

**ENTREPRENEURSHIP EDUCATION AND TRAINING FOR JOB
CREATION IN NIGERIA**

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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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