all components factors of production needed must be refurbished and high-turned for optimal performance. The statement of the problem put in form of question is, "how can libraries and librarians be geared towards reaching the 20:2020 goal? What contributions can librarians make for effective knowledge management in order to improve their strategies and achieve high level manpower production?"

Research questions

1. In what ways can the functions of librarians in Nigeria

be described as knowledge management?
2. How do libraries and librarians in Nigeria contribute to leveraging knowledge assets in this information age?
3. What should be done to enable librarians to contribute maximally towards the realization of Vision 20:2020?
4. In what ways can knowledge management lead to the realization of Vision 2020:20?
5 What are the barriers to realizing Vision 20: 2020?

Purpose of the study

The road map drawn by the Nigeria Federal Government for the realization of Vision 20:2020 cannot be effectively put in place without the full participation of all the factors of manpower production. Academic environments represent one of these factors which cannot perform fully without librarians and libraries. This paper brings to focus the role libraries and librarians play in knowledge management which is a prelude to the realization of Vision 20:2020.

Significance of the study

The findings of this study will bring to the forefront of international professional discussion the important roles that libraries and librarians play in knowledge management and manpower production. It will bring into focus the important role and pride among members of the community of practice that librarians in Nigeria occupy as part of the realization of national economic development and the achievement of the country's goals. The study outlines the requirements needed to place librarian and libraries in a position to perform at maximum levels in this era of information technology.

Scope of the study

This study is limited to finding out the role for librarians and libraries in knowledge management and manpower production in Nigeria. It seeks to identify and understand the ways in which these roles impact manpower production which will contribute to the realization of Vision 20:2020. It is limited to surveying academic librarian in the South Eastern States of Nigeria.

LITERATURE REVIEW

Knowledge management (KM) definitions

In recent times, the term Knowledge Management (KM) has been the subject of debates. Graff and Jones (2003) defined KM as the tools, techniques and strategies to retain, analyze, organize, improve and share business expertise. Munn (2001) summarizes numerous definitions of KM that point towards the "idea that an organization

seeks to identify, capture, disseminate and exploit the knowledge it possesses for the benefit of both its staff, employers and clients/users. Biram (2008) perceives KM as a discipline that seeks to improve the performance of individual and organizations by maintaining and leveraging the present and future value of knowledge assets. KM involves the identification, creation, capture representative distribution, use and reuse of knowledge (Onwurah and Chiaha 2008). Petrides and Nodine (2003) identified KM as the practice that assists in data sharing. According to Friehs (2003) KM is the coordination and organization of personnel in an establishment to facilitate and promote internal and external sharing of knowledge. KM is much more than data collection, processing and exchange of information. It ties together activities that are connected to knowledge capital, knowledge economy, knowledge workers and learning (Onwurah and Chiahza, 2008). Basically KM offers a framework for balancing a myriad of technologies and tying them together into a whole (Biriam, 2008). Working independently Bleiklie (2005) noted that KM unites intellectual practices and cultivates channel for knowledge flow. The above suggest that the use of KM is very appropriate in the production of the much needed skilled high level manpower.

Digital economy

Knowledge professionals are positioned at the forefront of the most auspicious period in human history. This era is called the digital age while the economic paradigm of that age is the digital economy (Omekwu, 2010). The digital economy has a symbiotic relationship with the knowledge profession. The digital economy therefore encompasses all economic activities in the hardware, software, communication, digital media entertainment, advertisement electronic commerce sectors.

A digital economy is based on electronic goods and services produced by an electronic business and traded through electronic commerce (Wikipedia, 2010).

It is characterized by the emergence of new technologies (global computer networks) and new types of workers (knowledge managers). By examining examples of companies that have successfully engineered information networks to encourage growth, this era and its supporters advocates the digitization of all aspects of business life and expound the theory of a digital nervous system akin to transactions and supports an economic system in which the main production functions are in part of paperless offices in a network environment. The digital economy is based on online business electronic commerce eg. Trade on the Internet.

Vision 20:2020

Vision 20:20:20 is an articulation of the long term intent to launch Nigeria into a path of sustained social and economic progress to accelerate the emergence of a truly prosperous and united Nigeria (Ata, 2008). Recognizing the enormous human and natural endowments of the nation this expression of Nigeria intent is to improve the living standards of her citizens and place the country among the top 20 economies in the world by year 2020 (National Planning Commission, 2004) it is envisaged that by 2020, Nigeria will have a large, strong, diversified ,sustainable and competitive economy that effectively harnesses the talents and energies of its people and responsibly exploits its natural endowments to guarantee a high standard of living and quality of life to its citizens (Soludo, 2006).

The need for a holistic transformation of the Nigerian state has assumed an urgent and critical dimension in the course of the last two decades. Notable is the increasing relevance of Nigeria as a leading emerging market albeit with under-utilized potentials. With the return to democratic rule, and the gradual rebuilding of civic institutions and a vibrant market economy, the feasibility of Nigeria assuming a key position as a global economic power and a catalytic hub for development in Africa has become more profound (Africa Peer Review Mechanism, 2008).

Roadmap to the realization of vision 20:2020

The economic transformation strategy for Nigeria is anchored upon three overarching thrusts:

(a) Creating the platform for success by urgently and immediately addressing the most debilitating constraints to Nigeria's growth and competitiveness.
(b) Forgoing ahead with diligence and focus in developing the fabric of envisioned economy by:
i) Aggressively pursuing a structural transformation from a mono-product economy to a diversified industrial economy.
ii) Investing to transform the Nigeria people into catalyst for growth and national renewal,
iii) Investing to create an environment that enables the co-existence of growth and development on an enduring and sustainable basis
d) Developing and deepening the capability of government to consistently translate national strategic intent into action and results by instituting evidence-based decision-making in Nigeria's public space (Central Bank of Nigeria, 2008).

The overall goal of economic development is improvement in human well being. To attain Nigeria's vision 20:2020 would therefore, require the translation of the nation's economic growth into tangible improvements in the well being of majority of its citizens (Commission on Growth and Development, 2008). Education is both a

basic human right and a critical element in human development. Therefore, human capacity development facilitated by strong learning system is central to the attainment of Nigeria's vision 20:2020. Meeting this basic right will speed progress towards the achievement of all the other targets for vision 20:2020 (World Bank, 2009).

According to Sada (2009), the country is expected to be technologically advanced with a vibrant educational system supported by modern standard libraries especially in this digital era. Information remains a vital aspect of human existence for without it, societal progress will be seriously impeded (Soubbotina, 2004). Librarians have been the primary agents and providers of information and information materials. As information and knowledge increases day by day, the role of librarians as information managers or brokers becomes very glaring, especially when library role in knowledge management is linked to the achievement of government economic aspirations and global prominence.

Vision 20:20:20 is a developing, long term goal and strategic plan for the transformation of Nigeria's socio-economic landscape to a place within the top 20 league of developed countries by the year 2020 (Obasi, 2010). Ata (2008) equally predicted that Vision 20:2020 is a goal set by the Nigerian government. According to Obi (2008) Vision 20:2020 puts Nigeria in a place of power and influence as one of the 20 top global economies by the year 2020. According to the Federal Government of Nigeria (2009) Vision 20:2020 has over 400 initiatives with timeliness for implementation. The initiative is divided into three stages:

Stage one: Comprising of Review and Updating Stage (June 2007 to Dec 2012).
- A presidential implementation committee has been set up.
- Reviewing and updating the legal framework.
- Human capital development
- Technology and building of an international finance centre
- Other initiatives that will be formulated.
Stage two: Integration of African Financial Market (January 2013 to December 2016)
- The emergence of global brands and world class players
- Complete integration of financial market and fiscal development.
Stage three: Consolidating Stage (Jan 2017 – 2020).
- Emergence of world class financial services system
- Final reviews of performance, results and strategies.
- Locking in the gains for posterity

Note: The Vision 20:2020 is anchored by the followings:
- Millennium Development Goals (MGDs);
- Vision 2010;
- National Economic Empowerment and Development Strategy (NEEDS) and
- New Partnership for African Development (NEPAD).

Objectives of vision 20:2020

In his analysis of the government blue print, Akpan (2009) stated that vision 20:2020 has seven objectives, namely:

(a) To make Nigeria one of the 20 largest economies in the world by the year 2020.
(b) To make Nigeria an international finance centre
(c) To evaluate Nigeria's potentials using development variables.
(d) To make Nigeria to be African's financial hub where most of the international financial transactions in Africa would be connected with Nigeria.
(e) To help other African Nations move out of financial doldrums.
(f) To move Nigeria out of third world country state to an industrialized nation.
(g) To drive rapid and sustainable economic growth in Nigeria and Africa.

Role of librarians in KM

Knowledge management is a broad multi-functional area that includes many aspects of the work that librarians, perform underpinning the day-to-day activities of an institution or organization. When it is well-managed knowledge can be used to improve the performance of an institution, securing and sustaining a competitive advantage and viability.

The roles of a librarian in knowledge management include (but not limited) to the following:

(a) To identify the categories of knowledge needed by users/clientele;
(b) To acquire/capture the knowledge that staff, students and other users need at a central repository/library;
(c) To collect, process (catalogue, classify) and disseminate information throughout the institution;
(d) To assess the current knowledge base of the institution, identifying and filling knowledge gaps;
(e) To employ information technology in order to help organize, store and retrieve information;
(f) To provide information access tools;
(g) To create an awareness of the knowledge available in the repository through workshops, seminars and exhibitions; and
(h) To train library staff on how to manage knowledge and information through the use of information technology.

Role of librarians in HCD

Human Capital Development (HCD) refers to the systematic planning and its application to training and other activities in order to provide a person with the whole

Table 1. Lickert scale.

Option	SA	A	D	SD
Values	4	3	2	1

range of knowledge skills and attitudes needed for effective performance now and in future (Iheama, 2010). The term also refers to the process of acquiring and increasing the number of persons who have the skills, education and experience which are critical for economic development. HCD also refers to the economic value of the knowledge, experience, skills and capabilities of effective workforce within an organization/institution (Graff and Jones, 2003).

Librarians provide fundamental services and facilities for teaching and research. Their role as members of the academic community affects the entire university. Without the library and its librarians, the university would be significantly impacted and challenged as it attempted to function as a centre for learning, teaching and research. Therefore, librarians need to be equipped with the necessary tools in order to effectively perform their duties and fulfill their roles as part of the academic community and as guardians of scholarly communication, both of which promote optimal individual development. The role for Librarian's in Human Capital Development are all encompassing and include manpower training for staff through:

- Attendance of workshops, conferences, seminars, etc.;
- On-the-job training of staff from within and without the institution;
- Job assignment/rotation;
- Attendance of courses locally, nationally and internationally;
- Mentoring of employees;
- Exchange programmes; and
- Self development programmes.
Librarians also train students pursuing careers in information technologies and teach them how to use the Library and its procedures. All these activities enhance the knowledge acquisition of the employee and trainees.

METHODOLOGY

The study followed a descriptive survey design. The population to be sampled was comprised of academic librarians in the Federal and State Universities in Enugu State of Nigeria. The sample included 150 librarians from the University of Nigeria Nsukka and Enugu Campuses, Institute of Management and Technology (IMT), and the Enugu State University of Science and Technology. The instrument used for the study was a questionnaire developed by the researchers. The questionnaire has four parts. The first part of the questionnaire solicited demographic data from respondents. The second part included questions about the roles played by librarians in knowledge management, as part of the manpower production initiative leading to the realization of vision 20:20:20. The third part

asked librarians to provide information about the perceived needs of libraries which would enable them to perform at maximum levels. The fourth part asked respondents to identify barriers that will inhibit the realization of vision 20:20:20. The questionnaires were distributed on selected days to librarians at the participating institutions and were collected personally by the researchers. Items in the second, third, and fourth parts of the survey instrument were ranked on using a four point scale of SA (Strongly Agree); A (Agree); D (Disagree); and SD (Strongly Disagree).

Methods of data analysis

A total weighted frequency of 2.50 was used to determine the mean score on a four point Lickert scale (Table 1). Therefore any item to which respondents indicated a score of 2.5 and above was regarded as acceptable, while mean scores below 2.5 were regarded as not acceptable.

The grand mean for the option is $\dfrac{4 + 3 + 2 + 1}{4} = \dfrac{10}{4} = 2.5$

Data presentation and analysis

Responses in section A (personal data) are illustrated in Figures 1 and 2. In section B the total weighted frequencies were used to determine the mean scores. Mean scores of 2.5 and above are accepted as positive by respondents.

RESULTS

Figure 1 indicated the ranks of librarians who participated in the study. They ranged from assistant librarians to Deputy University librarians.

As shown in Figure 2: the number of respondents who possess a master's degree which made them professional librarians outnumbered their colleagues in other categories (50%). Ten percent of the respondents have doctoral degrees in library science. This fact and their educational levels gives credibility to their responses. Other respondents are librarians who have years of experiences.

Data in Table 2 are based on a criterion level of 2.50, the question include information in the following areas: knowledge management which provides an effective work force for sustainable economic growth; leads to human capital development with skillful economic managers; produces high level manpower that could govern well the economy and produce knowledgeable graduates in other fields for economic and technological development. These responses have mean rating of 3.7 respectively as shown in Table 2. A skilled workforce is necessary in order to realize Vision 20-20-20; and to improve individual workplace performances by leveraging knowledge assets and sharing science and technology data in order to improve knowledge.

These items have a means of 3.6. Knowledge management also helps a country to build and maintain a world class financial system through the cultivation of channels
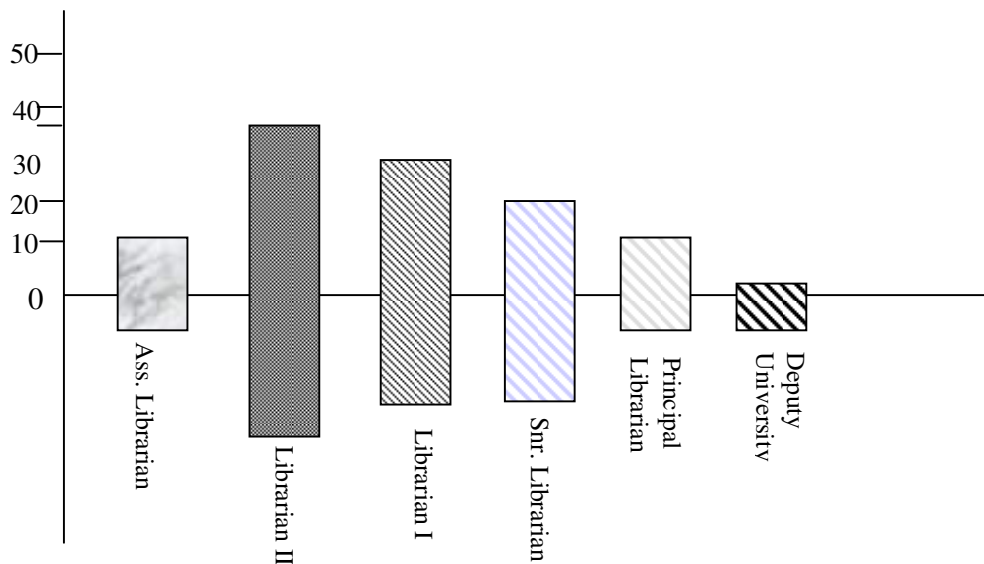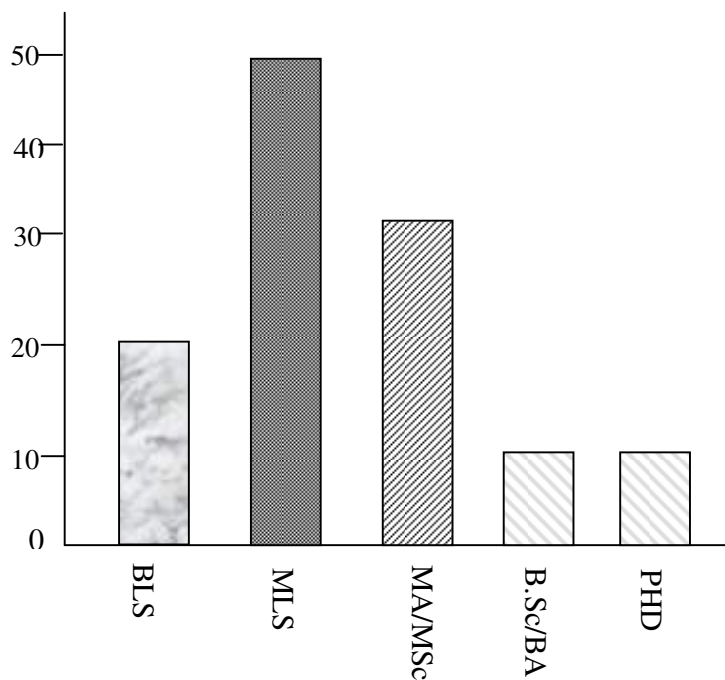
Figure 1. Rank of respondents.

Figure 2. Qualification of respondents.

for knowledge flow. These responses have a mean rating of 3.5.

Data in Table 3 shows that libraries and librarians make contributions towards leveraging knowledge assets through; the provision of limitless access to information through database licensing; participation in human capital development; offering free Internet access to faculty and students and providing resources that align with the national goal of Vision 20-20-20. These responses have means of 3.9, 3.7 and 3.7 respectively. Other contributions have a mean between 3.6 and 3.5. These factors are: assisting manpower trainers to locate world class resources; building strong knowledge base to service needs; offering electronic access to the resources from the library; procurement of books and serials; subscribing to electronic journals and e-resources. All these

Table 2. Knowledge management and the realization of vision 20:20:20.

S/N	Item	Mean
1	Knowledge management (KM) produce effective work force for sustainable economic growth	3.7
2	Human capital development (HCD) brings about a work force that can skillfully manage Nigerian economy	3.7
3	High level manpower (HLM) resulting from KM brings about good governance that can deliver the economy	3.7
4	KM can produce skillful work force to realize Vision 20:20:20	3.6
5	The production of knowledgeable graduates (a function KM) can bring Nigeria to compete in economic and technological development	3.7
6	Improving the performance of individuals through knowledge provision helps in leveraging knowledge assets	3.6
7	Sharing science and tech. data and information for the improvement of knowledge assets can help move Nigeria out of the third world	3.6
8	Attainment of world class financial system can come about through uniting intellectuals and cultivating channels for knowledge flow	3.5

Table 3. How libraries and librarians contribute to knowledge assets.

S/N	Item	Mean
1	Selection of high class/world class resources in their collection development process	3.4
2	Procurement of world class books and serials in the vital areas of socio-economic, science and technology field	3.5
3	Assisting manpower trainers to locate and use world class information resources	3.6
4	Providing limitless access to information through licensing to numerous data bases and banks world wide	3.9
5	Building a strong knowledge base to service the needs and demands of lecturers and students	3.6
6	Participating actively in human capital development by leading knowledge workers to high quality information retrieval	3.7
7	Subscribing to high class electronic journals and e-resources for easy access in an internet work	3.5
8	Offering readers electronic access to all resources of the library round the clock	3.6
9	Offering free internet access to faculty and students all around the university	3.7
10	Providing resources in line with the national goal of vision 20:20:20.	3.7

Table 4. Librarians functions equitable to knowledge management (KM).

S/N	Item	Mean
1	Identification of categories of knowledge needed by users	3.4
2	To capture the knowledge that staff and students need at a central repository	3.6
3	To process information resources for easy retrieval by users	3.7
4	To disseminate information to users on knowledge stock available for use	3.7
5	To assess current knowledge base for the identification of gaps for filling	3.6
6	To employ technological tools for easy storage access, retrieval and use by all	3.3
7	To create awareness of knowledge assets available even outside the four walls	3.7
8	To train knowledge workers on the modern methods of information capture and service to clientele	3.6

components increase the knowledge base for efficient manpower training. Another function of librarians to leverage knowledge assets is the careful selection of resources for effective collection development. This response has mean of 3.4

Table 4 shows eight functions of librarians that equate to and contribute to knowledge management. These include; the processing of information resources for easy retrieval; dissemination of information to users from the library's on available collection of resources and creating an awareness of knowledge assets available outside the four walls of the library. These questions all have means

Table 5. Ways librarians can function maximally in KM.

S/N	Item	Mean
1	Expanding their knowledge base through the application of ICT	3.7
2	Training their clientele on effective use of ICT in information retrieval	3.5
3	Putting majority of their information resources in electronic searchable formats	3.3
4	Increasing library budgets to enable them subscribe to core journals in all fields where they offer courses	3.5
5	Providing limitless access to information resources through digitization and internet access	3.6
6	Instituting an inter university network for the sharing of resources electronically	3.4
7	The critical role university libraries play in manpower development should be made know to those who fund the libraries through the advocacy of CULNU (Committee of University Librarians)and NLA	3.6

Table 6. Hindrances to vision 20:20:20 realization.

S/N	Item	Mean
1	Corruption in high and low places	3.5
2	Lack of security	3.2
3	Absence of quality education	3.7
4	Low agricultural productivity	3.2
5	Low investment in industries	2.7
6	Poor electricity power supply	3.5
7	Non diversification of economy	2.8
8	Low foreign investors	2.5
9	Conflicts in the oil production states	3.5
10	Crippling international debts	2.8

of 3.4. Also tasks that support KM are: capturing the tacit knowledge of staff and students in a central repository; constant assessment of the knowledge base to identify gaps; training of knowledge workers on modern methods of information capture and retrieval, and management of technological tools for information access, strong retrieval and use by the library's clientele. These questions all have means of 3.6. Another function of librarians is the identification of categories of knowledge needed by users. This has a mean of 3.4. All of the questions in this section were accepted by respondents.

Based on their responses shown in the Table 5, respondents indicated that: they could take the following steps to maximize KM principles in their libraries expanding their knowledge base through the application of ICT: providing limitless access to information resources through digitization; and increasing funding for local academic libraries through advocacy efforts of CULNU. These items had means of 3.7, 3.6, and 3.6, as shown in Table 5. Subsequently librarians would benefit from the training of their clientele in the effective use of ICT; increasing their budgets so that they could afford to buy additional subscriptions to core journals and texts; instituting an inter-university network for sharing resources; and digitizing a majority of their resources. These activities reflect mean scores of: 3.5; 3.5; 3.4; and 3.3 respectively.

The responses shown in Table 6 indicate the forces that may hinder the realization of Vision 20:20:20. These

potential barriers are principally an absence of quality education; corruption; poor electricity supply; low agricultural productivity; and, youth conflicts in the oil producing states. These items scored between 3.2 and 3.7 means. Other factors include: non diversification of the economy; crippling debts to external creditors such as (IMF); non investment in industries; and low foreign investors in the economy. These items scored between 2.5 and 2.8 means. These factors are hindering the country's economy from growth and significant performance.

DISCUSSION

This research has shown that academic librarians in Nigeria perform knowledge management functions in the course of their duties in University libraries. Some of these function include, identification, capturing and processing information resources needed for education and training of effective work force in the different fields of study in the Universities. By this function they build capability for growth and development of the nation. Also, through creating awareness of knowledge assets and dissemination information to their clientele, academic Librarians cultivate channels of knowledge diffusion between information resources and knowledge seekers. This is in line with the statement of Bleikie (2005) that knowledge management unites intellectual practices and cultivates channels for knowledge flow. This is appropriate, according to this writer, in the production of the needed skills to human capital and work force development. Librarians also take part in training students and researchers on the modern methods of information capture through the employment of modern technological tools and skills. In his description of knowledge management, Munn (2001) states that it is ideas that an organization seek to indentify, capture, disseminate and exploit the knowledge it possesses for the benefit of both its staff, employers and clients/users. By this description it shows that many of the functions of academic Librarians can be attributed to knowledge management functions.

Academic Librarians in the study area have the potential for leveraging knowledge assets by building a

very strong knowledge base. This is done through appropriate funding, effective resources selection, procurement and provision of limitless access of information and knowledge resources to knowledge workers and clients. By this, they can play a powerful role in capacity building and human capital development (HCD). By subscribing to scholarly publications, offering free internet link to world acclaimed databases, academic Librarians can link their (faculty and students) to world class scholarly resources that will give them leverage to access vital knowledge assets for building skills. Such an activity according to Iheama (2010) "provide a person with the whole range of knowledge, skills and attitudes needed for effective performance …" These can be achieve by expanding Librarians knowledge base through information communication technology (ICT) applications to their work; participating in inter-university networking for sharing of resources; obtaining license for them to access international data bases online. It is in this light that Friehs (2003) advocate that personnel in establishments should be organized to facilitate and promote internal and external sharing of knowledge for effectiveness. Effective contribution of Librarians to knowledge management and human capital development will positively lead to the production of a workforce that could skillfully manage the economy of the nation to fruitition. It will nurture a workforce that will bring about legitimacy and good governance to drive the ailing economy and achieve national economic growth. This will be achieved through training of knowledgeable graduates that can compete on technological skills and competences in the global arena to achieve economic independence for the nation, Nigeria. Hence, the road to advancing the potential for the realization of vision 20:2020 will be paved.

The application or deployment of ICT infrastructure will enable Libraries, along with other knowledge workers (Lectures etc), to accumulate the necessary resources and competences needed to inculcate requisite knowledge to students. Offering uninterruptible internet services in the Library and around the campus will offer users a wider spectrum of knowledge acquisition. At the same time it will offer knowledge worker more experience to bring into human capital development (HCD). Ihiama (2012) is of the opinion that Human capital Development (HCD) provides a person with a whole range of knowledge, skills and attitudes needed for effective performance. Therefore, the offering of internet services will aid knowledge acquisition necessary for the advancement of the course of vision 20;2020 realization. Librarians contribution shall come into play through furnishing readers with relevant information resources and managing knowledge in aid of work force training. Soubbotina (2004) has a strong feeling that information remains a vital aspect of human existence without which societal progress will be seriously impeded. Respondents agreed that a carefully planned knowledge management initiative undertaken by Librarians can contribute to the realization of Nigeria's goal of prosperity termed vision 20:2020. This plan can be achieved if appropriate knowledge assets that staff and students of Universities needed are captured, processed and disseminated to these users. This would be deployed for effective training of the Country's work force. It will lead to the development of quality human capital. It will therefore be capable of improving the capacity for national economic and technological growth. This way Librarians can contribute to the realization of vision 20:2020.

There are however, several hinderances towards the realization of this vision in Nigeria. One of the major hindrances is that the nation's Universities are not on equal footing in funding and infrastructural provision to fully grasp their responsibilities of assisting in skilled workforce development. Other hindrances border on: corruption in the society; insecurity; low quality of education; low capacity in agricultural investments and industrial production; poor electricity supply; conflicts and political agitations by various groups in the country. Other hindrances to the realization of vision 20:2020 include: non diversification of the country's economy; low foreign investment and investors due to insecurity and crippling international debts. The implementation of knowledge management principles and acceleration of human capital development can only be effective if all hindrances and anti progress characteristics are carefully tackled and removed from the society. No matter how good the policy of government in Nigeria is, the perpetrators of corruption will always find loop holes to undermine it. So the present government envisaging progress vision 20:2020 should endeavor to stamp out corruption and other social vices that hinder progress and development. Most urgent hindrances to be tackled are corruption, divisive religious bigotry and crises, political insecurity and ethnic rivalries. The youth insurgencies such as the Niger Delta youths and the Boko haram (terrorist) issues are cases in point. These are undermining government projects, infrastructural installations and destroying lives and public properties. They are scaring foreign investors and impeding progress. All these hindrances and distractions must be carefully checked before Nigeria can make progress in vision 20:2020.

RECOMMENDATION

The attainment of vision 20:2020 being pursued by the government of Nigeria is attainable, through a careful implementation of the recommendations of this paper.

1. The Federal government should make special investments in capital projects and resource provisions (via funding) to galvanize universities towards quality human capital production, necessary for economic growth.
2. Government officials should put in place capacity building initiatives by providing adequate access to the

internet so that Universities would be able to build a sufficient resource base for manpower development.

3. Access to the web alone may not guarantee access to sufficient needed resources. Therefore University libraries need to be assisted to subscribe to core subject academic journals and licensed to International data bases in order to provide access to scholarly knowledge to manpower trainers.

4. The governments (Federal and State) should ensure that all anti-progress events that have the potential to undermine its policies and programmes are effectively addressed in a concerted effort to ensure peace and progress.

Conclusion

The authors of this paper believe strongly that given the requisite exposure through publication and strong advocacy of the Nigerian Library Association (NLA) and the Committee of University Librarians (CULNU), significant amount of progress could be achieved based on the findings of this research. Libraries and Librarians have the potential to play significant role in the country's realization of vision 20:2020. The realization of that vision is knowledge driven and is necessary in order for the rest of the factors of economic growth and manpower production to function appropriately.

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