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NIGER STATE BRANCH

EMPOWERING A GENERATION: MANAGEMENT AND ENTREPRENEURSHIP PATHWAYS FOR NIGERIAN YOUTH



Editors

**Christopher Obeta Igwe
Muhammadu Danlami Ibrahim
Zubairu Dada
Ogochukwu Tabugbo Ibeneme
Timothy Alabar Terseer**

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CHARTERED NIGER STATE BRANCH**

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DEDICATION

This book - Empowering a Generation: Management and Entrepreneurship Pathways for Nigerian Youths, is dedicated to:

the Nigerian youths and emerging entrepreneurs, whose creativity, energy, and aspirations represent the promise and future of our nation;

the Nigerian Institute of Management (Chartered), for its enduring commitment to professionalism, capacity development, and the promotion of management excellence in Nigeria; and

the hardworking people, whose resilience, determination, and unwavering commitment to nation-building continue to sustain the progress and unity of our great country.

FOREWORD

It is with profound pleasure and a deep sense of responsibility that I write this foreword to *Empowering a Generation: Management and Entrepreneurship Pathways for Nigerian Youths*, a landmark publication conceived and delivered by the Niger State Branch of the Nigerian Institute of Management (Chartered).

A global perspective, demonstrates an affirmative relationship between entrepreneurship, wealth creation and management. Undeniably, evidence provides that the wealthiest persons have been entrepreneurs. Successful entrepreneurs create generational succession plans and expectable legacy systems that create job, empower people through increased income and reduced poverty in an economy.

Nigeria today stands at a defining moment in its developmental journey, with a youthful population that represents both tremendous opportunity and significant responsibility. It is imperative to equip our young people with the right knowledge, skills, values and platforms for productive engagement. The future of our nation depends largely on how effectively we prepare this generation to become competent managers, innovative entrepreneurs, ethical leaders and responsible citizens.

The 7th Point Agenda of this Institute under my leadership is on entrepreneurship and skill acquisition, engaging the youth to be more productive and bring to the barest minimum, social biases which are detrimental to our national economy and security. This volume is a bold and thoughtful response to this national imperative. Bringing together thirty-six chapters authored by distinguished scholars and practitioners - most of whom are professionals in different fields of life. This book reflects intellectual depth, diversity of expertise and a commendable spirit of collaboration. The breadth of scholarship assembled in this single publication is both impressive and inspiring.

What distinguishes this publication is its wholistic and forward-looking approach. It integrates education, management science, technology, finance, and public policy into a unified framework for youth empowerment. Such multidimensional thinking aligns closely with the mandate and vision of the Nigerian Institute of Management (Chartered), which has, over the decades, championed professionalism, excellence and capacity building in Nigeria.

I commend the Niger State Branch, ably being led by Associate Professor Christopher Obeta Igwe FNIM, for conceptualizing and executing this ambitious project. The coordination required to harmonize contributions from over ninety authors into a coherent and impactful volume is no small feat. This initiative exemplifies the vibrancy of our Branches and their commitment to advancing management thoughts and national development.

This book will serve as a valuable resource for students, educators, entrepreneurs, development practitioners, policymakers, and indeed all stakeholders committed to building a prosperous and inclusive Nigeria. It will stimulate intellectual discourse, inspire practical action and provide strategic guidance for empowering our youth.

On behalf of the Council of the Nigerian Institute of Management (Chartered), I congratulate the editors, contributors, and the entire Niger State Branch for this and other remarkable achievements. I confidently recommend this publication to all who are passionate about shaping a generation capable of transforming Nigerian's future.

Commodore Abimbola Olaribigbe Ayuba (rtd.) FNIM

President and Chairman of Council

Nigerian Institute of Management (Chartered)

23 March 2026

PREFACE

The empowerment of Nigerian youths has increasingly become one of the most important priorities in the quest for sustainable national development. With a rapidly growing youth population, Nigeria possesses immense human potentials that, if properly nurtured and harnessed, can drive innovation, entrepreneurship, and economic transformation. It is against this background that this book- Empowering a Generation: Management and Entrepreneurship Pathways for Nigerian Youths, was conceived.

This publication is a product of the collective vision and commitment of the Niger State Branch of the Nigerian Institute of Management (Chartered) to contribute meaningfully to national discourse on youth development, management education, and entrepreneurship promotion. As a professional body dedicated to promoting excellence in management practice and capacity development, the Institute recognises that the future of Nigeria depends largely on the preparedness of its young people to take up leadership roles in business, public service, and the wider society.

The Nigerian Institute of Management (Chartered) is delighted to commemorate sixty-five years of impactful service since its establishment in 1961. Throughout this period, the Institute has made remarkable contributions to the growth of management practice, the development of professionals, and the strengthening of national capacity. In celebration of this important milestone and the achievements recorded over the years, the cover page of this publication proudly features the "65" emblem alongside the Institute's logo. This not only signifies the Institute's longevity but also reflects its enduring commitment to excellence and its vital role in promoting effective management and leadership in Nigeria.

The book brings together thirty-six well-researched chapters contributed by ninety scholars and practitioners drawn from diverse academic and professional backgrounds. Most of the contributors are Professors and holders of doctoral degrees whose expertise and research experience have enriched the intellectual quality of the work. The diversity of perspectives reflected in the chapters underscores the multidisciplinary nature of youth empowerment and enterprise development.

In order to ensure thematic coherence and ease of engagement for readers, the chapters have been organized into five major parts.

Part One: Entrepreneurship Education, Innovation and Youth Employment explores the role of education and innovative thinking in preparing young people to become creators of opportunities rather than seekers of limited jobs. It highlights the importance of integrating entrepreneurship education into the broader educational system.

Part Two: Management, Leadership and Skill Development focuses on the essential managerial and leadership competencies required to sustain enterprises and institutions.

The section emphasizes the importance of skills development, ethical leadership, and sound management practices as critical ingredients for long-term success.

Part Three: Artificial Intelligence, Digital Transformation and Entrepreneurship, examines the rapidly evolving technological environment and its implications for entrepreneurship and management. The chapters in this section provide insights into how digital technologies and artificial intelligence are reshaping business models and creating new opportunities for innovative youth engagement.

Part Four: Financial Inclusion, Investment and Wealth Creation, addresses the financial dimension of empowerment. It discusses access to finance, financial literacy, investment opportunities, and wealth creation strategies that can enable young entrepreneurs to translate ideas into sustainable ventures.

Part Five: Policy Sustainability and National Development situates youth empowerment within the broader framework of governance and policy formulation. The section highlights the importance of supportive institutional frameworks and forward-looking policies in creating an enabling environment for youth-driven economic growth.

The Niger State Branch of the Institute is proud to have facilitated this intellectual undertaking, which reflects our commitment to advancing knowledge, encouraging research, and promoting management excellence. We believe that this volume will serve as a valuable resource for students, researchers, policymakers, entrepreneurs, and development practitioners who are interested in the future of youth development and enterprise in Nigeria.

We sincerely appreciate the dedication of the editors, the invaluable contributions of the authors, and the support of members of the Institute and other stakeholders who made the production of this book possible. Their collective effort demonstrates what can be achieved when scholars, professionals, and institutions collaborate on a common national purpose.

It is our hope that this book will stimulate informed dialogue, inspire innovative ideas, and contribute meaningfully to the ongoing efforts to empower Nigerian youths and strengthen the foundations of national development.

Niger State Branch

Nigerian Institute of Management (Chartered)

ACKNOWLEDGEMENTS

The successful completion of this book- Empowering a Generation: Management and Entrepreneurship Pathways for Nigerian Youths, is the result of the collective effort, dedication, and support of many individuals and institutions to whom we express our sincere gratitude.

First and foremost, we acknowledge with deep appreciation, the leadership and encouragement of the President and Chairman, Council of the Nigerian Institute of Management (Chartered). His unwavering commitment to professionalism, capacity development, and the advancement of management practice in Nigeria continues to inspire initiatives of this nature.

We are particularly grateful to the Niger State Branch of the Institute for conceiving and championing this important project. The Branch's vision, coordination, and steadfast commitment to knowledge sharing and national development made the realization of this publication possible.

Our profound appreciation goes to the numerous authors and co-authors whose intellectual contributions form the core of this work. Their willingness to share their knowledge, research, and professional insights has enriched this volume and ensured its relevance to contemporary discourse on youth empowerment, management, and entrepreneurship.

A special appreciation to Professor O. T. Ibeneme (*FNIM*) my mentor, who encouraged me to register with Nigerian Institute of Management (Chartered) over two decades ago. I got the inspiration to embark on this Book Project after I co-authored with him the chapter one of the UNIZIK Chapter maiden Book publication in 2024. We as a Branch launched out, with the solid support of the Branch Secretary, Muhammadu Danlami Ibrahim (*FNIM*) and the rest of the editorial board - Zubairu Dada, Ogochukwu Tabugbo Ibeneme, and Timothy Alabar Terseer. Today we have this Book to show forth and add to global knowledge bank.

We also acknowledge the efforts of the publisher –Patrobas Nigeria Ltd., and all those who worked behind the scenes to review, organize, and harmonize the various chapters into a coherent and impactful publication. Their diligence and professionalism are highly commendable.

Finally, we extend our appreciation to all members of the Institute, stakeholders, and supporters who, in one way or another, contributed to the success of this project.

While we may not be able to mention every individual by name, we remain deeply grateful to all who played a role in bringing this vision to fruition.

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Muhammadu Danlami Ibrahim
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21. **Dr Vivien Anna Ugba** is a Senior Lecturer in the Department of Business Administration, Benue State University, Makurdi. She holds a B. Sc. in Marketing, Masters in Human Resource Management and Employment Relations and a PhD in Management with a bias in Human Resource Management, from Enugu State University of Science and Technology, University of Hertfordshire, UK and University of Nigeria, Enugu respectively. She is a Member of the Nigerian Institute of Management (Chartered). She is also a renowned researcher in her field of study.

22. **Engr. Benjamin Iorembeis** is a Civil Engineer. He obtained B.Eng. at the Federal University of Agriculture, Makurdi and MBA in Management at the University of Mkar Gboko. He is a Deputy Director and Divisional Engineer at the Benue State Ministry of Works, Housing and Urban Development. He is currently pursuing a PhD in Management at Benue State University, Makurdi.

23. **Selumun Solomon Ikyenge** is a Successful Entrepreneur and an Engineer by profession. He is also a Management researcher with interest in Human Resource Management. He is currently a PhD student in the Department of Business Administration, Nasarawa State University, Keffi, Nigeria and has been actively involved in teaching research and supervision of undergraduate students. He is a member of the Nigerian Institute of Management (Chartered) and has authored/co-authored over 15 peer reviewed publications.

24. **Professor Abdul Bello Kagara** holds a PhD, M Tech., B Tech. in Industrial and Technology Education. Currently, he is the Head of Department of Industrial and Technology Education, Federal University of Technology Minna. He has served in many capacities within and outside the University community. He is a member of Technology Education Practitioners Association of Nigeria and Teacher Registration Council of Nigeria. He has participated in conferences and workshops with many publications to his credit.

25. **Shaluko Yohanna Domais** is a senior lecturer with Umaru Sanda Ahmadu College of Education, Minna Electrical Electronics Technology Department. He has B.Tech, Mtech and PhD in industrial and technology education in electrical electronics technology at Federal University of Technology, Minna.

26. **Dr Alawode Opeyemi Dolapo** is a construction and technology education professional with a National Diploma in Civil Engineering from The Polytechnic of Ibadan. He holds a first degree and master's degree in Industrial and Technology Education from the Federal University of Technology, Minna, and a Ph.D. in Construction Technology Education (Building option) from Abubakar Tafawa Balewa University, Bauchi, Nigeria.

27. **Dr. Sunday Ogbu** is currently a Chief Lecturer at Enugu State College of Education (Technical) Enugu. He is a Life Member of Mathematical Association of Nigeria (MAN) and has scholarly published in several local and international journals. He has served as external Examiner in Mathematics, Assessor for Chief Lecturer cadre

and member of the National Commission for Colleges of Education (NCCE) accreditation panel over the years.

28. **Dr. Taiwo Ganiyat Olusesi** is a legal and administrative professional specializing in corporate governance, administration and dispute resolution. She holds LLB and LL.M degrees from Olabisi Onabanjo University and a PhD in Corporate Governance from Lead City University. She currently serves as the Registrar/Chief Executive of the Nigerian Institute of Management (Chartered). She is the Chairperson of the International Federation of Women Lawyers (FIDA), Ogun State Branch. She is a Fellow of the Institute of Chartered Secretaries and Administrators of Nigeria (ICSAN). She has earned many awards as a testament to her great contributions to the service of humanity.

29. **Professor Mohammed Nasirudeen Maiturare** is a distinguished academic in the Faculty of Management Sciences, Ahmadu Bello University, Zaria. He holds a B.Sc., MBA, and Ph.D. in Business Administration, with about 40 years of university teaching experience. He also possesses professional certifications in Computer Studies and a Certificate in University-Enterprise Partnerships from international institutions. Professor Maiturare has published extensively in reputable journals, participated in major international conferences, and is a Fellow of several professional and management associations. He served as the Vice Chancellor of Ibrahim Badamasi Babangida University, Lapai, Niger State, where he provided strategic leadership for institutional growth and development.

30. **Mrs. Appolonia Akudo Odiah FNIM** is a seasoned contract management professional, CMD-certified management consultant, and visionary leader with over 25 years of experience in multinational oil corporations, including Shell and Agip. She holds MBA and Bachelor's degree from University of Nigeria, Nsukka. She is currently leading Maitama Chapter of NIM(Chartered), and she is widely respected for her expertise in leadership development, capacity building, and organizational effectiveness. Mrs. Odiah has received awards and continues to inspire individuals and organizations to thrive through effective leadership and strategic wealth creation.

31. **Hon. Dr Marcel Nwankwo** is the Managing Director/CEO of Marcello and Associates Limited. He is a Former House of Representative Aspirant of Okigwe North in Imo State. He holds Honorary doctorate degree in Leadership and Governance. Currently he is a PhD researcher in Sociology with Specialization in Criminology at Ibrahim Badamasi Babangida University Lapai, Niger state. He is a member of the Nigerian Institute of Management (Chartered). Hon. Dr Marcel Nwankwo has authored four books.

32. **Dr Martins, Valda Itunuis** is a university lecturer, advocacy urban planner, gender specialist and mental health counsellor from the Department of Urban and Regional planning, School of Environmental Technology, Federal University of Technology Minna, Niger State. She serves as the CEO of Succeeding Against All Odds (SAAO) Initiative, focusing on mental health, gender equity, disability inclusion and community development through research, training and evidence-based advocacy.

33. **Dr Daniya Adeiza Abdulazeez** is a seasoned academic with industrial experience. He holds a PhD in accounting with specialization in taxation, a Master of Business Administration (MBA) in finance and investment and a fellow of the Institute of Entrepreneurs, Nigeria. Currently, he is a senior lecturer in the department of Entrepreneurship, head of department of Procurement Management Technology, Managing Editor (IJEMSS) and Postgraduate (PhD and MTech) Coordinator in the department of Entrepreneurship, Federal University of Technology, Minna.

34. **Dr Ohadugha, Chukwudi Bernhardt** is an Associate Professor in Urban and Regional Planning Department, Federal University of Technology Minna, Niger State. He holds a B.Tech (URP) Degree; M.Tech (Remote Sensing Application) Degree and PhD. in URP, all from Federal University of Technology Minna, Niger State. He is a member of the Nigerian Institute of Town Planners, the Town Planners Registration Council of Nigeria and the Chartered Institute of Transport Administration. His areas of interest include urban governance, energy poverty and pollution studies.

35. **Anozie Regina Nkechinyere** is a Lecturer in the Department of Logistics and Transport Technology, School of Innovative Technology, FUT Minna. She is a registered member of National Institute of Town Planners (NITP) and Town Planners Registration Council of Nigeria (TOPREC) as well as a registered member of the Chartered Institute of Transport Administration of Nigeria (CIOTA)

36. **Okezie Kelechi Samuel** is a graduate of Business Management from Moses Orshio Adasu University (formerly Benue State University) and currently an M.Sc. student at the same institution. His research interests include leadership, management, education, and mentoring. He serves as a volunteer facilitator with Teenagers Care for Sustainable Development (TFI), contributing to youth development and capacity building.

37. **Ayashar John Msoo** is a graduate of Business Management from Moses Orshio Adasu University Makurdi currently a Masters student at the same institution. His research interests include Education, Management, Leadership, and Mentorship in Entrepreneur. Currently, he is employed at Federal Polytechnic Wannue in Benue State as a Lecturer.

38. **Judith Sewuese Ortese** is a dedicated scholar and emerging professional in the field of Business Management. She holds a Diploma in Business Administration from Benue State Polytechnic, Ugbokolo, and a Bachelor's degree from Rev. Fr. Moses Orshio Adasu University, Benue State, and she is currently pursuing a Master's degree in Business management at the same institution. Her academic journey reflects excellence, leadership, and commitment to service.

39. **Hilary Ahenakaa Gbadenis** is a seasoned banking professional with over 18 years of experience across Zenith Bank, Stanbic IBTC, Access Bank, and currently Keystone Bank, where he serves as Branch Manager. He holds a BSc in Accounting, an MBA, a Chartered Accountant, and is pursuing a PhD. Driven by integrity and commitment, he is passionate about advancing societal development.

40. **Dr Comfort Shakpandehails** from Benue State. She currently works at the Moses Orshio Adasu University Makurdi. She obtained her PhD at University of Nigeria, Enugu Campus in Management. Dr. Comfort is a member of the Institute of Chartered Accountants of Nigeria (ICAN), Nigerian Institute of Managers (NIM) and Teachers Registration Council of Nigeria (TRCN). She is happily married with two children.

41. **Dr Victor Utoris** is a lecturer with the Department of Business Administration, Moses Orshio Adasu University, Makurdi. He holds a PhD in Management with specialization in Human Resource, an MBA in Management, BSc, Business Management, and a Diploma in Purchasing and Supply all from Moses Orshio Adasu University, Makurdi. He also holds a Postgraduate Diploma in Education from the National Teachers Institute. He is a registered teacher with the National Teachers Registration Council and a Member Nigerian Institute of Management.

42. **Dr Innocent Immoneghame Agbanu** is a renowned Marketer with many years of experience in sales and marketing, presently the Regional Manager Field Operation (North) at University Press PLC. He holds a Post Graduate Diploma in Management, MBA (Marketing), and PhD in Marketing from Joseph Sarwuan Tarka University, Makurdi and Rev. Fr. Moses Orshio Adasu University, Makurdi respectively. He is also a researcher and author who has contributed to various publications. He is the Chairman, Nigeria Publishers Association FCT.

43. **Prof Timothy Alabar Terseeris** is the new Vice Chancellor of MOAUM. He was the former Dean, School of Postgraduate Studies. Deputy Dean, Dean, Faculty of Administration and Management, Head, Department of Business Administration, and Director, Centre for Entrepreneurship Studies. He is a Fellow, Institute of Corporate Administration of Nigeria, Institute of Policy Management Development; Member, Nigerian Institute of Management, Certified Programme and Institutional Accreditor, and NUC Certified Reviewer of CCMAS. He is widely published and earned many awards from reputable institutions.

44. **Dr Aidi Paul Aidi** is a Lecturer and researcher in Business Management with a Ph.D. from Benue State University, Makurdi. He specializes in organizational performance, human resource management, and quantitative research using SPSS, AMOS, STATA, and SmartPLS. A published scholar, seasoned educator, and TRCN-certified professional, he contributes actively to teaching, research, mentoring, and academic development in Nigeria.

45. **Dr Ameen ShakurFNIM** is a highly accomplished technocrat. From the communication to banking and power sectors, he holds very sensitive and responsible positions of authority. He is a graduate of Ahmadu Bello University and fellow of several professional institutions. He has deep expertise in energy management and revenue protection. He is currently the Commissioner for Legal, Licensing and Regulation of the Niger State Electricity Regulatory Commission.

46. **Dr Joyce Ugonma Ogu** is a distinguished Civil Servant in Delta State Government. Her commendable achievement during her NYSC earned her Automatic Employment

into Delta State Public Service where she has risen to the Director Cadre. Dr Ogu has numerous awards in recognition of her outstanding performance and overwhelming supports to Humanity and Communities. She is a trailblazer, visionary and result oriented which earned her numerous awards.

47. **Dr Anthonia Igelle Ulokowas** born in 1986 in Utonko. He has B.Sc. in Business Management at University of Mkar, Mkar Gboko, M.Sc. Marketing at Federal University of Agriculture Makurdi and PhD in Marketing at Kogi State University Anyingba. Dr Uloko is a lecturer in the Department of Business Administration, Faculty of Administration and Management, Rev. Fr. Moses Orshio Adasu University, Makurdi, Benue State. He has many local and foreign publications and attended many conferences and workshops.

48. **Benjamin Joseph Ekhalia** is a Lecturer of Automobile Technology Education at the Federal University of Technology, Minna, Nigeria. He is an automobile professional and entrepreneur with experience in vehicle maintenance, diagnostics, and automotive business management. He is the founder of Autoben Motors, a member of Technology Practitioners Association of Nigeria and Association of Auto-mechatronics Practitioners of Nigeria, and the North Central Zone Coordinator of Green Clean Energy and Gas Practitioners Association of Nigeria, promoting skills development and sustainable energy practices.

49. **Engr. Dr Nnamdi Micheal Nwadiogbu** is a lecturer in the Department of Public Administration, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus. He obtained a BEng in Civil Engineering from Enugu State University of Technology, M Sc. in Environmental Management, Nnamdi Azikiwe University Awka, PGD in Public Administration, Nnamdi Azikiwe University Awka, MSc in Public Administration, Nnamdi Azikiwe University Awka, and PhD in Public Administration, Nnamdi Azikiwe University Awka. He has published articles in reputable peer-reviewed local and foreign journals.

50. **Dr Hembadoon Diakais** is a distinguished management scholar and entrepreneurship specialist with extensive experience in teaching, research, and university administration. She is currently a Lecturer in the Department of Business Administration at Moses Orshio Adasu University, Makurdi. She holds a Postgraduate Diploma in Education, MSc Management, and PhD Business Administration from the National Teachers' Institute, Kaduna, Federal University of Agriculture, Makurdi, and Nasarawa State University, Keffi, respectively.

51. **Dr Rita Inikpi Odiba** is a banker with about eight years of work experience in Development Financing. She presently works at the Central Bank of Nigeria. She holds a master's degree in marketing from Joseph Sarwuan Tarka University, Makurdi and a PhD in the same field from Rev. Fr. Moses Orshio Adasu University, Makurdi. She is a researcher and author who has contributed to various publications. She is a member of the National Institute of Marketing of Nigeria.

52. **Professor Dantani Ibrahim Wushishi** is an astute academic and a sailor. He holds First and Masters Degrees, also, PhD in Science Education with bias in Chemistry from the Usmanu Danfodiyo University, Sokoto. Until his appointment as Registrar/Chief Executive of NECO in 2021, he was a Professor of Science Education at the Federal University of Technology, Minna. Professor Wushishi has many scholarly publications to his credit and participated in many conferences. Professor Wushishi is a pragmatic and an accomplished administrator who contributes to the development of the nation's educational system and humanity at large.

53. **Bldr. Ugwoeri, John** is a Principal Lecturer and a Fellow of Nigerian Institute of Building. He holds B.Sc. in Building, M.Sc. in Construction Management and currently, a Ph.D. scholar in Facilities and Maintenance Management. John is currently the Director of Entrepreneurship Development / Skills Development Centre, Federal Polytechnic, Isuochi, Abia State. He has published several articles in National and International Journals.

54. **Dr Samuel Oluwatumis Olatunbosun** is the Director of Students' Affairs and a Lecturer at Newgate University, Minna. He has M.Tech and M.Sc, and is currently pursuing a Ph.D. in Entrepreneurship. An experienced academic administrator, project manager, and specialist in entrepreneurship development, his work focuses on Green Entrepreneurship and Sustainable Human Resource Management, and actively contributes to professional bodies -Institute of Strategic Management of Nigeria and Nigeria Institute of Management (Chartered).

55. **Dr Rita Onyeizuis** is a Chief lecturer in the department of Home Economics, FCT College of Education, Zuba, Abuja. Dr Rita has served as Head of department for 5 years. She is the immediate past Dean of School of Vocational and Technical Education and currently, the Director of SIWES. She holds BEd, MEd, and PhD. in Home Economics Education from the prestigious Ahmadu Bello University, Zaria. Over 30 of her scholarly articles are published in both national and international academic journals.

56. **Engr. Dr Onyeukwu, F.O.N** is a London trained Professional Engineer and a Nigerian trained TVET Educator. He started his teaching career at Holloway Technical College, North London. In Nigeria, he taught at Kaduna Polytechnic, FCE(T)s, Asaba, and Omoku. Engr Dr Onyeukwu rose to the position of Chief Lecturer and eventually to the Dean of a Faculty at Omoku. He is an erudite scholar with many National and International Publications to his credit. He belongs to many Professional Associations.

57. **Dr Udoka C. N Isaac** is a trained teacher with Bachelor of Science (B.Sc.) in Technical Education (Electrical/Electronic option), Master's degree (M.Sc.) in Electrical Power Engineering – United Kingdom and Doctor of Philosophy (PhD) in Industrial Technical Education (Electrical/Electronic Technology Option). He is a lecturer with several national and international publications. He belongs to different professional bodies and is happily married.

58. **Dr Agbo O.C** a licensed professional teacher who built his academic background with a Bachelor of Engineering (B.Eng.) in Computer Engineering, Masters of Engineering (MEng) in Electronic Engineering (Option: Digital Electronic and Computer) and Doctor of Philosophy (PhD) in Electrical/Electronic Engineering (Option: Image and signal processing). He has several publications including Journals and book chapters (National and International).

59. **Benneth Izunwanne Ezeamu** holds a B.Sc degree in Public Administration from Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Anambra State. He is currently a master's degree student in Public Administration, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Anambra State. Many of his incisive articles are published in renowned academic journals. He is happily married with children.

60. **Isaac A. Agber** holds a First-Class degree in B.Sc. in Business Management and an M.Sc. in Management (Distinction), both from the Rev. Fr. Moses Orshio Adasu University, Makurdi. He is pursuing a PhD in Management at the University of Nigeria, Enugu Campus. Currently, he is a Lecturer in the Department of Business Administration, Godfrey Okoye University, Enugu State.

61. **Rachel M. Iorkumbais** a lecturer and currently the Head of Department of Administration and Management, Federal Polytechnic Wannune, Benue State. She holds a BSc in Business and M.Sc. in Management, both from the Rev. Fr. Moses Orshio Adasu University, Makurdi. She has published in local and international journals.

62. **Emmanuel O. Onahis** a lecturer with Wisdom City Institute, Apir, Makurdi (an Affiliate of Kwararafa University, Wukari, Taraba State). He earned a PhD, MSc, MBA and BSc in Business Management from Rev. Fr. Moses Orshio Adasu University, Makurdi. He is married with children.

63. **Christopher O. Echoworks** with Ajiion Limited, Abuja. He holds a PhD, MSc and Bachelor Degree in Management, all from Rev. Fr. Moses Orshio Adasu University, Makurdi. He has published in both international and local journals.

64. **Nicholas A. Onyia** holds a PhD, MSc and BSc Degrees in Management, an MBA in Marketing, all from the University of Nigeria; PGD in Education from Usman Danfodiyo University, Sokoto. He has taught at different tertiary institutions, where he held many academic and administrative positions. He now lectures in the Department of Business Administration, Godfrey Okoye University, Enugu. He is happily married with children.

65. **Tsintop, Ussaini Danjumais** a lecturer at Federal University Wukari, an entrepreneur, business consultant, strategist, and policy analyst. He holds a BSc in Management from Ahmadu Bello University, Zaria, and an MSc in Management from Bayero University, Kano. He is currently pursuing a PhD in Management at Modibbo Adama University, Yola, his expertise spans academia, business strategy, and policy formulation, with a passion for impactful economic development.

66. **Naomi Paul** is a lecturer at Federal University Wukari, an entrepreneur, business consultant, strategist, and policy analyst. She holds a BSc in entrepreneurship and human resources management from UCC Accra Ghana, an MSc in business management from NSUK. Currently pursuing a PhD. in business management at Nasarawa State University, Keffi. Her expertise spans academia, business strategy, and policy formulation, with a passion for impactful economic development.

67. **Adi Daniel David** is a lecturer at Federal University Wukari, an entrepreneur, business consultant, strategist, and policy analyst. He holds a BSc in Business Management from University of Maiduguri and an MSc in Business Administration from Federal University Wukari. Currently, he is pursuing a PhD. in Business Administration at Federal University Wukari, Taraba state. His expertise spans academia, business strategy, and entrepreneurship.

68. **Saidu, Ruth Amur** is a lecturer at Federal University, Wukari, an entrepreneur, management strategist and business consultant. She holds B.Tech in Business Management from Abubakar Tafawa Balewa University, Bauchi, and MSc in Management from the same University. Currently, she is pursuing a PhD in Management from Abubakar Tafawa Balewa University, Bauchi. Her expertise spans academia, Business Strategy and Entrepreneurship. She is married and blessed with children.

69. **Dr Dinnah Ngovenda Wombois** a Senior Lecturer in the Department of Business Administration, Rev. Fr. Moses Orshio Adasu University, Makurdi. She holds a doctorate degree from University of Jos. Dinnah Wombo has had over sixteen years of teaching experience in the university and has published scholarly articles in peer review academic journals. She is married with three children.

70. **Augustine Micheal Onaji** is an Electrical Engineer with expertise in electrical engineering and management. He holds a PGD in Electrical Electronics Engineering, PGD in Management, and an MBA, and is pursuing a Doctorate degree in Management. He has experience and driving innovation in the power sector with Jos Electricity Distribution PLC

71. **Eche Jefferson Ochigbanais** a seasoned banker with 15 years of experience, with BA and MBA in Public Administration. He is a member of many professional bodies and is undergoing a Doctorate degree programme in Management. With expertise in commercial and microfinance lending, he is passionate about driving excellence in organizational development and positive change in results-oriented organizations.

72. **Andrew Agbo Aba** is a versatile professional with a unique blend of technical and financial expertise. A chemical engineer by training, he transitioned to banking, and is serving in the Central Bank of Nigeria. He holds a PGD and MBA in Management, and is presently pursuing a Doctorate degree in Management, demonstrating his commitment to continuous learning. He is driven by a passion for building and innovation, leveraging his skills to shape the future of construction and development.

73. **Mrs. Onyibo, Chidinma Evelyn** is an Assistant Lecturer in the Faculty of Management Sciences, Alex Ekwueme Federal University, Ndufu-Alike, Ikwo. She holds BSc, MSc and currently pursuing a PhD programme in Entrepreneurship at Ebonyi State University, Abakaliki. Formerly the Manager - Business operations, on private consultancy engagement at ProPath Center for Surgical Pathology and Forensic Medicine, Abakaliki. Mrs Evelyn is a volunteer Coordinator of the Anglican Children Ministry, Chapel of Resurrection Power, Abakaliki. She is married and blessed with children.

74. **Dr Udu, Gabriel Obasi Chidozie** is a Fellow of the Nigerian Institute of Management (Chartered), Fellow of the Institute of Classic Entrepreneurs and a member of the Association of National Accountants of Nigeria. He was the Chairman of Abakaliki chapter, former Chairman of Ebonyi State branch, a two-term Chairman of NIM South East Zone, and two term member of the Council of the Institute. He was a Bursar, Ebonyi State College of Education and the Secretary, Ebonyi State Universal Basic Education Board. He is currently an Associate Professor and the Director, Centre for Educational Services, Alex Ekwueme Federal University Ndufu Alike.

75. **Fumba John** is a lecturer in the Department of Business Administration, Federal University, Wukari, currently pursuing a PhD in Business Administration. He holds a B.Sc. in Business Administration, M.Sc. in Management, and MBA in Finance. He is a graduate member of and associate member of ISM, he hails from Adobe, Kurmi LGA, Taraba State.

76. **Dr Giwa Arumdeben** hails from Kaduna-Lissam in Ussa Local Government Area of Taraba State. He is married with three children. He holds a Diploma in Business Administration, B.Sc. in Management Technology, M.Sc. in Management, PGD in Education, and PhD in Business Administration. He is currently a Lecturer in the Department of Business Administration, Federal University Wukari.

77. **Ahuekwe Chikodi** is a Lecturer in the Department of Economics, Federal University of Wukari. He holds a B.Sc. in Economics from the University of Calabar and M.Sc. from the Federal University of Wukari, and presently undergoing PhD programme. He possesses cross-industry experience in banking, marketing, and academia, combining practical exposure with strong scholarly insight and a commitment to continuous learning and professional excellence.

78. **Nouseh, Shidawa Ali** hails from Donga Local Government Area of Taraba State. He obtained a B.Sc. in Business Administration and later earned M.Sc. in Business Administration. He is an Assistant Lecturer in the Department of Business Administration, Faculty of Management Sciences, Federal University of Wukari, Taraba State, and is active in relevant scholarly domains through teaching, research, and publications.

79. **Dr Baritule Prince SAUE** is a lecturer in the Department of Metalwork/Mechanical Technology at Federal College of Education (Tech) Akoka, Yaba, Lagos State, Nigeria. He holds PhD, MSc (Ed) and BSc (Ed) in Industrial Technical Education

(Mechanical Technology). He is a researcher in the areas of Education, Technical and Vocational Education, Skill Acquisition and Entrepreneurship.

80. **Dr Christopher Obeta Igwe** FNIM, FTEPAN, FOSHA (UK) is an Associate Professor with the Federal University of Technology, Minna. A Researcher, a Builder and Consultant per excellence. He holds a PhD, MSc and BSc in TVET with specialty in Building Technology, and he is a member of Nigerian Institute of Building NIOB and MEd in Psychology among other certifications. He is also the Chairman/CEO of Earthlink Solution Consult Ltd. He practices across institutions and non-profit organizations with over 25 years of experience. He is currently the Chairman of NIM Niger State Branch. He has actively participated in both national and international conferences, written books and has over 90 publications in reputable journals as well as earned many awards.

81. **Dr Emmanuel Iheagwazi** is an astute entrepreneur with over 30 years' experience in the automobile products, solid minerals (Mining), agriculture and lubricants industries. He is the Chairman of Climax Lubricants Industries Limited, producers of Climax Petroleum (Climax Lubes). He is widely exposed locally and internationally, and has attended major conferences and trade fairs. Dr Iheagwazi is an award-winning industrialist, corporate leader, philanthropist and humanitarian, recognized for innovation, job creation, integrity, and excellence globally.

82. **Okonkwo, Edith Nkechinyere** is a distinguished Dental Therapist with extensive expertise in digital radiography, periodontal therapy and ultrasonic instrumentation for over 2 decades. She graduated with distinction from Federal College of Dental Technology and Therapy, Enugu and served as Head of Department at North-South College Health Technology Ajase-Ipo, Dental headquarters, State specialist hospital, Akure, Multispecialty hospital eclinic and diagnostic limited, Aba among others. She is endowed with leadership and entrepreneurial skills and has been contributing to organizations and humanity.

83. **Dr Bala Maik Mohammed** is an Associate Professor of Industrial and Technology Education. He was born in Maikunkele, Niger State and holds NCE (Technical), B.Sc. Ed (Hons), MEd (VTE), PGD Computer Science and PhD in Industrial and Technology Education (Woodwork). Authorship: He has published many articles in reputable national and international journals. He has co-authored three books and is a member of TRCN, TEPAN, among others.

84. **Sir. Prof Emeritus Samuel C.O.A Ezeji** was born to Chief Zephaniah and Lolo Rhoda Ezeji, Samuel studied in Nigeria and the United States of America to the Doctoral level. He has authored Books in Research; Guidance; Building Technology; Vocational, Technical and Career Education and has published journal articles as well as worked in Industries and Universities in Nigeria and America. He is currently a Professor Emeritus at the University of Nigeria, Nsukka.

85. **Dr Okoro Robertson Uchechukwu** is a retired Chief Lecturer of long time standing and a teacher of teachers. He is a former Dean of Education and a former editor of

Farfaru Journal of multidisciplinary studies, Shehu Shagari College of Education Sokoto. He is a custodian of NCE, BSc Edu, University of Lagos: MEd and PhD, University of Jos. He has published in many national and international journals and has published many books in Research Methods and Statistics, Principles and Methods of Teaching, Measurement and Evaluation and Curriculum Studies.

86. Dr Charles Udoh holds a PhD in Industrial and Technology Education from the Federal University of Education, Minna. His professional career has been dedicated to the National Examinations Council (NECO), where he has contributed significantly to educational assessment, administration and policy implementation. He is currently a Director of the Registration Department, overseeing critical processes and ensuring the integrity, efficiency, and innovation of national examination registration processes.

87. Dr Aishatu Ngozi Ezeaniis an accomplished academic and entrepreneur from Enugu North LGA, Enugu State, Nigeria. She holds NCE (FCE Katsina), BEd (ABU), MSc and PhD (ESUT). She is a Lecturer at Enugu State College of Education (Technical), Enugu, HOD Entrepreneurship and Marketing Education, NCCE Desk Officer, CEO Afrazona Associates Nigeria Limited (Razo Soya Oil), COEASU Chairperson, PAN Treasurer, and President Umuada Ngwo Association.

88. Dr Loveth Oluchukwu Ezeis an accomplished academic and Entrepreneur from Udi Local Government, Enugu State, Nigeria. She holds BEd(UNIZIK), MSc(ESUT), PhD(ESUT), and a lecturer at Enugu State College of Education (Technical, Enugu. She is the HOD, Business Education.

89. Musa Sheriff Uramais a lecturer in the department of Business Education at Federal College of Education Eha-Amufu. He holds M.Sc., MBA, PGD,B,ED (ABU) NCE (FCE, Kastina). He is the Vice - Chairman Association of Business Educators Nigeria, Enugu State Chapter as well as an external examiner, Department of Entrepreneurship, Enugu State College of Education (T) Enugu.

90. Ajibo Stephen O. is a seasoned accounting educator with over 7 years of experience teaching Cost Accounting and Financial Management. He holds MSc and MBA in Accounting, and is concluding his PhD. He is a final-level student of ICAN, and passionate about sharing knowledge and making complex accounting concepts accessible and engaging.

91. Dr Fidelia Ifeyinwa Nzekwe-Chinwukois an accomplished Investment Banker and member of professional bodies such as member of Institute of Public Administration of Nigeria, A Chartered Portfolio Manager and Fellow, Institute of Certified Public Accounts of Nigeria. She has first degree in Accountancy from the Philippines Women University Manila, Philippines, and has Masters and Ph.D. from Lyceum of the Philippines, Manila, Philippines and Chukwuemeka Odumegwu Ojukwu University Igbariam Campus, Anambra State respectively.

PROLOGUE

Nations that achieve sustainable development do so largely by investing in the creativity, knowledge, and productive capacity of their youth. Nigeria, with its large and energetic youthful population, possesses immense potential for economic growth and social transformation. Realizing this potential, requires deliberate efforts in entrepreneurship development, sound management practices, technological innovation, and supportive public policies.

Empowering a Generation: Management and Entrepreneurship Pathways for Nigerian Youths contribute meaningfully to this national objective. Through thirty-six chapters written by distinguished scholars and professionals, the book explores critical themes including entrepreneurship education, leadership and skill development, digital transformation, financial inclusion, and policy frameworks for sustainable development.

The contributions presented in this volume provide valuable insights aimed at inspiring innovation, strengthening management capacity, and encouraging Nigerian youths to become creators of opportunities and drivers of national progress.

By bringing together diverse perspectives on youth empowerment and enterprise development, this book represents an important step towards promoting a culture of innovation, leadership, and responsible entrepreneurship among the younger generation.

It is our hope that the ideas contained in this volume will stimulate thoughtful engagement and contribute to building a more prosperous and resilient Nigeria.

Part 1

Entrepreneurship Education, Innovation and Youth Empowerment

ENTREPRENEURSHIP EDUCATION AND TRAINING FOR JOB CREATION IN NIGERIA

Prof Abdul Bello Kagara

Federal University of Technology Minna, Niger State

Shaluko Yohanna Doma

Umaru Sanda Ahmadu College of Education, Minna

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INTRODUCTION

Entrepreneurship is a pivotal concept in the realms of development, human resources and economics. Numerous researches on entrepreneurship have been carried out at the level of international conferences, where the topic has been actively discussed. Nor, for example, has generated noteworthy scholarly work (2021). At home, entrepreneurship is seen as a useful tool for reducing poverty, creating jobs, and advancing society in general. Furthermore, from a macroeconomic standpoint, it is acknowledged as a catalyst for economic expansion because it makes idea-resource matching and financial capital mobilization easier (Ajide & Dada, 2023). The vital responsibilities that entrepreneurship plays in creating wealth and job possibilities while cultivating an entrepreneurial culture within society itself also contribute to societal regeneration. In addition to taking advantage of readily available possibilities in their environment, entrepreneurs also add value to society by fostering company ventures and generating employment chances.

In the light of this, some governments and institutions have set up specialized organizations to promote entrepreneurship, while others require that entrepreneurship courses be taught to students at all educational levels, including colleges, universities, and even schools (Ajide & Dada, 2023). These programmes are designed to provide people with the entrepreneurial skills they need to launch new businesses. Young initiatives aim to improve the quality of life for young people by addressing related issues, including youth unemployment and poverty reduction. The fundamental aspects emphasized within entrepreneurship training include learning, earning, and saving. By improving their skills in a variety of areas, including management, decision-making,

human resource management, financial management, and marketing management, this training programme is expected to give young people entrepreneurial talents. Along with encouraging professionalism via ethics and social responsibility, it also seeks to strengthen their leadership abilities in problem-solving and motivating. However, the number of start-ups started by young people has decreased as a result of the lack of entrepreneurial abilities.

In addition to addressing economic stagnation and promoting economic development, various stakeholders are allocating resources towards the training and empowerment of youth with the goal of creating employment opportunities, income, and poverty reduction to achieve complete economic diversification (Omeje, et al., 2020). It is often known that youth empowerment is a critical issue for all countries, especially those with sizable youth populations and significant unemployment rates. However, more than 70% of Somalia's population lives in poverty (Kulmie, 2023), and young people make up over 70% of the country's population. This is a concerning condition. Furthermore, a number of obstacles impede the country's socioeconomic progress. Research shows that compared to adults in affluent countries, self-employment and youth employment rates are substantially lower in developing countries (Mohamed, 2017). Consequently, this research endeavour delves into examining the impact of entrepreneurship training on the creation of job opportunities and the empowerment of young individuals.

Concept of Entrepreneurship Training

The field of entrepreneurship may evoke enthusiasm, prompting us to ponder whether it is an art or a science. However, it unequivocally falls under the purview of both disciplines, serving as a dynamic process that significantly influences individuals and the economic prosperity of society by furnishing financial prospects and fostering innovation (Omeje, et al., 2020). This concept has consistently been associated with identifying opportunities for advancement, fostering ingenuity, mobilizing resources, assuming risks, promoting growth, and ensuring sustainability. Scholars, researchers, and policymakers commonly refer to this phenomenon as entrepreneurial behaviour (Mohamed & Abdullahi, 2023) or as embracing the entrepreneurial function, initiative, factor or spirit. Furthermore, scholars study entrepreneurs as individuals by examining their personal characteristics such as appearance and psychological profile, thereby encompassing self-assurance, risk tolerance, and ambiguity acceptance (Javed et al., 2018) as well as non-psychological factors like family networks, education, experience.

Entrepreneurs are individuals who actively engage in the practice of entrepreneurship. According to Kulmie et al. (2023), entrepreneurship can be defined as a deliberate process through which individuals pursue opportunities, either independently or within established organizations. Furthermore, this process involves the identification, evaluation, and exploitation of potential opportunities for innovation and growth. In addition to creating new ventures, entrepreneurship also encompasses activities that occur within existing institutions. Consequently, many nations are modifying their policies surrounding entrepreneurial and small business enterprises, as well as placing

greater emphasis on entrepreneurial education and awareness (Kulmie *et al.*, 2023). Nevertheless, the failure of small businesses has been linked to the absence of entrepreneurship training during the initial stages of the establishment (Al-Awlaqi *et al.*, 2021). In order for entrepreneurship to effectively contribute to youth empowerment, job creation, economic advancement, and poverty eradication - drawing from multiple studies - it is imperative that entrepreneurs undergo appropriate training. The acquisition of knowledge, skills, and attitudes pertaining to one's profession through a systematic process known as training enables individuals to accomplish various tasks with optimal effectiveness and efficiency.

Objectives of Entrepreneurial Training

The objectives of entrepreneurship training can be perceived from various perspectives. Entrepreneurship training seeks to cultivate one's own entrepreneurial skills, acquire knowledge related to entrepreneurship, learn the process of becoming an entrepreneur, and initiate a business enterprise (Kulmie *et al.*, 2023). As elucidated by Tittel & Terzidis. (2020), the aims of entrepreneurship training encompass enhancing individuals' capacity to identify business opportunities. Tittel and Terzidis added that this form of instruction is designed to furnish individuals with the ability to generate ideas, establish a business venture, and establish a sustainable enterprise. Anwar *et al.*, (2022) highlighted that entrepreneurship training intends to enhance students' proficiency in comprehending and executing the steps involved in initiating and managing a new business entity. Other researchers have provided a summary of the objectives of entrepreneurship training which include personal development and enterprise development. It is evident from these findings that various experts have put forth different goals pertaining to entrepreneurship training. Generally, this form of training should encompass three fundamental aspects, namely the entrepreneur, enterprise, and environment (Tittel & Terzidis, 2020). The ultimate aim of entrepreneurship training is to enrich individuals' attitudes, values, motivations, abilities and knowledge in the field. However, it should be acknowledged that the specific objectives may vary depending on factors such as target audience, duration of the program, resource availability and perceived effectiveness.

Characteristics of Effective Entrepreneurship Training

Scholars and practitioners have provided considerable consideration to the provision of entrepreneurship schooling and instruction and it is more standard due to its ability to link practice with theory (Ratten & Jones, 2021). This educational practice has been thoroughly documented as a crucial endeavour for both personal and organizational growth. Ratten and Jones also posited that in order to ensure the efficacy of such training programmes, it is imperative to centre on the instructional process itself. Moreover, participants should be granted ample opportunities for active involvement and assume accountability for their own learning. Furthermore, they must also be given access to networking events in order to expand their professional connections. A successful training programme prioritizes the needs of the learner, fosters positive behaviour and practical life skills, motivates and inspires individuals, and

acknowledges both individual and group achievements. Consequently, it is imperative for the program to present accurate information while maintaining a positive mindset. To ensure this, it is essential to employ appropriate training techniques when disseminating content-based on identified requirements; specifically, conducting formal and systematic evaluations of training needs using suitable approaches and strategies is crucial. Elements that impact the efficacy of training efforts encompass pre-training expectations, performance during training sessions, transferability of acquired knowledge/skills to real-life situations, as well as inherent individual characteristics.

Entrepreneurial Skills

The goal of entrepreneurship training is to provide participants with the fundamental knowledge, abilities, and mindset required for spotting opportunities and starting new firms. It is a well-structured programme (Ho et al., 2018). A wide range of business-related knowledge as well as particular knowledge about ventures and prospects should be included in the entrepreneurship training or educational programme. Furthermore, Ogundele et al. (2018) found that an entrepreneur needs three basic skill sets: technical capabilities, business management skills, and personal entrepreneurial skills. This kind of all-encompassing training enables young people to launch new businesses while equipping them with pertinent skills in their local communities (Nor, 2023). Establishing an atmosphere that fosters cooperative enterprise is also essential. Most efforts to reduce poverty in a number of countries focus on entrepreneurship, with a special focus on empowering youth. Programmes for entrepreneurship training must be applicable and relevant in their respective environments if they are to succeed (Ratten, 2021). According to Ratten, entrepreneurs need certain characteristics, such as the ability to manage, negotiate, solve problems, communicate and persuade effectively, and think creatively and innovatively, critical evaluation ability, effective time management, and strong social networking skills.

Job Creation

The primary objective of studying entrepreneurship is not only to gain an understanding of established businesses, but also to acquire the knowledge and skills necessary for creating and managing new small-scale enterprises. Entrepreneurship is widely encouraged on a global scale, with developing countries showing particular interest due to its potential for creating employment opportunities, maximizing resource utilization, and enhancing productivity. Entrepreneurship necessitates the ability to identify potential prospects and effectively convert them into viable business ventures that generate employment for founders, employees, and the broader community. Moreover, individuals who have received entrepreneurial training are highly sought after within local business environments. Additionally, Ho *et al.*, (2018) suggests that entrepreneurship training programmes may prove successful in improving the entrepreneurial capabilities of young individuals.

Entrepreneurship assumes a pivotal role encompassing various aspects such as youth employment, poverty reduction, and innovation. A multitude of factors including

economic downturns, high rates of unemployment, and global business instability in numerous countries have compelled policymakers and other political leaders to prioritize the potential contribution of the private sector and entrepreneurs toward job generation. Furthermore, there is an increasing recognition among decision-makers regarding the importance of cultivating an entrepreneurial workforce that fosters creativity and innovation, both within public institutions and private enterprises. Such measures are deemed essential for fostering sustainable economic growth while ensuring dignified work opportunities. Moreover, numerous nations are presently exploring ways to promote youth entrepreneurship as a fundamental aspect of comprehensive and extensive youth employment strategies. Ratten (2021) asserts that entrepreneurship is not merely regarded as a means of job creation but is also recognized as the primary catalyst for job generation and expansion. In addition, it serves as an instrumental tool in achieving stable income streams and enhanced profitability for marginalized individuals. An increasing number of microfinance institutions are actively working towards enhancing the human capital of micro-entrepreneurs with the objective of improving their client's quality of life while simultaneously striving towards poverty eradication goals.

Entrepreneurship training programmes facilitate the development of individuals equipped with the necessary skills to embark on new business ventures. According to a recent report by the Global Entrepreneurship Mentor in 2022-2023, entrepreneurship serves as a catalyst for job creation and income generation, propelling innovation through the transformation of ideas into new goods and services. Furthermore, it expedites structural change within economies and contributes to overall societal well-being (Hill *et al.*, 2023). The fundamental pillars of economic progress lie in the establishment of employment opportunities, income growth, and value augmentation. Many aspiring young individuals aspire to establish their own enterprises and forge self-sustaining vocations. Notably, experts advise these young visionaries to take charge of their future by actively shaping it rather than relying solely on governmental institutions' provision of employment opportunities (Dawson, 2021). Furthermore, young individuals are often posed with the inquiry as to why they aspire to embark upon entrepreneurial ventures. Nevertheless, responses to this query diverge greatly across individuals. Hill *et al.* (2023) however, concisely categorize these motivations into several overarching themes; namely striving for societal transformation, pursuing substantial financial gain or high income levels, upholding longstanding family customs or practices and procuring a means of livelihood amidst limited job opportunities.

The collective worldwide count of youth experiencing unemployment stood at 73 million in 2022, and 75 million in 2021 (ILO, 2022). Africa possesses the most youthful population, with approximately 420 million individuals aged between 15 and 35. Nevertheless, only one out of six within this demographic is engaged in wage-earning employment, another third are involved in precarious means of employment, while an additional third remain unemployed. Research indicates that there exists no facile or straightforward approach to enhancing job expansion on this particular

continent. Furthermore, Fine *et al.* (2017) propose that the implementation of isolated worker training programmes or entrepreneurship support initiatives is unlikely to yield significant results. Additionally, within Africa, the primary obstacles hindering business firm development have been identified as macroeconomic conditions (55%) and potential political instability (40%), as expressed by business leaders. Likewise, employers reported these factors to be the main barriers impeding job growth. In the light of this information, it is imperative for governments to take action to remove these hindrances in order to promote private-sector expansion and effectively foster entrepreneurial endeavours.

Youth Empowerment

The term empowerment has garnered increased attention as a means to encompass the vital element of development. Empowerment represents a multifaceted process that facilitates individuals in assuming responsibility for their own lives. This concept embodies the linkage between personal capabilities, inherent support system and proactive initiatives toward societal transformation and policy. Policymakers and practitioners alike recognize empowerment as a key developmental objective, particularly with regard to marginalized populations such as young women and impoverished individuals. This process holds particular significance due to the pivotal role played by youth in any given society's progress. Youth empowerment entails motivating young individuals to assume control over their destinies. The six interconnected dimensions of youth empowerment encompass psychological, community, organizational, economic, social, and cultural empowerment.

Economic Empowerment

It is undeniable that employment has a profound impact on an individual's life, value, identity, well-being, and economic development, in addition to providing income or fulfilling a task. Entrepreneurship training plays a significant role in equipping young people with the necessary skills to navigate their respective market environments and identify opportunities. This empowers them to mobilize resources and establish their own business ventures. Consequently, this enhanced the ability that enables youths to generate income from their endeavours and address their financial needs effectively. Ratten (2021) asserts that entrepreneurship leads to empowering individuals economically; a crucial element for achieving inclusive economic growth, equality, and overall development. Henceforth, policies concerning entrepreneurship training initiatives primarily target youth, women, unemployed individuals as well as those who are self-employed or reside in rural areas. This demonstrates a significant shift in the perception of policymakers towards entrepreneurship. It is recognized as an effective means to address social issues such as unemployment, poverty, and criminal activities, as well as to empower youth and women. Research indicates that female entrepreneurs are more inclined to reinvest their earnings into their families, education, and communities. However, young women entrepreneurs in developing nations encounter obstacles in obtaining financial support and often struggle with diminished self-confidence. In order to enhance youth empowerment, it is imperative that these

challenges are addressed; an effective approach for doing so involves implementing comprehensive entrepreneurship training programmes (Odongo,2023).

Psychological Empowerment

Psychological empowerment is a crucial aspect to consider in enhancing performance and responding to workplace changes (Odongo, 2023). It also serves to enhance employees' sense of control and motivation. Extensive research has been conducted on the concept of empowerment, which is defined as a process that identifies and eliminates factors causing powerlessness by offering efficacy information to elevate an employee's self-efficacy. According to Odongo, (2023), psychological empowerment exists when individuals perceive some levels of autonomy in their work lives. Additionally, personal empowerment is deemed essential in management practices for effective business management.

According to Odongo (2023), young individuals in certain countries display limited skills, lack confidence in their entrepreneurial potential, desire employment opportunities, and have a weak sense of entrepreneurial identity. As a result, many nations have recognized the significance of implementing structural policies such as entrepreneurship training to equip their citizens, especially the youth, with essential entrepreneurial skills and competencies. Consequently, it is evident that entrepreneurship training ought to enhance both the awareness of entrepreneurial opportunities and the self-assurance among young individuals regarding their entrepreneurial capabilities (Ho et al., 2018). In order to achieve effective youth empowerment, it is essential that the entrepreneurship programme designed for youth empowerment encompasses all aspects of individual, organizational, and community empowerment. Additionally, the programme should be developed based on an understanding of the distinct needs of various segments of the youth population (Nor, 2023). Nor (2023) asserts that the potential for empowering young individuals lies in establishing strong connections between individuals, organizations and their communities. By prioritizing these connections, the objectives of fostering positive development among young people becomes more feasible.

Entrepreneurship Training and Job Creation

Entrepreneurship training is widely recognized as a crucial strategy for job creation and poverty reduction in Nigeria, though it faces implementation challenges. Academic studies consistently highlight its positive impact by shifting the mindset of youths from job seekers to wealth creators and equipping them with the necessary skills to start and sustain businesses. Entrepreneurship training, encompassing both formal education (like the compulsory course in tertiary institutions) and vocational skills acquisition, is posited as a key solution to Nigeria's endemic unemployment challenge, especially among graduates (Eneanya, 2023). Eneanya added:

- **Mindset Transformation and Self-Reliance:** Training aims to instill an entrepreneurial mindset that views self-employment as a viable and desirable career

path, moving away from the colonial-era focus on 'white-collar' jobs. This shift encourages graduates to utilize their skills to create their own ventures.

- **Skill Acquisition:** Participants acquire essential competencies such as **business management**, innovation, resource management, business planning, and opportunity identification. These skills are fundamental for starting and growing successful enterprises that can ultimately hire others.
- **Reduced Unemployment:** Studies have empirically supported the role of entrepreneurship training in promoting job creation and reducing youth unemployment. For instance, research on ICT entrepreneurship training in Lagos State indicated its effectiveness in reducing youth unemployment (Eneanya, 2023). Another study in Ondo State reported that participants overwhelmingly believed these programmes significantly improved **employment prospects** and promoted ventures.

Challenges and Barriers

Despite its recognized potential, the effectiveness of entrepreneurship training programmes in Nigeria is constrained by several significant barriers to actualizing job creation (Yusuff, 2018). Yusuff identified these barriers as:

Lack of Access to Finance: A major hurdle for graduates is the **difficulty in securing loans** and startup capital from financial institutions. Even after training, the uncertainty of funding for self-establishment often prevents entrepreneurial intentions from becoming reality;

Inadequate Implementation and Curriculum: A common challenge in tertiary institutions is the **over-emphasis on theory** rather than practical, hands-on learning. The curriculum is often not focused or practical enough, and there is a lack of specialized training for instructors, leading to a mismatch between training outcomes and market demands (Eneanya, 2023);

Poor Enabling Environment: The success of new ventures is hindered by a poor enabling business environment, characterized by inadequate public infrastructure (especially electricity and internet), high production costs, and complex regulatory processes; and

Cultural and Social Attitudes: Historically, there has been a societal preference for white-collar jobs, with vocational careers and small-scale business ventures sometimes viewed as options for "academic failures," which can discourage aspiring entrepreneurs.

On a systemic level, for entrepreneurship training to translate into widespread job creation, there needs to be an enabling environment — e.g. access to finance, supportive government policies, infrastructure, mentorship/continuity, networks, and market access. Without these, training alone may not lead to sustainable businesses.

Entrepreneurship Training and Youth Empowerment

Entrepreneurship training remains a cornerstone of Nigeria's strategy for youth empowerment, recognized by recent academic studies and government policies as a vital tool for tackling high unemployment and fostering a sustainable, self-reliant future. Empowerment, in this context, is defined as an attitudinal, structural, and cultural process where young people gain the authority and agency to make decisions and implement change in their own lives (Oriji & Kenechukwu, 2025).

The Positive Impact on Youth Empowerment

Recent research strongly validates the necessity of entrepreneurship training in achieving youth empowerment, primarily through skill acquisition and mindset change:

- **Skill Acquisition and Self-Reliance:** Studies emphasize that acquiring skills is crucial for empowering young people to become self-employed and for fostering job creation (Oriji & Kenechukwu, 2025). Specific training—such as in **computer networking, vocational trades, and innovative entrepreneurship**—is shown to have a positive impact on youth empowerment, leading to a spirit of self-reliance.
- **Creating Job Creators:** Entrepreneurship training shifts the mindset from being a mere "job seeker" to becoming a "job creator," equipping youths with the capacity for financial planning, innovation, and risk management. This is essential in an economy where traditional employment avenues are insufficient to absorb the massive number of graduates.
- **Holistic Development:** Training provides valuable **life skills** beyond technical knowledge, promoting confidence, communication, and decision-making abilities. This holistic development is key to enabling young people to navigate competitive markets and uncertain economic environments.
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II. Recent Government and Institutional Interventions (2023-2025)

The Nigerian government and its partners have launched several recent initiatives focused on integrating training with financial and technical support. They include:

- i. **Skill-Focused Programs:** The 3 Million Technical Talent (3MTT) Programme and the Federal Ministry of Education Technical and Vocational Education and Training (TVET) Initiative are major efforts to train youth in high-demand technical and vocational skills. These programs often offer free training, monthly stipends, and take-off grants/starter packs, directly addressing the financial barriers to empowerment.
- iii. **Financial and Technical Support:** Programs like the National Youth Investment Fund (NYIF) and the Bank of Industry (BOI) Youth Entrepreneurship Support (YES) Programme continue to provide finance, technical assistance, and capacity-building to young entrepreneurs.

Conclusion

A lot of researches have been done on entrepreneurship to understand how it affects business, development, and the economy. A thorough examination of the literature, including that which was taken into consideration for this study, has shown that entrepreneurship is essential for empowering women and young people. This inquiry also showed that entrepreneurship studies include multidisciplinary courses aimed at giving people the skills they need to start new businesses or pursue particular careers. The review also showed that young individuals who got entrepreneurship training had better employment prospects due to their increased entrepreneurial skills and expertise. Additionally, these newly gained entrepreneurial knowledge and abilities improved their capacity to launch new businesses and eventually increased their income levels. According to research, this kind of entrepreneurship training is a smart way to empower young people since it encourages traits like growth, inventiveness, and an entrepreneurial spirit. It is clear that youth empowerment and the creation of job possibilities are greatly aided by entrepreneurship training. The study's findings indicate that entrepreneurial education programs help young people develop the skills they need to overcome socioeconomic obstacles, which in turn promotes employment development.

Recommendations

The study makes several recommendations, such as:

1. Entrepreneurship and vocational education training should be more focused on guiding young individuals toward selecting appropriate skills training aligned with current labor market demands.
2. The curricula in universities, polytechnics, colleges of education, and TVET centres should be updated to match current market needs (digital skills, agribusiness, green economy, creative industries).
3. Practical modules such as business simulation, prototype development, digital marketing, and micro-enterprise management should always be incorporated.
4. Align training content with emerging sectors like renewable energy, AI, robotics, software development, fashion technology, food processing, and logistics.
5. Entrepreneurship programmes should allocate at least 60–70% of training time to practical tasks, internships, and real-life business challenges.
6. Students should be encouraged to run small projects or business ventures before graduation.
7. Platforms for networking and peer learning through entrepreneurship clubs, trade fairs, and exhibitions should be provided for training.
8. Small grants or soft loans should be granted to graduates of entrepreneurship programmes, especially in NYSC SAED, NDE, SMEDAN, BOI, and state-level youth empowerment schemes.
9. There should be collaboration with private firms to co-design training content, provide internships, and supply modern tools and technologies.

10. Involve industry professionals in teaching modules, judging business competitions, and evaluating students' projects.
11. Multinationals, banks, and ICT companies should be encouraged to sponsor entrepreneurship laboratories and innovation challenges in schools.

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