



Entrepreneurship Development Programmes and Employment Generation in Bonny Local Government Area of Rivers State, Nigeria

Kalapapa Benjamin Dappa¹ and Benedict Chima Onuoha, Ph.D²

¹Doctoral Student, Department of Management, University of Port Harcourt, Rivers State, Nigeria | Email: kalapeey@gmail.com

²Professor of Management, University of Port Harcourt, Rivers State, Nigeria | Email: chimaonuoha2005@yahoo.co.uk

Abstract: This study examined empirically the relationship between Entrepreneurship Development Programmes and Employment Generation in Bonny Local Government Area of Rivers State, Nigeria. The predictor variable known as Entrepreneurship Development Programmes was measured by Youth Enterprise with Innovation in Nigeria, National Directorate of Employment and its effect on the generation of employment. The cross-sectional research design was adopted for this study as the study deals with the collection of necessary data from respondents at different locations. 103 entrepreneurs were taken from the population size of 114 using the 1970 Krejcie and Morgan table of sample size determination for the 38 entrepreneurship ventures for this study. A total of 103 copies of questionnaires were administered out of which 92 copies representing 89.3% of the questionnaires were properly completed and retrieved while 11 copies representing 10.7% were not retrieved. Data was gathered from primary and secondary sources while 4 Hypotheses were tested using the Spearman's rank-order Correlation Coefficient for analysis with the support of the Statistical Package for Social Sciences (SPSS) Version 21. The findings indicated that EDP such as YOUWIN and NDE brings about employment through formal and informal employment generation. The study however, recommends that the government should increase the funding of her EDP.

Key words: Entrepreneurship Development Programmes, Formal and Informal Employment, NDE, YouWin.

Published by
Africa Research Corps Network (ARC�)

in Collaboration with
International Academic Journal for Global Research (iajgr) Publishing (USA)



Strictly as per the compliance and regulations of:



© 2019. Kalapapa Benjamin Dappa and Benedict Chima Onuoha. This is a research/review paper, distributed under the terms of the Creative Commons Attribution-Noncommercial 3.0 Unported License (<http://creativecommons.org/licenses/by-nc/3.0/>), permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

1.0 INTRODUCTION

The Nigerian government like several other governments of the various nations of the world is charged with the duty of generating employment to better the lots of her citizenry. In an event where this is not visible; it encourages her citizenry to engage in different entrepreneurship activities through the establishment of ventures and unveils several programmes to ensure these enterprises succeed.

The Nigerian government, at different levels, according to Tende (2014) has endorsed policies directed at improving the performance of some sectors in order to lower unemployment rate. Correspondingly, different administrations; usually in collaboration with the private sector, have launched employment programmes, leading to the institution of NDE (National Directorate of Employment), SMEDAN (Small and Medium Enterprises Development Agencies), PAP (Poverty Alleviation Programme), SURE-P (Subsidy Reinvestment Programme), and YOUWIN (Youth Enterprise With Innovation in Nigeria), BLP (Better Life Programme), NAPEP (Peoples' Bank, National Agency for Poverty Eradication), National Open Apprenticeship Scheme, The Graduate Job Creation Loan Guarantee Scheme, and Agricultural Sector Employment Program. Regardless of these policies and programmes, unemployment/empowerment remains a foremost challenge to the developmental process of the Nigeria economy (Idam, 2014; Tende, 2014).

According to Singh (1985), "Entrepreneurship Development Programme is meant to assist individuals in strengthening their entrepreneurial intent and in obtaining skills and capabilities crucial for playing their entrepreneurial roles productively. It is important to promote this understanding of intent and their effect on entrepreneurial values and behaviour for this purpose." Forthwith, EDP can be easily defined as a planned effort to identify, inculcate, develop, and polish the capabilities and skills as the prerequisites of a person to become and function effectively as an entrepreneur.

In an attempt to redress the deepened unemployment situation in Nigeria, especially in Bonny Local Government Area of Rivers State; this research work intends to ascertain whether establishment and institutionalization of entrepreneurship development programmes by the Nigerian governments generates employment for her citizenry.

Conceptual Framework for the Study

The diagram as shown below explains the relationship between entrepreneurship development programmes and employment generation.

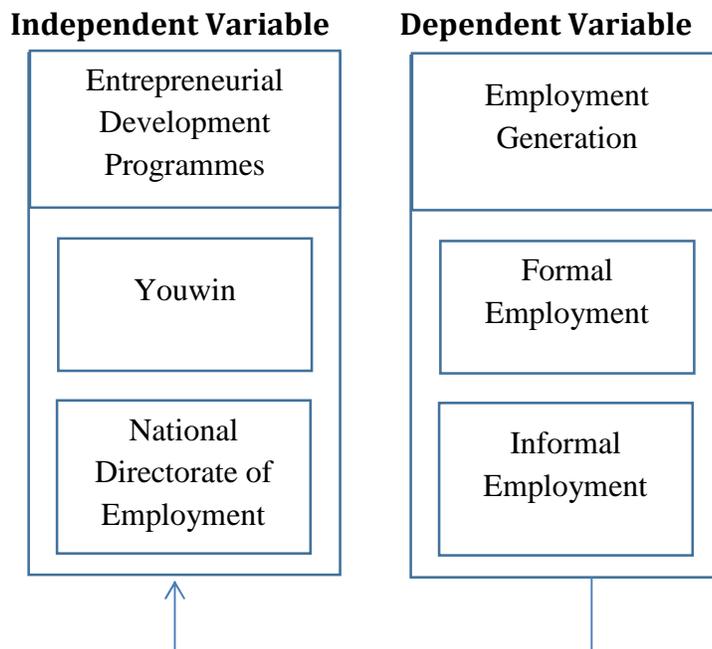


Fig. 1: Adopted from the work of Idam (2014), and the Researcher (2018).

The independent variable also known as predictor variable in this study is entrepreneurial development programmes established by the work of Idam (2014). Its dimensions consist of: YOUWIN (Youth Enterprise with Innovation in Nigeria) and National NDE (Directorate of Employee). Then again, the dependent variable also known to be criterion variable is employment generation. Established by the researcher of this study; its measures include: formal employment generation and informal employment generation.

1.1 Aim of the Study

The main aim and overall drive for this work is to examine if there exists any relationship between entrepreneurship development programmes and employment generation in Bonny Local government Area of Rivers State.

Bonny is known as an island town and one of the twenty three (23) Local Government Areas in Rivers State and also one of the Seven Hundred and Seventy Seven Local Government Areas in Nigeria (Southern Nigeria), on the Bight of Bonny. It has always been the capital of the Kingdom of Bonny. Traditionally (particularly between the period around 15th and 19th centuries) it was a dominant trading center of the eastern delta. Bonny Island, is a main export spot for oil. The region produces a type of crude oil referred to as Bonny Light oil. Large quantity of the oil extracted onshore in Rivers State is piped to Bonny for export to various destination. Bonny has the largest LNG Gas Plant in Nigeria with six (6) trains.

1.2 Research Hypotheses

This research work is guided by the following propositions stated in the null form:

Ho₁: There is no significant relationship between Youwin and formal employment generation in Bonny Local Government Area in Rivers State.

Ho₂: There is no significant relationship between Youwin and informal employment generation in Bonny Local Government Area in Rivers State.

Ho₃: There is no significant relationship between NDE and formal employment generation in Bonny Local Government Area in Rivers State.

Ho₄: There is no significant relationship between NDE and informal employment generation in Bonny Local Government Area in Rivers State.

2.0 LITERATURE REVIEW

Agas ago around mid-1980s as mentioned by Tende (2014), there has been a heightened commitment of Nigerian government for the development of entrepreneurial activities and support particularly after the successful initiation of SAP (Structural Adjustment Program) in 1986. In addition to this stated commitment are the creation of NDE (National Directorate of Employment), NOAS (National Open Apprenticeship Scheme) and, SMEDAN (Small and Medium Enterprise Development Association of Nigeria) (Ogundele and Abiola, 2006). The YOUWIN (Youth Enterprise with Innovation in Nigeria) programme is a cooperation of the Federal Ministries of Finance, Communication Technology and Youth Development to arrange and organize a yearly Business Plan Competition (BPC) for young people who are aspiring to become entrepreneurs in Nigeria.

Concept of Entrepreneurship

Holt (1998) stated clearly that the concept of entrepreneurship over the years as it were has evolved naturally. He stated that Richard Cantillion, a French economist of Irish descent was the very first economist to have used the word entrepreneurship. Cantillion gave entrepreneurship concept a central role in economics and was duly credited for that. An entrepreneur as described by Cantillion is a person who pays a specific amount for a product to resale it at an uncertain price, by that making decisions about getting and using resources while thereupon assuming the risk of enterprise (Holt, 1998).

An entrepreneur is an individual who brings together various production factors and merge them into a product as entrepreneurship is the process of building value by arranging and putting together a unique package of resources to exploit an opportunity. An entrepreneur is commonly referred to as a businessman, who brings together needed

capital and labour for the aim of producing, coordinating and taking care of a business unit with the preparedness of bearing the risk for profit (Drucker, 1985; Holt, 1998).

Government Entrepreneurship Development Programmes

Ogundele and Abiola (2006) revealed that the role and involvement of government in the development of entrepreneurship in Nigeria became meaningful only after the Nigeria civil war as recorded around 1967-70. Right from the mid-1980s there has been a heightened commitment of government to entrepreneurship development particularly after the establishment of the Structural Adjustment Program (SAP) in 1986. In addition to this is the creation of the National Directorate of Employment (NDE), National Open Apprenticeship Scheme (NOAS) and, the Small and Medium Enterprise Development Association of Nigeria (SMEDAN) (Ogundele and Abiola, 2006). Essentially, the Nigerian government supports entrepreneurial culture through initiatives that encourages new ideas, positive attitude, business confidence, support and social responsibility, pride in success, provision of technological supports, advancement of research and development and the encouragement of inter-firm linkages.

Youth Enterprise with Innovation in Nigeria (Youwin)

Tende (2014) pointed out that the Nigerian government(s), especially since the establishment of the structural adjustment programme (SAP) around the mid-1980s, have setup policies and programmes targeted at entrepreneurship development, as a way of generating employment, alleviating poverty and speedy economic development, which led to the establishment of Youwin (Youth Enterprise with Innovation in Nigeria).

The Youth Enterprise with Innovation in Nigeria programme is a collaboration of the Federal Ministries of Finance, Communication Technology and Youth Development to organize a yearly Business Plan Competition (BPC) for ambitious and aspiring young entrepreneurs in Nigeria (Tende, 2014). The programme provides a one-time Equity Grant of N1million - N10 million to 1,200 selected aspiring entrepreneurs to start/expand their business concepts and mitigate start up risks; and to further generate some 80,000-110,000 new jobs for unemployed Nigerian youths over a three-year period (Akande and Okuwa, 2009).

National Directorate of Employee (NDE)

The National Directorate of Employment (NDE) was instituted in November 1986. The Directorate began full operations in January 1987. The birth of the Directorate was dependent on the impact of the economic recession of the 80's which led to an extreme reduction in capacity utilization and consequent complete closure of industries in Nigeria. Correspondingly, other macro-economic policies of the government of the day such as privatization and commercialization of the economy, structural adjustment programme

(SAP), devaluation of the Naira, etc. led to massive job losses in both the public and private sectors of the economy. In accordance with the Annual Report of the NDE 2013, the rate of unemployment had increased from 4.3% in 1985 to 7.0% at the commencement of 1987 in consequence of the situation earlier stated. The scheme was targeted at school leavers, apprentices, graduates etc. The programme was aimed to address four (4) major areas; (1) Small Scale Enterprises programme, (2) Vocational skill development programme, (3) Rural employment promotion programme, (4) Special public work programme. The main target of the agricultural programme is to create employment for graduates, non-graduates and school leavers in the Agricultural sector, with emphasis on self-employment in agricultural production and marketing. The programme is supervised and monitored by a team of Agricultural professionals in the Agricultural department of the Directorate.

Employment Generation

Every economy is clearly defined by both active and inactive populations. The economically active ones are seen as the population that have the willingness and ability to work, and include those actively involved in the creation of goods and services and those who are yet to be employed.

Since independence in 1960, Nigeria has initiated different development plans suggestive of employment generation for growth and development. By way of example, the first National Development Plan (NDP) had a planning focus that covered 1962 to 1968. In this plan, one of its key objectives and targets were the provision of 'opportunities in health, education and employment for all citizens.' To achieve this fit, the plan granted special interest to agriculture and industry which seems to have a huge capacity for employment generation and training of high intermediate workforce.

The second development plan covered the period 1970 to 1974. According to Oni (2006), the plan focused on building a land with promising and full opportunities for all citizens. Furthermore, this plan boosted agriculture, transportation, workforce development, etc. as 'more useful areas for resource allocation' for employment generation.

The third development plan as it were existed between the period 1975 to 1980 with special focus on the reduction in unemployment, and increase in high workforce development.

The fourth development plan shared almost the same philosophy of employment objectives as the third plan. Periods succeeding these saw the country flourishing in rolling plans until 2004 where the budget took more of the planning objectives for the generation of employment or reduction of unemployment with strong emphasis in human resource development, employment generation and poverty eradication. Such objective brought

forth the institution of the National Directorate of Employment in 1989.

Formal Employment

Formal employment has to do with employment in which a firm engages an employee under an accepted and well established working agreement that comprises, health benefits, salary or wages, and established work hours and workdays. In several cases, employees do not work under a signed contract, but instead work under the agreement reached when the employer gave the job to the employee. This agreement will continue to be valid until the employer alters it and informs an employee about those alteration/changes. Employees in a formal engagement agreement are often given a yearly performance evaluation and are entitled for increment of salary and promotions in regard to their performance. Good number of analysts have attempted to reveal the challenges to the growth employment and propose suitable solutions (Chandra et al., 2001 & 2002; Cichello et al., 2005; Kingdon and Knight, 2007; Nattrass, 2001; Lewis, 2001; Skinner, 2005). Notwithstanding the fact that greater attention is spent on formal employment, a huge fraction of workers (24% in 2007) are employed in the informal sector.

Informal Employment

In a very broad term, Becker (2004) expounds the informal sector as the unregulated, non-formal segment of the market economy that creates goods and services for sale or for other forms of remuneration. Informal employment has to do with employment in which an employer engages an employee without an accepted and well established working agreement. With informal employment, employees do not receive health benefits and are often employed temporarily. Their hours of work are not assured, which is to say that in one week they may work 30 hours, and the following week they may work only 10 hours. Informal employment are seen and handled like contractors, and often move from one employment to another. In many cases, informal employment workers are paid in cash, but if they are paid by cheque, no taxes are removed from their salary.

Relationship between Entrepreneurship Development Programmes and Employment Generation

Taiwo (2014) successfully conducted an empirical research on impact of entrepreneurship development on job creation in Nigeria. He discovered that in any giving economy, entrepreneurship development always lead to job creation which will drive individuals to be engaged in something that will improve their lives and the country as a whole. He assessed the relationship between job creation and entrepreneurship development in Nigeria. It was indeed obvious from his finding that job creation or employment opportunity in an economy can be attributed to entrepreneurship training and development.

Akanwa and Akpanabia (2012) investigated the need for the advancement of employment in Nigeria through the development of entrepreneurship. The study depends mostly on secondary data from scholars/ authors in the field. They finalized that, government and its agencies should intentionally encourage entrepreneurial skill and culture in Nigeria so as to attack and ultimately lessen the huge level of unemployment matters in the country so that the nation will increase its economic development.

Bandal (2010), succeeded in carrying out empirical investigation on leveraging the relationship between entrepreneurship and job creation. He ascertained that individual talent, attitude, skills and knowledge as well as various contextual variables such as access to credit, social capital, role of government technology and infrastructure, access to information and access to markets work closely to propel entrepreneurial activity.

3.0 METHODOLOGY

3.1 Research Design

For the purpose of this research work; research design can hence be described as a process that rationalizes and simplifies the phases desirable to conduct an efficacious research assignment.

The cross-sectional research design was adopted for this study as the study deals with the collection of necessary data from respondents at different locations, and also, the respondents were independent of the researcher, and this design is suitable when a study is concerned with the test of relationship between two or more variables (Kothari, 2008; Sekaran, 2003). This research work is qualified to be prescribed as a cross sectional study since data was collated using the questionnaire which was administered to the respondents to test the relationship between entrepreneurship development programmes and employment generation.

3.2 Population of Sampling Procedure

The accessible population is one hundred and fourteen (114) entrepreneurs which is a subset of the target population of seven hundred and twenty seven (727) registered small and medium scale enterprises with Port Harcourt Chambers Of Commerce covering Bonny Local Government Area in Rivers State. One hundred and three (103) randomly selected entrepreneurs in Bonny Local Government Area in Rivers State that are registered with the Port Harcourt Chamber of Commerce covering Bonny from thirty-eight (38) ventures were studied. Therefore, the elements for this study comprise the Entrepreneurs/owners of the one hundred and three (103) ventures in Bonny Local Government Area in Rivers State.

Simple random sampling technique was adopted in this study in other to ensure that every member of the subset has an equivalent probability of being chosen or to assure good representation of every member of the population (Kothari, 2008).

Krejcie and Morgan (1970) sample size determination table was used for this study which will give a sample size (S) of 103 Entrepreneurs/owners of the various ventures registered under the Port Harcourt chambers of commerce covering Bonny Local government area in Rivers State. The instrument for this study (questionnaire) was proportionately distributed according to the staff strength of the various firms.

3.3 Data Collection Method

For the reason of this work, data was obtained both from primary and secondary sources. Primary data was generated by the researcher and mostly through the questionnaire (which was designed to obtain answers from the respondents on the concepts of entrepreneurship development programmes and employment generation), while the secondary was the data which have already been gathered, processed, and reviewed by several other scholars; hence an extensive literature review (journal articles, columns in newspapers and other online materials).

3.4 Data Analysis Techniques

For the reason of analyzing the research data for this study, the data analysis technique that was used is the Spearman's Rank Order Correlation Coefficient with the assistance of the statistical package for social sciences version 21. The Spearman's rank-order correlation coefficient was chosen because the study is concerned with analyzing the relationship between entrepreneurship development programmes and employment generation; and the impact of technology on the variables under review. The formula for the spearman's Rank-Order Correlation Coefficient is given as:

$$r_s = 1 - \frac{6\sum d^2}{N(N^2 - 1)}$$

Where: $\sum d^2$ = sum of the squared differences in the ranking of the subject on the two variables.

N = is number of subjects being ranked.

4.0 RESULTS AND DISCUSSION

Test of Hypotheses

The decision criteria for our test of hypotheses would be a rejection of null hypotheses when p-value is less or equal than 0.05. This implies that our relationship coefficient could

be weak but we would take decisions firmly on the p-value if it is less than or equal to 0.05.

Ho₁: There is no significant relationship existing between Youwin and formal employment

Table 1: Correlations

Variables			YOUWIN	Formal Employment
Spearman's rho	YOUWIN	Correlation Coefficient	1.000	.547**
		Sig. (2-tailed)	.	.000
		N	92	92
Formal Employment		Correlation Coefficient	.113	1.000
		Sig. (2-tailed)	.000	.
		N	92	92

* Correlation is significant at the 0.01 level (2-tailed).

Hypothesis one shows a significant relationship existing between YOUWIN and formal employment with a correlation coefficient of 0.547 and a p-value of 0.000 less than alpha of 0.05. We would therefore reject the null hypothesis.

Ho₂: There is no significant relationship existing between Youwin and informal employment

Table 2: Correlations

Variables			YOUWIN	Informal Employment
Spearman's rho	YOUWIN	Correlation Coefficient	1.000	.113
		Sig. (2-tailed)	.	.281
		N	92	92
Informal Employment		Correlation Coefficient	.113	1.000
		Sig. (2-tailed)	.281	.
		N	92	92

* Correlation is significant at the 0.01 level (2-tailed).

Hypothesis two shows a negative relationship existing between YOUWIN and informal employment with a coefficient of 0.113 and a p-value of 0.281 which is higher than alpha of 0.05. We would therefore accept the null hypothesis.

Ho₃: There is no significant relationship existing between NDE and formal employment

Table 3: Correlations

Variables			NDE	Formal Employment
Spearman's rho	NDE	Correlation Coefficient	1.000	.788**
		Sig. (2-tailed)	.	.000
		N	92	92
Formal Employment		Correlation Coefficient	.113	1.000
		Sig. (2-tailed)	.000	.
		N	92	92

* Correlation is significant at the 0.01 level (2-tailed).

Hypothesis three shows a significant relationship existing between NDE and formal employment with a coefficient of 0.788 and a p-value of 0.000 which is less than alpha of 0.05. We would therefore reject the null hypothesis.

Ho4: There is no significant relationship existing between NDE and informal employment

Table 3: Correlations

Variables			NDE	Informal Employment
Spearman's rho	NDE	Correlation Coefficient	1.000	.413**
		Sig. (2-tailed)	.	.000
		N	92	92
Informal Employment		Correlation Coefficient	.413**	1.000
		Sig. (2-tailed)	.000	.
		N	92	92

* Correlation is significant at the 0.01 level (2-tailed).

Hypothesis four shows a significant relationship existing between NDE and informal employment with a coefficient of 0.413 and a p-value of 0.000 which is less than alpha of 0.05. We would therefore reject the null hypothesis.

Discussion of Findings

This research work explored the bond between entrepreneurship development programmes and employment generation in Bonny Local government Area in Rivers State. Four hypotheses were formulated and the outcome of this study showed that there is a significant relationship between government entrepreneurship developments programmes and employment generation.

This suggests that the more government involves in entrepreneurial development programmes, the greater the likelihood of youth engagement in entrepreneurial activities like SMEs engagement. This is in tandem with the studies of Eme (2014) and Gulani and Usman (2013). While the formal postulates that there must be joint effort by all the stakeholders towards entrepreneurial capacity building of youth if the vision of the reduction of poverty and generation of employment (formal and informal) must be attained, the later maintained that more government policy of initiating different intervention funds and financing of entrepreneurial development should be encouraged for youth empowerment. Indeed, Aladekomo (2004), Alarape (2008), Arogundade (2011), Ekpoh & Edet (2011) further buttress this statement by asserting that the Federal government adopted various strategies and policies regarding entrepreneurial development in Nigeria by setting up institutions and agencies, which offer variety of assistant and support services to entrepreneurs. The implication of these policies is the

emergence of entrepreneurial development programmes (EDP) in different parts of Nigeria with the aim of combating unemployment problem in the country.

Hypotheses one and two explored the bond between Youwin and the measures of employment generation (Formal employment generation and Informal employment generation). The outcomes led to the rejection and acceptance of the null hypotheses respectively, stating that Youwin has significant relationship with Formal employment generation and Informal employment generation.

Based on the results, it was concluded that Youwin has a positive and significant relationship with employment generation in Bonny Local Government Area in Rivers State. This result was in consonance with the study of Taiwo (2014) who carried out an empirical research on impact of entrepreneurship development on job creation in Nigeria. He found out that in any giving economy, entrepreneurship development always give birth to job creation which will drive people to engage in activities that will better their lives and the country as a whole. He assessed the relationship between job creation and entrepreneurship development in Nigeria. It was obvious from his finding that job creation or employment opportunity in an economy can be credited to entrepreneurship training and development. Momoh (2012), Agbanus (2012), Ndumanya (2012) observed that the Youth Enterprise with Innovation in Nigeria (YouWin) programme is a collaboration of the Ministry of Finance, the Ministry of Communication and the Ministry of Youth Development that aims at encouraging aspiring, young entrepreneurs in Nigeria. This is in harmony with the Federal Government's vision and move to generate more jobs for Nigerians. The programme is being administered in partnership with the private sector that is directed with the mandate to give the funding support. Some of the entrepreneurial development programmes aimed at combating unemployment problem in the country are run by various government agencies which include national economic empowerment and development strategy (NEEDS), small and medium scale development agency (SMEDAN), student industrial work experience scheme (SIWES), national directorate of employment (NDE) which provides vocational training for participants to acquire vocational skills in different trades, among other things,, youth enterprises with innovation in Nigeria (YouWin) and subsidy reinvestment and empowerment programme (SURE-P).

Hypothesis three and four explored the bond between NDE and the measures of employment generation (Formal employment generation and Informal employment generation). It was found that, significant relationship exist between Formal employment generation and Informal employment generation and NDE, therefore, the null hypothesis was rejected. This validates the studies of Adebisi; Oni (2012), Nzenwa (2000), Adams, et al, (2011), Ndujihe (2015) who pointed out that in frantic efforts to seek a way out of the unemployment problem the Federal Government established the Chukwuma Committee in

1986 to consider adequate strategies to deal with mass unemployment challenges in the country under the Ministry of Employment Labour and Productivity and the work of the Chukwuma Committee, amid others led to the establishment of the NDE. Between 1987 and 1996, about 1.90m Nigerians gained from the NDE skills acquisition, skills that helped in entrepreneurship development and generation of employment. The outcome of this finding is also consistent with the research of Owualah (1999) who carried out a study on National Directorate of Employment (NDE), a government agency with the charge to create employment, and discovered that government employment training programme, as is the case with (NDE), gave rise to entrepreneurs, that on average, 4 new jobs were created by each of these entrepreneurs of the NDE's employment training programmes. In a similar study, Adebayo (2006), Bright and Carlo (2003), Coombs (2003) submitted that, NDE training programmes are created and maintained to enable people to make changes in their way of living and making a living. Thus, the NDE has a laid down procedure for enrolling who actually needs its training programmes in an effort to attain the objectives of self-employment and employment generation in Nigeria. Correspondingly, the outcome of the finding is also consistent with that of Edet (1991) who carried out his study on the same government agency (NDE) between 1987 and 1989, and confirmed the programme employed 8544 persons, inclusive of the owners. Also, the findings of this study supports the work of Adebisi and Oni (2012) who reported that the programme run by NDE impacted positively on the previously unemployed Nigerians by offering them employment that is meaningful.

5.0 Conclusion

Availability of entrepreneurship development programme tends to stimulate anticipated employment generation both formal and informal. The National Directorate of Employment (NDE) commenced operations in January, 1987 with conspicuous presence as noticed in all the States of the federation. To fulfill her statutory mandate, the NDE introduced four (4) main areas of concern and intervention for mass creation of job for the unemployed namely Vocational Skills Development, Entrepreneurship Development, Agricultural Skills Training and Public Works Programme. The Youth Enterprise with Innovation in Nigeria (YouWin) project was launched by President Goodluck Ebele Jonathan on 11th October, 2011 as one of the Federal Government initiatives to fight the problem of unemployment amidst the teeming youth in the country. It has directly assisted over Five Thousand (5,000) youth to generate, sustain or increased their businesses across different value chains in Nigeria. As part of activities to further support the growth of the 3,900 businesses on the program, YouWiN organized the 1st YouWiN 'Made in Nigeria' Exhibition in Lagos, Nigeria in December 2016 to link beneficiaries to local and international markets with a view to expand their market. Following the findings from this study, it can be reasonably concluded that entrepreneurship development programmes have the capacity of reducing

unemployment rate by generating formal and informal employment through her empowerment programmes.

Recommendations

From the research analysis and conclusions above, the following recommendations were made to aid operators of small and medium scale enterprises:

- i. The government of Nigeria should as a case of economic emergency increase the funding of her entrepreneurship development programmes. This will enable it enhance the capacity of its skill centres for better training of participants.
- ii. Youwin and NDE should spread to the different communities instead of concentrating on the urban centres. This is needed so as to catch up with more pupils and students in the rural areas for entrepreneurship skills acquisition.
- iii. The healthy and active poor should be motivated to be involve and partake in entrepreneurship development programmes established by government. This will afford them the opportunity of self-employment.
- iv. Government should mandate all the seven hundred and seventy four (774) local government areas in Nigeria to create NDE farms in their areas. This will not only enhance food production but also provide more employment in the agricultural sector.
- v. The various entrepreneurship development programmes should explore the need for a MoU with their main bankers for the finance of their accredited projects. This will help participants in their Programmes who have the necessary skills and appetite to start their own businesses.

REFERENCES

- Adam, S.; Naude, W.; Goedhuys, M. (2011). Entrepreneurship, Innovation and Economic Development. *Netherlands Oxford University Press: American Journal of Small Business, Summer, p. 3.*
- Adebayo, A. A. (2006). Youth, Unemployment and the National Directorate of Employment Self-Employment Programmes Nigeria. *Journal of Economics and Social Studies, 41(1), 81-102.*
- Adebisi, T. A. & Oni, C. S. (2012). Assessment of Relevance of National Directorate of Employment Training Programme to the Needs of the Trainees in South-West in Nigeria. *International Journal of Vocational and Technical Education, 4(3), 29-37.*
- Adebisi, T. A.; Oni, C. S. (2012). Assessment of relevance of the National Directorate of Employment (NDE) Training Programmes to the Needs of the Trainees in South

- Western Nigeria. *International Journal of Vocational and Technical Education*, 4(3), 29-37.
- Agbanus, N. (2012). Doing What You Like and Promoting the Economy. *Eseoghene Odiete Business day*, 10(218), 35.
- Akande S. O & Okuwa O. B (2009). Empowering Nigeria youths for the 21st Century. *NISRA Occasional Paper 3*.
- Akanwa, P.U. & Akpanabia, N.H. (2012). *Entrepreneurship Development as panacea for unemployment Reduction in Nigeria*. Retrieved from reikojournals.org.
- Aladekomo, F. O. (2004). Nigerian educational policy and entrepreneurship. *Journal of Social Sciences*. 9(2), 75-83.
- Alarape, A. (2008). On the Road to Institutionalizing Entrepreneurship Education in Nigerian Universities. *International Journal of Management Education* 7(2), 81-87.
- Arogundade, B. B. (2011). Entrepreneurship education: An Imperative for Sustainable Development in Nigeria. *Journal of Emerging Trends in Educational Research and Policy Studies*. 2(1), 26-29.
- Bandal, S. (2010). *Entrepreneurship and Job Creation: Leveraging the Relationship*.
- Becker, K.F. (2004), *The Informal Economy: A Fact Finding Study, Swedish International Development Cooperation Agency (SIDA)*, Stockholm Sweden.
- Bright, P.; Carlo Van, I. (2003). Environmental Education and Training in the Royal Dutch/Shell Group of Companies UNEP Industry and Environment. 28-31.
- Chandra et al. (2001a). Constraints to Growth and Employment in South Africa, Report No. 1: Statistics from the Large Manufacturing Firm Survey. World Bank Discussion Paper.
- Chandra et al. (2001b). Constraints to Growth and Employment in South Africa, Report No. 2: Evidence from the Small, Medium and Micro Enterprise Firm Survey. World Bank Discussion Paper.
- Chandra et al. (2002). Constraints to Growth in Johannesburg's Black Informal Sector: Evidence from the 1999 Informal Sector Survey. World Bank Report No. 24449-ZA.
- Cichello et al. (2005). Hindrances to self-employment: Evidence from the 2000 Khayelitsha Mitchell's Plain Survey. CSSR working paper No. 131. University of Cape Town.
- Coombs, P.N. (2003). New Path to Learning for Rural Children and Youths. Int. Council Educ. Res., pp. 14-15. Department Development in Gombe State. *Asian Journal of Business and Management Sciences*, 2(9), 17-23.
- Drucker P. F. (1985). *Innovation and Entrepreneurship*: Harper & Row, New York, 143.
- Forsman, M., Hinttu, S. & Kock, S. (2002). *Internationalization from a SME perspective*. 18th Annual IMP Conference, Dijon, France.
- Edet, A. (1991). *The Small-Scale Industries and Graduate Employment Programme of the National Directorate of Employment, Nigeria*. Commact Publication, Commonwealth Secretariat.
- Ekpoh, U. F. & Edet, A. O. (2011). Entrepreneurship education and career intentions of tertiary education students in Akwa-Ibom and Cross River States, Nigeria. *International Education Studies*. 1(4), 172-178.
- Gulani, M.G. and Usman, A (2013) *Financing SMEs a Challenge for Entrepreneurial Harcourt, Pioturu Books and Image Plus*.
- Holt D. H. (1998). *Entrepreneurship: New venture creation*. Prentice, Hall of India Private Limited, New Delhi.

- Idam, L. E. (2014). Entrepreneurship development in Nigeria: A review. *IOSR Journal of Business and Management* 16(1), 01-07
- John N.N.U and Grace I.I (2015). Entrepreneurship Development and Employment Generation in Nigeria: A Study of the National Directorate of Employment, *Independent Journal of Management & Production (IJM&P)*, 6(3).
- Kingdon, G. and Knight, J. (2007). Unemployment in South Africa, 1995-2003: Causes, Problems and Policies. *Journal of African Economics* 16(5): 813-848.
- Kothari, C. R. (2008). *Research Methodology: Methods and Techniques*. New Dehli: New Age International.
- Krejcie, R.V., & Morgan, D.W. (1970). *Determining Sample Size for Research Activities: Educational and Psychological Measurement*, Lagos.
- Lewis, J. (2001). Policies to Promote Growth and Employment in South Africa. Informal Discussion Paper on Aspects of the Economy of South Africa. The World Bank Southern Africa
- Momoh, S. (2012) The Problem with Small Enterprises. *Business Day*, 10(218), 31-34.
- Morgan, G. A., & Harmon, R. J. (1999). Sampling and external validity. *Journal of the American Academy of Child and Adolescent Psychiatry*, 38, 1051-1053.
- National Bureau of Statistic and Economic Development of Nigeria (2016). *Nigerian Population and Development Indicators: 15/16*, Nigeria.
- Nattrass, N. (2001). High Productivity Now: a Critical Review of South Africa's Growth Strategy.
- Ndujihe, C. (2015) How Govt. Created 17m jobs - Aganga. *Vanguard*, v. 25, n. 62332, p. 8.
- Ndumanya, N. (2012). Removing Obstacles to Firm Growth, Prerequisite to Foster Entrepreneurship – *Report Businessday*, 10(218), 35.
- Nzenwa, S. O. E. (2000) Micro-Credit and Development: Poverty Alleviation in Nigeria, Lagos. Centre for Development and Civic Education.
- Ogundele, O. J. K. & Abiola, J. O. (2006). Entrepreneurship and National Development: A Proposal for Evangelistic Agenda. *European Scientific Journal*, 8(6), 40-70
- Oladele, P. O; Akeke, N. I. & Oladunjoye, O. (2011). Entrepreneurship Development: A Panacea for Unemployment Reduction in Nigeria. *Journal of Emerging Trends in Economics and Management Sciences*. 2(4): 251-256.
- Oni, B. (2006). Employment Generation: Theoretical and Empirical Issues. In NSE, *Employment Generation in Nigeria: Selected Papers for the 2006 Annual Conference Ibadan: Nigerian Economic Society*, 11-30.
- Owolabi, S. A., Obiakor, R. T. & Okwu, A. T. (2011). Investigating liquidity- profitability relationship in business organizations: A study of selected quoted companies in Nigeria. *British Journal of Economics, Finance and Management Sciences*, 1(2), 11-29.
- Owualah, S.I. (1999). *Entrepreneurship in Small Business Firm: G-MAG Investments Ltd. Ikeja Publish + Print Peace wise Systems*.
- Papadogonas, T.A. (2007). The financial performance of large and small firms: Evidence from Greece. *Int. J. Financial Services Management*, 2(1), 14 - 20.
- Porter, M. E., (1990). *The competitive advantage of Nations*, New York: Free Press.
- Priem, R., & Butler, J. (2001). Is the resource-based view a useful perspective for strategic management research? *Academy of Management Review*, 26(1), 22-40.
- Richard, D. (2009). Measuring organizational performance: Towards methodological best

- practice. *Journal of Management*, 12-15.
- Rouse, W. B. (2013). The conditions of complex innovation adoption occurrence. *The Electric Journal Information System Evaluation*, 16, 10.
- Salami, C.G.E. (2013). Youth unemployment in Nigeria: A time for creative intervention. *International Journal of Business and Marketing management*. Retrieved from www.regjournals.org/IJBMM.
- Sekaran, U. (2003). *Research methods for business*, (4th Ed.). Hoboken, NJ: John Wiley & Sons.
- Sexton, D. L. & Bowman, N. (1985). The Entrepreneur: A capable executive and more. *Journal of business venturing*, 1, 129-140.
- Singh, N. (1985). Emerging trends in entrepreneurship, development theories and practices. *Intellectual foundation development management*, 16.
- Skinner, C. (2005). *Constraints to growth and employment: Evidence from the informal economy*. School of Development Studies Research Report No. 65. University of KwaZulu Natal.
- Snapps O. J. & Hamilton D. I. (2012). Youth restiveness and industrial disruption in Niger Delta. *Arpe Journal.com/ARPEVolumenumber2/snapps-Hamilton*.
- Srivastava, R., Fahey, L., & Christensen, H. (2001). The resource-based view and marketing: The role of market-based assets in gaining competitive advantage. *Journal of Management*, 27(6), 777-802.
- Taiwo, O. E. (2014). Impact of entrepreneurship development on job creation in Nigeria. *Research Journal of Entrepreneurship. Transformation: Critical Perspectives on Southern Africa* (45),1-24.
- Tende, S. B. A. (2014). Government initiatives toward entrepreneurship development in Nigeria. *Global Journal of Business Research*. 8(1), 109-120
- UNECA, Promoting high-level sustainable growth to reduce unemployment in Africa. Retrieved from www.uneca.org/policybriefs. www.youthfund.go.ke/.../48-fund-status-report-as-at-30th-september.
- Wikipedia (2014). *Empowerment*. Retrieved from <http://en.m.wikipedia.org/wiki/empowerment>
- Wiklund J. & Shepherd D. (2003). Knowledge based resources, entrepreneurial orientation, and the performance of small and medium sized business. *Strategic Management Journal*. 24, 1307-1314.