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ENTREPRENEURSHIP DEVELOPMENT: IMPLICATIONS ON EMPLOYMENT CREATION IN ANAMBRA STATE

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Abstract
This study examined the implications of entrepreneurship development on employment creation in Awka Metropolis, Anambra State, Nigeria. The study adopted a survey research design. The study population involves all the youth in Awka Metropolis Anambra State, while the sample size was one hundred and eighty (180) arrived at using Taro Yamane formula. Data were collected using self-administered questionnaire from the randomly sampled workers. Descriptive statistics like distribution tables, mean and standard deviation were used to present the data collected, while inferential statistics was used for data analysis. The test of hypotheses was done using Chi-Square. The research revealed that entrepreneurship development has a significant positive effect on employment creation in Awka South L.G.A. Anambra State. The study concluded that without a proper and articulated plan to further enhance the development of entrepreneurial activities in the state, the task of creating jobs for the teaming unemployed populace will remain a mirage. The study recommended that government need to organized continuous entrepreneurial training programmes in the area of entrepreneurship skills and also government need to formulation effective policies and programmes for the development and channeling of entrepreneurial talents towards the overall development of the nation.

Key Words: *Employment Creation, Entrepreneurship Development, Training.*

Introduction
The quest for employment opportunities has birth in many Nigerians the initiative to seek for alternative means of livelihood. As a result of this, entrepreneurial development has gained prominence in recent time, since most persons have found out that waiting for white collar jobs that are often not forthcoming is no more in vogue. Duru, (2014) states that the oil boom has destroyed and distorted our attitude to work (resource course) and this has affected the psychological quotient of an average Nigerian who prefers to avoid investments that require special expertise and innovation. The population in terms of size and the potentials in terms of resources endowment of the Nigerian state speak volume of the magnitude of the business opportunities and markets that are available in her economy for as many that possess entrepreneurial skills

and acumen. The performance and effectiveness of entrepreneurs in the country as an instrument of economic growth and development has long been under scrutiny. This intense scrutiny has been against the backdrop of the low performance and inefficiency that characterized small business particularly in assessing its role on employment creation and entrepreneurship development. Entrepreneurship development plays a considerable role in all modern economies. Entrepreneurship is influenced by the country where it operates and the area where it is found (Ratten, 2020). High cases of unemployment all over the world have necessitated entrepreneurial development. Nigeria is among the countries in the world with its culture, original civilization and background, and it is an innovation-driven country. Even though there is growth in the economy and the government's interest in enhancing entrepreneurship, the entrepreneurship levels in the country are at relatively lower levels compared to other nations (Cho & Lee, 2018). Entrepreneurship is a source of job creation (Lukeš, Longo & Zouhar, 2019). This is because entrepreneurial activities have been discovered to have the ability to affect a country's economy and its individuals' lifestyles. According to Dhahri & Omri (2018), entrepreneurship executes different functions in businesses, society and general growth. All factors of production might be unproductive and ineffective without entrepreneurship development.

High incidences of unemployment worldwide have necessitated entrepreneurial development (Zemtsov, 2020). Most significantly, the young people are the ones who will drive development and transformation. They are an essential aspect of a country's industrial development and growth. Individual entrepreneurs and entrepreneurial groups reveal the resources, innovations and trading opportunities which make economic growth possible. Undoubtedly, entrepreneurs are the first to find the opportunities and possible economic value of new resources; they effectively bring those opportunities into existence in economic terms and broaden the job opportunities available for exploration by the youth (Boudreaux, Nikolaev & Klein, 2019). Hakanen & Rajala (2018) noted that in a properly organized country, the growth of entrepreneurship brings about the creation of supplementary businesses that provide raw materials like power and other industrial services like product packaging, marketing, insurance, microfinance institutions and banks, logistics and communication. Unfortunately, the high rate of unemployment in Nigeria has given credence to the need for entrepreneurial development in this present day. Unemployment is apparently one of the major causes of social vices such as fraud, kidnapping, armed robbery, destitution, prostitution, terrorism, political thuggery and so on. In response to the situation, government have at various times established intervention agencies such as the National Directorate of Employment (NDE), the defunct National Poverty Eradication Programme (NAPEP), and the Entrepreneurship Education Programme (EEP), One Youth Two Skills Initiative Solution for Anambra Youths, among others. But it looks like the situation has defied all known solutions because unemployment has continued to be on the increase (Ogunyomi & Oginni, 2013). Nevertheless, entrepreneurship development appears to be the most favoured option in the fight against the problem in the country but its implementation appears to be fraught with problems which manifest in the area of inadequate funding, lack of government incentives measures, infrastructure and generally lack of commitment on

the part of government.

Thus, the study sought to examine the implications of entrepreneurship development on employment creation in Anambra State, Nigeria. Specifically, the study seeks to:

a. determine if entrepreneurial activities have significant effect on employment creation in Awka Metropolis Anambra State.
b. investigate whether entrepreneurship development programmes has significantly created employment in Awka Metropolis, Anambra State.
c. examine whether there are significant constraints to entrepreneurial development in Awka Metropolis, Anambra State.

Hypotheses

Ho_1: Entrepreneurial activities have no significant effect on employment creation in Awka Metropolis Anambra State.

Ho_2: Entrepreneurship development programmes has not created employment in Awka Metropolis, Anambra State.

Ho_3: There are no siginificant constraints to entrepreneurial development in Awka Metropolis, Anambra State.

Literature Review

Concept of Entrepreneurship

The evolution of entrepreneurship research in economics was largely influenced by the diverse roles ascribed to the entrepreneur. Since Cantillon, several economists such as Schumpeter, Knight, Kirzner and Baumol were the most influential contributors to entrepreneurship throughout the 20th century. According to Cantillon (1755) as cited in Kumar (2013), an entrepreneur plays the role of an agent who buys factors of production and combines them to form a new product. Entrepreneurship is more than simply "starting a business." It is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value is often through the identification of unmet needs or through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as "one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods hence Entrepreneurs see "problems" as "opportunities," and then take action to identify the solutions to those problems and the customers who will pay to have those problems solved. Entrepreneurship is known as the capacity and attitude of a person or group of persons to undertake ventures with the probability of success or failures. It demands that the individual should be prepared to assume a reasonable degree of risks, be a good leader in addition to being highly innovative. In business management, Entrepreneurship is regarded as the "prime mover" of a successful enterprise just as a leader in any organization must be the environmental change agents (Anyadike, Emeh & Ukah, 2012).

Entrepreneurship, according to Solomon (2014), is the willingness and ability of an individual to seek for investment opportunities, to establish and to run an enterprise successfully. To Baba (2013), it is the act of starting a company, arranging business ideas and taking risks in order to make profit through the education skills acquired. More formally, Gana (2008) defines entrepreneurship as the willingness and the ability of an individual to seek out investment opportunities in an environment and be able to establish and run an enterprise successfully based on the identified opportunities. Entrepreneurship according to Walter (2014) can be defined in terms of the following three essentials and linked attributes: (a) Ability to perceive profitable business opportunities. (b) Willingness to act on what is perceived and (c) the necessary organizing skills associated with the project. Therefore, entrepreneurship refers to the act or process of identifying business opportunities and organizing to initiate a successful business activity. Salami (2011) identified two types of entrepreneurship such as:

a) ***Opportunity*** - Based Entrepreneurship: This occurs when an entrepreneur perceives a business opportunity and chooses to pursue it. Ernst and Young (2009) in a survey found that majority of entrepreneurs said they saw economic slowdown as the perfect time to pursue new market opportunities. In addition, economists, academics and industry leaders agree that recession tend to favour the naturally innovative temperament of entrepreneurs.
b) ***Necessity*** - Based Entrepreneurship: This occurs when an entrepreneur is left with no other viable option to earn a living. It is borne not as a choice but compulsion which makes him or her choose entrepreneurship as a career. An example is the Nigerian Civil War of 1967-1970 when the economic embargo introduced by Federal Government forced the secessionist Biafra to develop fuel pump from coconut and palm oil.

Entrepreneurship Development Initiatives

In the pursuit of poverty reduction and job creation among the generality of the citizens of Anambra State., Governor Chukwuma Soludo established two prominent entrepreneurship development schemes in the State. These schemes were essentially designed to empower citizens in the area of skill acquisition and entrepreneurship. They were designed to be gender sensitive so as to address the skill acquisition needs of both male and female citizens of the state.

1. **Anambra State One Youth Two Skills Empowerment Centre**

This center was established under the Ministry of Youth Empowerment and Creative Economy. Its main aim is to train male youths in various entrepreneurial skills for employment opportunities and enhancement of social and economic wellbeing of unemployed youths in the state. At the beginning of the scheme, participants from various local governments in the state were enrolled in the programme to specialize in either of the skills provided by the centre which include, fashion design, make-up artist, digital creation, motor mechanics, electrical wiring, plumbing, vulcanizing and welding. The pioneer set graduated after six months rigorous training in the aforementioned skills. After graduation each trainee was given the sum of one hundred thousand naira and tools for smooth take off of his private enterprise.

2. **Anambra State Women Development Centre**

This Centre was established in 1990 by the military government under auspices of Ministry of Women Affairs. Its primary objective is to provide entrepreneurial skill acquisition training to women for self-reliance, economic empowerment and poverty reduction. The training programme is designed exclusively for married and unmarried women from various local governments in the state. It is a six months programme in various skills such as tailoring, knitting, tying and dyeing, pomade and soap making. At the end of the training, each participant is provided with required tools and machinery for her smooth take off as an entrepreneur. Since inception the scheme has graduated more than one thousand (1,000) women trainees in various skills mentioned above.

Factors Inhibiting Entrepreneurial Development Initiatives

In Nigeria, the problems of infrastructural development (good roads, electricity supply, water, and so forth) inhibit the development of entrepreneurial activities. Ovat (2013) emphasized lack of funds as bane for the development of entrepreneurship. Ayodele (2006) identified inadequate capital, irrelevant education that is not tailored towards entrepreneurial activities to be other factors hindering the development of entrepreneurship in the country. Okafor (2011) pointed out that corruption has robbed the country of developing a vibrant economic base. Agwu, Carter, Murray, (2014) in their study emphasized that corruption had permeated the entire social structure of Nigeria; hence the funds meant for developing projects that will aid entrepreneurial activities have been misappropriated, diverted, or embezzled and stashed away in foreign banks. Political instability and inconsistent in government policies have made so many would be entrepreneurs to take their funds outside the country to other nations where the political terrain is better. In his own contribution, Chibundu (2004) highlighted the following challenges confronting entrepreneurial activities in Nigeria. These are low entrepreneurial skills, poor management practices, overbearing regulatory and operational environment and poor implementation of policies.

Others are restricted market access, lack of infrastructural facilities, financial indiscipline, and constrained access to funds and capital markets, among others. Nwagwu (2007) re-emphasized the important of entrepreneurial skill when he asserted that the failure of tertiary education to inculcate in their curriculum good entrepreneurship education has led to the wastages in both human and natural resources. This is because the youth and the graduates from tertiary institutions are not equipped with the skills with which to exploit the natural resources that abound in Nigeria. These overbearing problems need concerted efforts by all stake holders in the country for entrepreneurial activities to strive (Nwagwu, 2007).

Why some of the Government Entrepreneurship Development Schemes Failed

a. ***Corrupt Practices among Decision Makers:*** The rate of corruption and misappropriation of public funds has been an impediment to the development of entrepreneurial activities in Nigeria. These have robbed the country of many jobs opportunities that would have been created through vibrant entrepreneurial programs Okafor (2005) emphasized further that huge some of foreign exchange accrued to the country in the last 50 years have been mismanaged through massive corruption.

b. ***Bad Management and Implementation:*** Poor management and implementation of government programs, policies and strategic decision are the bane behind the full realization of entrepreneurial development in Nigeria. Akande (2013) argued that usurpation of authority between various arms of government, weak and problematic management and administrative oversight, and mismanagement of funds have all contributed to while some of the schemes failed.
c. 3) ***Lack of Entrepreneurial Education:*** Absence of entrepreneurship education in our school curriculum has denied Nigerian youths the privilege of having the necessary skills of starting their own business. Dickson, et al. (2008) and Ofili (2014) all concluded that the need for entrepreneurial education and mentorship programmes for the students in the country to be very germane to successful entrepreneurship development skills in Nigeria agreed that mentorship programmes should be encouraged between students and successful entrepreneurs. This will increase the practical skills of all students and prepare them well for entrepreneurship.
d. ***Policy Discontinuity and Lack of Sustainability:*** Lack of continuity and sustainability in government policies towards entrepreneurship in Nigeria has been a great hindrance towards entrepreneurial activities. Incessant change in government often comes with changes in government policies and disruption or cessation of programmes run by previous government.
e. ***Insecurity:*** Achumba, Igbomereho, and Akpor-Robaro (2013) stated that insecurity is a great impediment to growth of business in any nation. The problem of insecurity as currently being faced by the country has the tendency of increasing the cost of carrying out business in the country and even scaring potential investors as well as capable workers and ultimately results to increasing the costs of goods and services in the country. The issues of insecurity increases the cost of business as people with innovative ideas will not be attracted to areas consumed with insurgency and security challenges. These increase the cost of doing business and also increase the cost of goods and services from such businesses.
f. ***Other reasons*** why various government programmes on development of entrepreneurial did not achieve the expected results. (1) Poor policy formulation and coordination. (2) Lack of policy framework, institutional framework and delivery machinery. (3) Lack of target setting for agencies, ministries and programmes. (4) Duplication of functions among institutions and agencies. (5) Non-involvement of the traditional institutions and community groups in projects selection and implementation. (10) Lack of involvement or consultation with the poor in poverty policy formulation and implementation.

Constraints of Entrepreneurship in Job Creation

Constraints of entrepreneurship development could either be economic resources or human resources. Economic resources are made up of labour, land capital and entrepreneurial abilities, which when combined produce a great output. The key roles of entrepreneurship include mobilization of domestic savings for investment, significant contribution to Gross Domestic Product (GDP) and Gross National Income (GNI), harnessing of local raw materials, employment creation, poverty reduction and alleviation, enhancement in standard of living, increase in per capita income, skills

acquisition, advancement in technology and expert growth and diversification. Irrespective of the benefits associated with entrepreneurship, there are lots of barriers that have prevented youths from fully realizing their potentials and assuming responsibilities in the society. These barriers are however differently grouped by different authors and scholars in the literature, but According to Onwubiko, (2014) the barriers to entrepreneurship were grouped under the following sub-headings:

1) ***Absence of Infrastructural Facilities:*** It is a universal belief that certain basic infrastructural facilities aid the development of the mind and body and assist productivity in any environment. These facilities have been identified as good roads, good water supply, constant power, access to information and communication technology and other tools of trade. A case where these are lacking in a country, the growth of the economy will be adversely affected. In Nigeria, these basic work tools as well as the enabling environment is lacking. All these put together have made entrepreneurial activities cost intensive, unprofitable and uninteresting thereby dissuading the youths from assuming entrepreneurial leadership positions.
2) ***Inadequate Working Capital:*** Even though many scholars such as Onugu, (2013) have argued against non-availability of capital as the prime problem of entrepreneurship development, the availability of capital, says Onwubiko (2014) is central to the establishment and continued existence of any enterprise irrespective of the size, focus and objective. It has been observed that for an entrepreneur in Nigeria to start a business, he /she must have adequate funds. In a situation where the working capital is inadequate or unavailable, it becomes a problem. This is one of the major, if not the major problem that young people encounter when opening a business. Banks are reluctant to give out loans to intending entrepreneurs especially when they are young people. The procedures for accessing such credits are often rigorous and dependent on the provision of collaterals which the potential entrepreneur may not possess. Therefore intending entrepreneurs often fall back on their personal savings or on loans from family members and friends.
3) ***Low Standard of Education:*** The world today is a global village and since an intending entrepreneur must be conversant and in tune with events around and about him, education becomes a critical factor in preparing and empowering the entrepreneur with the qualities required of him. Unfortunately, the role of education in forming young people to become change agents it seems, have been ignored. Year after year, the quality of education in the Nigerian institutions has gradually been on the decline, due to strikes and unqualified teachers. While those who stay in the system is as a result of the unavailability of alternative jobs. Government policy or lack of one has been a major bane of education in Nigeria. The schools are not adequately funded, equipped, regulated and managed to bring out their optimum potentials in youths and potential entrepreneurs.
4) ***Lack of Adequate Training:*** Absence of adequate training for students such has made it difficult to them to meet up the transformation question. This challenges the future of the youth as entrepreneurs. It has been observed that the educational curriculum in Nigeria focuses more on the theoretical without a

corresponding practical approach. Most employers are always compelled to retrain their employees due to lack of knowledge of basic work ideas or familiarity with the area of study of the employee. Technology has been used to improve the quality of life through the use of the computers and other technological discoveries such as the internet. Where the youth does not have the knowledge or skill of the latest technology, it affects their outlook to life. This also results in low morale, inefficiency and lack of confidence.

5) ***Lack of Political Will*** on the side of our political leaders have been a more hindrance to entrepreneurship development and reduction of unemployment in Nigeria (Onwubiko, 2014). The neglect of vocational/technical education has been robbing the nation of the potential contributions of its graduates to national growth and economic development. The inability of policy makers to has lead underdevelopment of Africa.

   Agbaeze, et al., (2012), writing on the obstacles of entrepreneurship development averred that the challenges and obstacles facing aspiring Nigerian entrepreneurs include amongst others the following:

   a) Constrained access to local and international markets stunt entrepreneurial expansion and proliferation because Entrepreneurs find it difficult to successfully market and expand their business as a result of high cost of doing business. Enterprises can only succeed if awareness of market availability is created.
   b) Severe infrastructure deficits (mainly of power and electricity) that hamstring both new and existing businesses. Interestingly, World Bank study carried out in the last ten years or so indicated that if government is able to remove power as a bottleneck, Nigeria will at least gain 30 percent competitiveness in production. It is therefore imperative that an effective energy policy be developed as business cannot thrive under a bad energy policy.
   c) Inadequate access to finance and the absence of a viable credit policy that addresses the specific needs of enterprises.

Methodology

This study adopted a survey research design. This is because this study seeks to elicit data for analysis through the use of a questionnaire. This study was conducted out in Awka Metropolis Anambra State. The population of this study consists of youths (between the ages of 18 years to 30 years) in Anambra State. In selecting the respondents, the research adopted a convenience sampling. Both secondary and primary data were used to achieve the objectives of this study. The accessible population is one hundred and eighty (180) Anambra Youths in Awka Metropolis. The instrument of data collection is the questionnaire. The questionnaire was validated using face and content validity. The reliability analyses were run with Cronbach Alpha to depict the internal consistency of the key variables. Data analysis was done through the use of Chi Square (X^2).

Result and Discussion

Hypothesis One

Ho_1: Entrepreneurial activities have no significant effect on employment creation in Awka Metropolis Anambra State.

Table 1: Chi-square Output on entrepreneurial activities affecting employment creation

Chi-Square Test			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	882.425[a]	28	.000
Likelihood Ratio	897.908	28	.000
Linear-by-Linear Association	224.811	1	.000
N of Valid Cases	180	100	

Note. a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 26.72.

Source: SPSS output from Field Survey, 2023.

Table 1 shows the chi-square output on entrepreneurial activities affecting employment creation in Awka Metropolis Anambra State. The result showed that entrepreneurial activities have significant effect on employment creation in Awka Metropolis Anambra State.

Decision: Judging from the Pearson Chi-Square Coefficient which is 882.425 and the asymptomatic significance (p-value = 0.000 which is less than 0.05), the null hypothesis is therefore not accepted in favour of the alternate hypothesis which is accepted, and this means that Entrepreneurial activities have significant effect on employment creation in Awka Metropolis Anambra State.

Table 2: Test of significant of entrepreneurial activities on employment creation

Symmetric Measures		
	Value	Approx. Sig.000
Nominal by Phi	.538	.000
Nominal Cramer's V	.269	.000
N of Valid Cases	180	

Note. a. Not assuming the null hypothesis. b. Using the asymptotic standard error assuming the null hypothesis.

Source: SPSS output from Field Survey, 2023.

Table 2 reveals the significant effect of entrepreneurial activities on employment creation in Awka Metropolis Anambra state. From the Phi coefficient as indicated in Table 2, at .538 (50%), it is revealed that cumulatively, entrepreneurial activities have a moderately significant effect on employment creation in Awka Metropolis Anambra State.

Hypothesis Two

Ho_2: Entrepreneurship development programmes has not significantly created employment in Awka Metropolis, Anambra State.

Table 3: Chi-square Output on entrepreneurship development programmes

Chi-Square Test			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	489.625[a]	28	.000
Likelihood Ratio	557.379	28	.000
Linear-by-Linear Association	46.466	1	.000
N of Valid Cases	180	100	

Note. a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.50.

Source: SPSS output from Field Survey, 2023.

Table 3 reveals the chi-square result for entrepreneurship development programmes as it relates to creations of employment in Awka Metropolis Anambra State. From the result, it showed that entrepreneurship development programmes play a significant role in creation of employment in Anambra State. This is owing to the fact that the Pearson Chi-Square Coefficient obtained is 489.625 and the asymptomatic significance was 0.000 which is less than 0.05 level of significance used. Judging by this result, the null hypothesis is rejected in favour of the alternate hypothesis.

Table 4. Test of significant for entrepreneurship development programmes on employment creation

Symmetric Measures		
	Value	Approx. Sig. .000
Nominal by Phi	.408	.000
Nominal Cramer's V	.204	.000
N of Valid Cases	180	

Note. a. Not assuming the null hypothesis; b. using the asymptotic standard error assuming the null hypothesis.

Source: SPSS output from Field Survey, 2023.

Table 4 shows the effect of entrepreneurship development programmes in Awka Metropolis Anambra state. The Phi coefficient obtained is .408 (40%). This reveals that cumulatively, entrepreneurship development programmes plays a moderate role on determining employment creation in Awka Metropolis, Anambra State.

Decision: Since p-value (.000 is less than 0.05), the alternate hypothesis is accepted and this means that entrepreneurship development programmes has significantly created employment in Awka Metropolis, Anambra State.

Hypothesis Three

Ho_3: There are no significant constraints to entrepreneurial development in Awka Metropolis, Anambra State.

Table 5: Chi-square Output for constraints on entrepreneurial development

Chi-Square Test			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	502.798[a]	28	.000
Likelihood Ratio	533.648	28	.000
Linear-by-Linear Association	57.132	1	.000
N of Valid Cases	180	100	

Note. a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 19.20.

Source: SPSS output from Field Survey, 2023.

Table 5 shows the output of the chi-square test of the effect constraints facing entrepreneurial development in Awka Metropolis, Anambra. Looking at the result, the Pearson Chi-Square Coefficient is 502.798 and the asymptomatic significance is 0.000. **Decision:** Since p-value (.000 is less than 0.05), the alternate hypothesis is accepted and this shows that there are significant constraints to entrepreneurial development in Awka Metropolis, Anambra State. This implies that these constraints witnessed by entrepreneurial development in Awka Metropolis, Anambra State have a statistically large effect on them.

Table 6. Test of significant for constraints witnessed by entrepreneurial development

Symmetric Measures		
	Value	Approx. Sig. .000
Nominal by Phi	.702	.000
Nominal Cramer's V	.405	.000
N of Valid Cases	180	

Note. a. Not assuming the null hypothesis; b. using the asymptotic standard error assuming the null hypothesis.

Source: SPSS output from Field Survey, 2023.

Table 6 shows the effect constraints witnessed by entrepreneurial development in Awka Metropolis, Anambra state. From the Phi and Cramer's V coefficient as shown in the table, at .702 (70%), this indicates that cumulatively, there are constraints witnessed by entrepreneurial development in Awka Metropolis, Anambra State.

Conclusion and Recommendations

The conclusion from the above findings is that in spite of the various entrepreneurship development programmes implemented to date, the rate of unemployment and poverty continues to increase because the problems of low entrepreneurial activities remains overwhelming. Without a proper and articulated plan to further enhance the development of entrepreneurial activities in the country, the task of providing jobs for the teaming unemployed populace will remain a mirage. This study therefore concludes

that entrepreneurship development has a significant effect on employment creation in Awka Metropolis, Anambra State.

On the basis of the conclusion, the following recommendations were made:

a. Government should organized continuous entrepreneurial training programmes in the area of entrepreneurship skills, feasibility study, book keeping, and simple managerial skills.
b. There need for effective formulation of policies and programmes for the development and channeling of entrepreneurial talents towards the overall development of the nation.
c. Government need to create an environment conducive for entrepreneurial activities to flourish. An environment with political, religious and ethnic violence cannot bring about a striving entrepreneurial activity and job creation.

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