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## INFLUENCE OF ENTREPRENEURSHIP TRAINING PROGRAMMES ON UNEMPLOYED YOUNG ADULTS OF IBADAN METROPOLIS IN OYO STATE, NIGERIA

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### **Abstract**

*The study examined the influence of entrepreneurship training programmes on unemployed young adults in Ibadan metropolis of Oyo State, Nigeria. Exploratory research design was employed while probability and non-probability sampling techniques were engaged to sample two-hundred and thirty (230) respondents from three main local governments within Ibadan metropolis. Both quantitative and qualitative instrument were used to elicit information. Descriptive and inferential statistical tools were used, while thematic analysis was used to report the qualitative part of the instrument. The empirical findings revealed that young adults' involvement in entrepreneurship training enhanced them to create employment opportunity for their counterparts; improve their income level; and compete favourably with counterparts in the same line of business among others. Also, it was revealed that challenges facing them are multi-dimensional in nature including; financial constraints, sustaining and upgrading entrepreneurial activities; lack of defined market and weak marketing strategies of the potential and existing young adults involve in entrepreneurs; absence of tax incentives like tax holiday as well as multiple taxation among others. While registration and license fees for potential entrepreneurs; introduction of import substitution strategy to promote indigenous entrepreneurs; provision of reliable infrastructural facilities such as accessible road, and regular powerful supply to ensure effective operation of the needed entrepreneurs and creation of reliable data bank on existing entrepreneurs to mention a few are some of the strategies to overcome these challenges. Recommendations comprised provision of interest free loans, regular implementation of entrepreneurship training programmes for potential young adults and provision of welfare enhancing infrastructural facilities.*

**Keywords:** Influence, entrepreneurship, training, programmes, Young Adults

## Introduction

The growth and empowerment of young adults are critical periods in life for developing the human capital that permits young people to avoid poverty and live better, more fulfilled lives. As a result, the human capital developed by young adults is an essential indicator of long-term growth in which a country can invest. As a result, ensuring that young adults are properly prepared for their future is critical to the country's overall poverty reduction and economic progress. However, in developing nations like Nigeria, the increase in the number of young adults enrolled in formal education is a beneficial development. However, many of these countries' labour markets are now unable to meet the growing demand, since around 400 million new jobs would be required to absorb today's young adults, resulting in a decrease in employment availability, an increase in the number of unemployed, and forcing young persons to work in the informal sector (International Labour Organization 2007). As a short-term intervention mechanism, Awogbenle and Iwuamadi (2010) argued for the urgent need to orient young adults in these afflicted economies, particularly Nigerians, to embrace self-employment and entrepreneurship through vocational and entrepreneurial training programmes.

As a result, entrepreneurial development is projected to produce young adults who can discover and utilise existing resources and launch economically lucrative business enterprises, which could help to alleviate the country's unemployment crisis. This was in line with Isike and Ovekaemo's (2008) argument that no country can advance technologically, industrially, or economically without a strong development of entrepreneurial skills, which leads to a reduction in young adults' unemployment. On this point, Okoli and Okoli, (2013) agreed that entrepreneurship development is a sector that equips its participants, particularly young adults, with skills that enable them to be employable and helpful to themselves and society at large. As a result, Ndubuisi-Okolo, Anigbuogu, and Leonard (2014) believe that with well-planned and executed entrepreneurship education and training, young adults will learn to be happy and fulfilled as employees or employers of labour, allowing their unique capabilities to be used for the development of national and global goals rather than abandoning their country for greener pastures overseas.

Meanwhile, an entrepreneur is a risk-taker who seeks out and exploits business possibilities while also coordinating other production elements such as land, labour, and capital in order to create jobs, alleviate poverty, and, above all, maximise profits. According to Popoola, Brimah, and

Gbadeyan (2018), entrepreneurship practises have a large and favourable impact on poverty alleviation. According to Anekwe, Ndubuisi-Okolo, and Attah (2018), entrepreneurship development is a tool for poverty reduction, job creation, and economic progress. According to Moses, et al., (2015), all activities aimed at entrepreneurship education in formal educational settings will help recipients develop entrepreneurial skills and knowledge, which will aid in the establishment of economic activities that will reduce poverty among the owners of the businesses, the creation of jobs for people who are unemployed, the expansion of economic prospects, the improvement of living standards, and social reform.

In terms of marital status, CheMat, Harun, Zainal, and Jamaluddin (2017) stated that one way for single mothers to get out of financial trouble is to engage in entrepreneurial activity. This is because, in contrast to non-involvement, single mothers' participation in entrepreneurial activities appears to account for a significant decrease in their poverty rate; thus, income generated from entrepreneurial activities among single mothers was regarded as an effective channel for them to break out of poverty in a short period of time. According to Vijayakumar (2013), entrepreneurship practise through entrepreneurial activities did not contribute considerably to economic growth and poverty reduction. This demonstrates that there is no unanimity on the importance of entrepreneurial activities, which may be attributable in part to unique obstacles impeding the success of these activities among young individuals.

However, some of the barriers impeding the start-up of new businesses as well as the expansion and development of existing ones among potential young adult entrepreneurs include: communal conflict (Popoola, Shittu and Muftau, 2020) financial constraints towards starting-up, sustaining and upgrading the business venture (Vijayakumar, 2013; Taiwo, Falohun, and Agwu 2016) market and marketing related issues in the area of research, segmentation, planning and control (Begum & Abdin, 2015; Effiom, & Edet, 2018) absence of tax incentives like tax holiday as well as multiple taxation (Agwu & Emeti, 2014) inadequate infrastructural facilities, road network, telecommunication system, power supply, health facilities among others (Yunusa & Abuh 2018;) gender barrier with respect to women multiple social role interface as compared to men (Kolosrika, & Vijayakumar, 2019) inadequate innovation and invention capacity (Arendt & Grabowski, 2019) poor patronage of locally made goods due to globalisation and trade liberalisation (Dabo, 2017) high level of corruption in terms of demanding for bribes and kickbacks during procurement of



licences, permits and host of others (Okezie, Alex & Asoluka, 2013) and above all attitudinal factors which entailed individual self-efficacy and intention for self-employment through entrepreneurship education (Awolaja & Ajayi, 2020; Doan & Le Hieu, 2020). As a result, there is a need for this research because there is no consensus in the literature on the role of entrepreneurial activities in poverty reduction and job creation. Apart from that, none of the prior research studies that the researchers are aware of had Ibadan metropolis as a focus, and the study's primary goal was to provide solutions to some of the problems that young adults face when engaging in entrepreneurial activities. The broad objective of this study was to examine the influence of entrepreneurship training programmes on unemployed young adults in Oyo State, Nigeria'. While, specific objectives are to; Evaluate the contributions of young adults involvement in entrepreneurial activities towards poverty reduction and employment generation within Ibadan Metropolis in Oyo State, Nigeria, find out some of the challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria; and suggest the strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria.

### **Research Questions**

The following research questions are formulated to guide the study.

- i. To what extent do young adults' involvement in entrepreneurial activities contribute to poverty reduction and employment generation within the studied areas?
- ii. What are the challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria?
- iii. What are the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo state, Nigeria?

### **Methodology**

An exploratory research design was adopted for this study. This is because, exploratory research design encourages combination of qualitative (key informant interview, focus groups discussion and participant's observations) and quantitative (questionnaire) approaches. That is, triangulation mode of collecting appropriate and relevant data to the study. However, in an exploratory research design, qualitative data may be collected before quantitative one and vice-versa.

The basic rationale for engaging this kind of design was based on the ground that the strengths of one form of data collection would offset the weaknesses of the other form. Such that, it provides ease triangulation of data sources, and consequently enhances the credibility of the findings. As a result, qualitative approach most especially Key Informant Interview (KII) and participant's observation technique were employed to solicit information on some of the challenges facing existing young adults' entrepreneurs within the studies areas. Quantitative segment comprised different items on the subject matter. All participants in the qualitative segment of the design were not involved in the quantitative component so as to avoid duplication of ideas. The target population of the study comprised all young adults who had not only undergone entrepreneurship training but also involved in entrepreneurial economic activities within Ibadan Metropolis-Ibadan North, Ibadan South-West and Ibadan South-East Local Government Areas of Oyo State, Nigeria.

Both probability and non-probability sampling techniques were used to determine the nature of the respondents, study location and select 230 participants to be used. These comprised, multistage random sampling, stratified random, snow ball and purposive sampling techniques respectively. Purposive sampling technique as a segment of non-parametric was used to determine calibre of respondents to be included for the attainment of the research objectives and study location. As a consequence, not only entrepreneurs within the youthful age of 18 and 45 years, but also those operating their entrepreneurial activities within the three local governments under Ibadan Metropolis as at the time of the administration of the research instrument were by purpose the main subjects of this researchwork. Multistage sampling techniques was used to sample three local governments under Ibadan Metropolis-Ibadan North, Ibadan South-West and Ibadan South-East. Besides, seven strata were created per local government and respondents were sampled with the aid of snow ball and purposive sampling techniques.

Structured questionnaire which was planned on various rating scales, key informant interview and participant observation were used for gathering data for the study. The questionnaire was self-developed by the researchers which titled "Young Adults' Entrepreneurship Training and Poverty Reduction Questionnaire (YAETPRQ). The questionnaire has four sections, section A dealt with demographic information of the respondents, while remaining sections were basically designed in structured form to cater for the research questions and objectives. The responses were planned on

both five and four points Likert-scale rating which are; Very High Extent (VHE) = 5, High Extent (HE) = 4, Moderate Extent (ME) = 3, Low Extent (LE) = 2, Very Low Extent (VLE) = 1 as well as Strongly Agree, (SA) = 4, Agree (A) = 3, Disagree (D) = 2 and Strongly Disagree (SD) = 1. The instrument was trial-tested among 40 young adults entrepreneurs practicing in Egbeda Local Government of Oyo State which were not part of the respondents slated for the study. The internal consistency reliability coefficient was obtained with the aid of Cronbach Alpha reliability technique. The justification for using Cronbach Alpha reliability technique was based on the fact that the items on research instrument, that is questionnaire have no right or wrong answer and it allowed respondents to rate the degree or extent to which they agree or disagree with a statement on a particular scale. However, the Cronbach Alpha reliability test produced 0.65. The outcome posits that the instrument is suitable, appropriate, adequate and reliable for the research work.

The data were collected through questionnaire, personal interview and participant's observation. The questionnaire was administered to the respondents by three trained research assistants who were familiar with the terrain of the sampled communities. These research assistants were briefed on the objectives, guidance, approach, and explanations to the respondents on how to complete the questionnaire for both lettered and non-lettered respondents. In addition, the researchers were directly engaged in personal interview and participant observation so as to obtain information as well as to have in-depth knowledge of the research topic through face-to-face interaction. This instrument was used because it gives opportunity for deeper probing into issues under investigation. The administration of the quantitative research instrument lasted for five working days from 17th through 21st May, 2021 respectively. This is because, the target population were scattered around each stratum. The research assistants collected the instrument immediately after filling and by this 230 respondents submitted which accounted for one-hundred per cent (100%) return rate. The quantitative data collected were analysed using descriptive statistics. Descriptive statistics comprised mean and standard deviation while were employed. In addition, content analysis was used for the qualitative component of the generated data, that is, for outcomes from Key Informant Interview and participant's observation.

## Results

### Analysis of Data Based on Research Questions

**Research Question I:** To what extent do entrepreneurship training received during apprenticeship days by young adults within Ibadan Metropolis enhance their entrepreneurial activities and contribute to poverty reduction as well as employment generation?

**Table 1:** Descriptive statistics showing the respondents' view towards the extent to which entrepreneurship training contribute to poverty reduction.

Items	Mean	S.D
Convenience in attending the entrepreneurship training determine my attendance.	1.89	0.22
I have benefited immensely from the entrepreneurship training during my apprenticeship days.	3.02	0.54
My involvement in entrepreneurship training and activities has enhanced me to create employment opportunities for young adults.	3.05	0.58
My involvement in entrepreneurship training and activities has improved my income level.	3.05	0.58
I have been economically empowered after receiving entrepreneurial training.	1.01	0.05
The entrepreneurship training received had enabled me to compete favourably with my counterparts in the same line of business.	3.50	0.75
The entrepreneurship training had enhanced me to adjust to innovation and invention as they arise in my line of business.	2.55	0.09
My involvement in entrepreneurship training had helped me in training potential and existing entrepreneurs within the same line of business.	2.03	0.46
My participation in entrepreneurship training had equipped me with prerequisite skills and knowledge needed to have effective interaction with customers.	3.25	0.91
<b>Grand Weighted Average</b>	<b>2.59</b>	

Table 1 indicated the mean and standard deviation values of the respondents as regards the extent to which entrepreneurship training received during apprenticeship days by young adults enhanced their entrepreneurial activities and contributed to poverty reduction as well as employment generation. The findings revealed that the young adults' convenience in attending the entrepreneurship training programme was not the main reason for involving and participating in the entrepreneurial economic

activities as having low mean value of 1.89. It is inferred that young adults' involvement in entrepreneurship training is only a necessary condition for being economically empowered but not a sufficient one. As the mean value stood at a very low extent region of 1.01. Furthermore, young adults' involvement in entrepreneurship training had enhanced them to a very high extent to; create employment opportunities for young adults; improve their income level; compete favourably with counterparts in the same line of business; and equipped them with prerequisite skills and knowledge needed to have effective interaction with customers as having 3.05, 3.05, 3.50 and 3.25 mean values respectively. However, the Key Informant Interview (KII) conducted on the subject matters on three prominent members of the association formed by this young adults' entrepreneurs towards regulating their activities and overseeing their general on Saturday 22nd May, 2021 revealed as thus:

They said that many young adults had undergone apprenticeship training under their tutelage and these people have gone back to field to practicalise what they have learnt for years at their respective business locations. They reiterated that we are in the modern world where some innovations are coming up for community members to benefit from which in most cases give those young adults ample opportunity to invent new things for economic purposes. They went further to state that they have been able to engage people in productive activities which create room for them to be independent. It was established that entrepreneurship training should be a continuous exercise for both potential and existing young adults to participate in. As this would pave ways for them to improve their income stream and at the same time be a job creator rather than job seeker.

**Research Questions II:** What are the challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria?

**Table 2:** Descriptive statistics showing the participants' perspective with respect to the challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo state, Nigeria.

Items	Mean	S.D
Financial constraints towards starting-up, sustaining and upgrading entrepreneurial activities.	3.33	0.74
Lack of defined market and weak marketing strategies	3.00	0.69
There is absence of tax incentives like tax holiday as well as multiple taxation	3.05	0.69
Inadequate provision of relevant infrastructural facilities—road network, power supply and telecommunication system.	3.76	0.88
Inadequate innovation and invention capacity among existing entrepreneurs.	3.25	0.72
Incessant change in government.	3.33	0.74
High level of corruption in terms of demanding for bribes and kickbacks during procurement of licences and permits by existing and potential entrepreneurs.	3.00	0.69
Inadequate access and utilisation of modern technologies for effective management of the entrepreneurial activities.	3.05	0.69
Low level of awareness creation by existing entrepreneurs of the goods and services through mass media like Radio, Television and Newspapers.	3.05	0.69
Lack of entrepreneurship capacity and intention among young adults.	3.27	0.76
Poor patronage of locally made goods and services due to globalisation	3.35	0.79
Multiple social role of the existing entrepreneurs.	3.01	0.66
Incessant communal conflicts.	3.20	0.75
Global pandemic like COVID-19.	3.04	0.69
<b>Grand Weighted Average</b>	<b>2.97</b>	

Table 2 contained the participants' perspective with respect to the challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria. The empirical findings showed that the challenges facing existing and potential young adults involved in entrepreneurial activities include; financial constraints towards starting-up, sustaining and upgrading entrepreneurial activities; lack of defined market and weak marketing strategies of the potential and existing young adults involve in entrepreneurs; absence of tax incentives like tax holiday as well as multiple taxation; inadequate provision of relevant infrastructural facilities—road network, power supply and telecommunication system; incessant change in government; high level of corruption in terms of demanding for bribes and kickbacks during procurement of licences and

permits by existing and potential entrepreneurs; inadequate access and utilisation of modern technologies for effective management of the entrepreneurial activities; low level of awareness creation by existing entrepreneurs of the goods and services through mass media like Radio, Television and Newspapers; lack of entrepreneurship capacity and intention among young adults; poor patronage of locally made goods and services due to globalisation; multiple social role of the existing entrepreneurs; incessant communal conflicts and prevalence of the global pandemic like COVID-19. This is because, the mean values of 3.33, 3.00, 3.05, 3.76, 3.25, 3.33, 3.00, 3.05, 3.27, 3.35, 3.01, 3.20 and 3.04 respectively which were within the positive region of decision criterion and above the grand weighted average. However, the Key Informant Interview (KII) conducted on the subject matters on three prominent members of the association formed by this young adults' entrepreneurs towards regulating their activities and overseeing their general on Saturday 22nd May, 2021 revealed inter alia:

They referenced series of disaster like fire outbreak and the extent of the damage it caused for the concerned young adults entrepreneurs. Even, they pointed at some road accidents which claimed the lives of many potential young adults' entrepreneurs coupled with loss of properties worth millions of Naira due to poor road condition and reckless driving. Besides, they also lay emphasis on issues relating to double taxation, inability of some members to provide collateral security needed to secure loan from the financial institution, poor patronage of locally made product, and above all the effect of the observation of the preventives measures towards the containment of COVID-19 has caused setback for young adults involving in entrepreneurship activities, as many small business folded up sequel to the broken out of the global pandemic.

**Research Questions III:** What are the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo state, Nigeria?

**Table 3:** Descriptive statistics showing the respondents view towards the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo state, Nigeria.

Items	Mean	S.D.
Involvement of the entrepreneurship experts in the formulation and implementation of the entrepreneurial policy thrust.	3.27	0.76
Regular orientation and training on the application of the new devices or adoption of new ideas among existing entrepreneurs.	3.35	0.79
Regular creating of awareness about the goods and services provided by the entrepreneurs.	3.01	0.66
Introduction of incentives like tax holiday, registration and license fees for potential entrepreneurs.	3.20	0.75
Introduction of import substitution strategy to promote indigenous entrepreneurs.	3.04	0.69
Provision of reliable infrastructural facilities such as accessible road, and regular powerful supply to ensure effective operation of the needed entrepreneurs.	3.04	0.69
Provision of reliable data bank on existing entrepreneurs.	3.56	0.82
Setting up loan monitoring board to ensure that the loan issued to entrepreneurs was used for the stated purpose.	3.35	0.79
Provision of interest free loans for potential and existing entrepreneurs.	3.01	0.66
<b>Grand Weighted Average</b>	<b>3.20</b>	

Table 3 contained the respondents view towards the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities within Ibadan Metropolis in Oyo State, Nigeria. The empirical outcomes revealed that some of the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities to include; involvement of the entrepreneurship experts in the formulation and implementation of the entrepreneurial policy thrust; regular orientation and training on the application of the new devices or adoption of new ideas among existing entrepreneurs; regular creating of awareness about the goods and services provided by the entrepreneurs; introduction of incentives like tax holiday, registration and license fees for potential entrepreneurs; introduction of import substitution strategy to promote indigenous entrepreneurs; provision of reliable infrastructural facilities such as accessible road, and regular powerful supply to ensure effective operation of the needed entrepreneurs; creation of reliable data bank on existing entrepreneurs; setting up loan monitoring board to ensure that the



loan issued to entrepreneurs was used for the stated purpose; as well as provision of interest free loans for potential and existing young adults entrepreneurs as having mean values of 3.27, 3.35, 3.01, 3.20, 3.04, 3.56, 3.35 and 3.01 respectively which were within the positive region of the decision rule.

### Discussion of Findings

The empirical findings revealed that the young adults' convenience in attending the entrepreneurship training programme was not the main reason for involving and participating in the entrepreneurial economic activities as having low mean value. This is to say that some other factors like entrepreneurial intention, determination, decision to become one's boss etc. were responsible for young adults' participation in the entrepreneurial training programmes. This is in tandem with the submission made by Sánchez, (2013) in which entrepreneurship education, entrepreneurship competence and entrepreneurship intention are identified as the strong predictors towards determination of a successful entrepreneurship programme. Albornoz (2013), corroborated this by identifying two teaching goals of every entrepreneurship training. These goals include teaching how to start a successful business and teaching to develop students' entrepreneurial skills. In addition, the young adults' involvement in entrepreneurship training is only a necessary condition for being economically empowered after training, but not sufficient one. As the mean value stood at a very low extent region of 1.01. The implication of this is that there are a lot of hurdles to be faced by the potential young adults' entrepreneurs after they might have received entrepreneurship training which sometimes prevent some of them from starting the business venture after receiving entrepreneurship training. This means that young adults' entrepreneurship training according to Li, (2017) should aimed at fostering their comprehensive cultivation of 'employability skills based on community members' needs.

The empirical findings showed that the challenges facing existing and potential young adults involved in entrepreneurial activities include; financial constraints towards starting-up, sustaining and upgrading entrepreneurial activities; lack of defined market and weak marketing strategies of the potential and existing young adults involve in entrepreneurs; absence of tax incentives like tax holiday as well as multiple taxation; inadequate provision of relevant infrastructural facilities— road network, power supply and telecommunication system; incessant change in government; high level of corruption in terms of demanding for bribes and kickbacks during procurement of licences and

permits by existing and potential entrepreneurs; inadequate access and utilisation of modern technologies for effective management of the entrepreneurial activities; low level of awareness creation by existing entrepreneurs of the goods and services through mass media like Radio, Television and Newspapers; lack of entrepreneurship capacity and intention among young adults; poor patronage of locally made goods and services due to globalisation; multiple social role of the existing entrepreneurs; incessant communal conflicts and prevalence of the global pandemic like COVID-19. The outcomes are in consonance with the recent research reports such as communal conflict (Popoola, Shittu & Muftau, 2020; Awolaja & Ajayi, 2020; Doan & Le Hieu, 2020).

The empirical outcomes revealed that some of the possible strategies for overcoming challenges facing existing and potential young adults involved in entrepreneurial activities to include; involvement of the entrepreneurship experts in the formulation and implementation of the entrepreneurial policy thrust; regular orientation and training on the application of the new devices or adoption of new ideas among existing entrepreneurs; regular creating of awareness about the goods and services provided by the entrepreneurs; introduction of incentives like tax holiday, registration and license fees for potential entrepreneurs; introduction of import substitution strategy to promote indigenous entrepreneurs; provision of reliable infrastructural facilities such as accessible road, and regular powerful supply to ensure effective operation of the needed entrepreneurs; creation of reliable data bank on existing entrepreneurs; setting up loan monitoring board to ensure that the loan issued to entrepreneurs was used for the stated purpose; as well as provision of interest free loans for potential and existing young adults' entrepreneurs. This was in tandem with the research work conducted by Connor & Bent (2016).

### **Conclusion**

The study concluded that the young adults' involvement in entrepreneurship training would go a long way to facilitate employment generation and poverty reduction by means of creating income stream for the participants. It is inferred that varieties of challenges are militating against effectiveness of entrepreneurial economic activities and these could be addressed by embracing some of the aforementioned strategies.

## Recommendations

Based on the outcomes that emanated from this research work, the following recommendations are suggested for stakeholders as thus:

Young adults should as a matter of necessity understand themselves as it will help them to identify areas of their strengths and align with them while embarking on entrepreneurship training. This will make them more focused in life as to evade unemployment.

Government should provide the necessary basic amenities and infrastructural facilities that will enable entrepreneurs to thrive in the country.

Government and non-governmental bodies should ensure effective provision of soft loans for both potential and existing young adults involve in entrepreneurship training within a reasonable time frame. This is because the implementation of effective youth development programme cannot be fulfilled without finding support fund for the trainees. This is predicated on the fact that empowerment is not complete without a corresponding adequate funding provision for the trained manpower.

Government at all levels should improve on the level of awareness of the benefit of entrepreneurship to individual households including young adults as it relates to poverty alleviation. There is a need for government to create enabling environment with particular reference to strengthening the areas of infrastructural developments and tax holiday to the small and medium scale entrepreneurs.

Young adults should see entrepreneurship training programme as a specialized and all-round training programme designed by the concerned authorities to change the worldview of recipients from job seekers to wealth creators by developing their latent talents and potentials.

Entrepreneurship training and development should be instituted at the local government level and inculcate into the school's curriculum at all level to instil entrepreneurial drive, promote human empowerment and development through entrepreneurial skill acquisition and training thus reducing poverty in the society.

There should be collaboration between small business entrepreneurs, entrepreneurial centres and research institutions to implement research findings of those institutions to achieve technology development. Governments at all levels should intervene in postulating good policies to reduce the problems of entrepreneurs through the supply of needed technological and business information and advices. This will go a longway in job creation and poverty reduction.

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