

## DISSERTATION ABSTRACT

Doctor of Ministry  
Emphasis in Youth and Young Adults Ministry

Adventist University of Africa

Theological Seminary

Title: INFLUENCE OF TRAINING ON YOUTHS' KNOWLEDGE,  
PERCEPTION AND ATTITUDE TO ENTREPRENEURSHIP TO REDUCE  
UNEMPLOYMENT IN OGUN CONFERENCE OF SEVENTH-DAY  
ADVENTIST CHURCH

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Date completed: May 2025

Unemployment amongst employable youths in Nigeria is at an alarming rate. This has led so many youths to different vices like internet fraud, ritual killings, armed robbery, prostitution, kidnapping, child trafficking and several others. To this end, many government dispensations in Nigeria introduced programmes aimed at solving the challenge of unemployment in the nation. Many of the programmes seemed to have failed to yield significant results.

This study therefore, sought to determine if exposure to entrepreneurship training over a period of four weeks would positively influence the knowledge, perception and attitudinal disposition of youths in selected districts to

entrepreneurship as a way of reducing unemployment among youths in Ogun Conference of the Seventh-day Adventist Church, Nigeria.

This research employed the quasi-experimental method. Three districts in Ilishan-Remo were purposively selected for the experimental group while Ijebu-Ode district was selected for control group in this study. Forty-four youths were selected from each of the two districts. The experiment lasted for four weeks.

In the first week, structured questionnaire was administered to the respondents at the baseline; the same instrument was used for data gathering at the endline of the study. Data were analysed using paired t-test and Anova.

Practical demonstration of the respondents' understanding of how to produce each of the products, showed their proficiency in the production of each of the products. Quantitative data also revealed respondents' understanding of the problem of unemployment in Nigeria. Endline data showed statistically significant difference in the participants' knowledge, perception and attitudinal disposition to entrepreneurship as against baseline data across all the tested variables. The study did not record statistically significant difference in the demographic variables of gender and income and the knowledge, perception and attitudinal disposition of the respondents to entrepreneurship. However, the study findings showed difference in the adoption of entrepreneurship with age. This probably means that as youths grow older, the quest for white collar job reduces while their focus shifts to getting a legitimate means of livelihood.

Data from the study revealed statistically significant improvement in participants' knowledge, perception and attitudinal disposition to entrepreneurship. The study therefore concludes that intervention programme using apprenticeship model is effective in training youths in becoming entrepreneurs. The study

recommends introduction of entrepreneurship to school curricular at every level of education in Nigeria.

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A dissertation

presented in partial fulfillment

of the requirements for the degree

Doctor of Ministry

by

Joseph Olusola Jegede

May 2025



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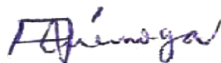
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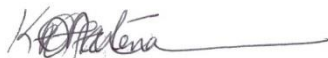
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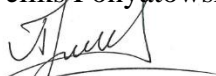
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Dedicated to the Lord Almighty, the Author of wisdom; and to all  
Nigerian youths who are trying to make ends meet but  
have chosen to keep struggling until they  
are able to get legitimate  
source of income

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## CHAPTER 1

### INTRODUCTION

This chapter describes the ministry context, statements of the problem and purpose, justification for the dissertation, delimitations, methodology, expectations, definition of terms, objective of the study, research questions among others.

#### **Description of the Ministry Context**

The rising cases of poverty all over the world occasioned by high rate of unemployment is disturbing. Unemployment which has been described as one of the “most important social economic problem faced by all developed and developing countries;”<sup>1</sup> has also maintained its place as one of the most serious problems of all countries of the world.<sup>2</sup> Incidentally, there seems to be no hope in view as the global unemployment rate seems to be growing astronomically. The global unemployment situation became worse in 2020, during the COVID19 pandemic which led to erosion of incomes and loss of jobs resulting in increased poverty level.<sup>3</sup> International Labour Organisation’s global unemployment prediction revealed that “around 220 million people are expected to remain unemployed globally in 2021, while the global

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<sup>1</sup>B. Dervishi, “The Problem of Unemployment and a Proposal for Solution: The Macedonian Instance,” *International Journal of Research in Business and Social Science* 6, no. 1 (2017): 21, [10.20525/ijrbs.v6i1.673](https://doi.org/10.20525/ijrbs.v6i1.673)

<sup>2</sup>Ecem Turgut, “Unemployment and Factors Affecting Unemployment in Developing Countries,” in *Discussions Between Economic Agents: Panel Data Analysis*, ed. Okyay Ucan (Ankara, Turkey: İksad Yayinevi Publishers, 2021), 7-34.

<sup>3</sup>United Nations’ Department of Economic and Social Affairs, “Monthly Briefing on the World Economic Situation and Prospects,” No. 155 (November 2021), 1.

unemployment rate may reach 6.3 per cent, falling to only 5.7 in 2022, which still would be above the pre-pandemic level of 5.4 per cent registered in 2019.”<sup>4</sup> It seems the problem of unemployment is biting the youths harder than the adults as youth unemployment rate is approximately three times bigger than the adult one while four out of every ten unemployed persons globally are young people.<sup>5</sup>

Also, till date, youth unemployment remains a serious problem in Africa to the extent that “young people face almost double the unemployment rate as adults.”<sup>6</sup> It has been predicted that, with the increasing population in the African continent, youth’s unemployment can become disastrous if not promptly addressed.<sup>7</sup>

Unfortunately, Nigeria is not immune to the global scourge of unemployment. According to the Statista 2024 report, the rate of unemployment of youths aged 15-24 years in Nigeria as at 2022 was almost 13.44 percent.<sup>8</sup> While this percentage is lower than the 37% unemployment rate recorded in Nigeria in 2013,<sup>9</sup> there is no significant reflection of this reduction in economic development, as the rate of poverty is still very high.<sup>10</sup> Many industries are in fiascoes, technological developments are at the

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<sup>4</sup> United Nations’ Department of Economic and Social Affairs, “Monthly Briefing on the World Economic Situation and Prospects,” No. 155 (November 2021), 1.

<sup>5</sup> Fatih Ayhan, “Youth Unemployment as a Growing Global Threat,” *Actual Problems of Economics* 7, no. 181 (2016): 263. 262-269

<sup>6</sup> Enock Mwakalila, “Income Inequality: A recipe for Youth Unemployment in Africa,” *SN Bus Econ SN Business & Economics* 3, no. 15 (2023): 15, <https://doi.org/10.1007/s43546-022-00394-0>

<sup>7</sup> *Ibid.*, 15.

<sup>8</sup> Statista, “Youth Unemployment Rate from 1999-2022,” accessed 12 March 2022, <https://www.statista.com/statistics/812300/youth-unemployment-rate-in-nigeria/>.

<sup>9</sup> Kayode Asaju, Samuel Arome and Silas Felix Anyio “The Rising Rate of Unemployment in Nigeria: The Socio-economic and Political Implications,” *Global Business and Economics Research Journal* 3, no.1 (2014): 68-x.

<sup>10</sup> *Ibid.*

primitive stage with high rates of maternal and child mortality.<sup>11</sup> Nigeria is also considered one of the countries in Africa with very high rate of unemployment. According to Kayode, et al. (2014) for example, the rates of unemployment in South Africa and Ghana in 2010, stood at 25.2% and 14% respectively while Nigeria's rate was 37%.<sup>12</sup> Also, while unemployment rate in Nigeria was at 22%, youth unemployment was at 38%.<sup>13</sup>

Unemployment rate seems not to be stable and hope of the end to the problem of unemployment in Nigeria is probably far reaching; because available statistics show a projection of unemployment reaching 53% in 2022 and 51% in 2023.<sup>14</sup> More worrisome is the fact that virtually every government administration both at the national and state levels has introduced schemes aimed at ending the problem of unemployment in Nigeria. For example, during the military administration of Gen. Ibrahim Babangida (Rtd), in 1986, the National Directorate of Employment (NDE) was introduced. Also, the democratic government of President Goodluck Jonathan birthed the Subsidy Reinvestment and Empowerment Programme SURE-P and most recently, President Muhammadu Buhari, in 2016, also set up the N-Power under the National Social Intervention Programme.<sup>15</sup> All these programmes had one primary aim and that was provision of employment for the teeming unemployed youths in Nigeria. While these programmes have not failed at providing temporary employment for some

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<sup>11</sup> Kayode Asaju, Samuel Arome and Silas Felix Anyio "The Rising Rate of Unemployment in Nigeria: The Socio-economic and Political Implications," *Global Business and Economics Research Journal* 3, no.1 (2014): 68-x.

<sup>12</sup> Ibid.

<sup>13</sup> Ibid.

<sup>14</sup> Ibid.

<sup>15</sup> Ibid.

youths, the need for permanent employment for Nigerian youths in all the 36 states of the federation still remains a daunting problem yet to be solved.

Ogun state being one of the thirty-six states in the Federal Republic of Nigeria is a major component of the nation. It is also bedeviled by many challenges facing the nation including unemployment. It is situated in the Southern-Western part of the country. The capital city of Ogun state is Abeokuta which incidentally is also the largest city in the state. It was carved out of the old Western state in 1976. Its strategic position as the link to other states, and leading role in many fields of life in Nigeria earned it the name, Gateway state. Yoruba is the main ethnic group in Ogun state with Yoruba language as the main language. There are however other sub-ethnic groups and dialects like Awori, Ijebu, Remo, Yewa and so on. The state comprises of three senatorial districts with twenty local governments - Abeokuta North, Abeokuta South, Ewekoro, Ifo, Obafemi-Owode, Odeda, Ijebu-Ode, Ijebu North, Ijebu-North East, Ijebu East, Ikenne, Odogbolu, Shagamu, Remo North, Ogun Water Side, Ado-Odo Ota, Imeko-Afon, Ipokia, Yewa South and Yewa North.

The Adventist message was first preached in Ogun state in Abeokuta, the state capital in 1926 by Elder S.O. Oyelese. Oral history has it that he was a literature evangelist at that time. Between 1928/29, Chief Fasaanu accepted Adventist message and took this message to Kuto in Abeokuta whereon Seventh-day Adventist Primary School was later established and still stands today. The Seventh-day Adventist Church has been growing in leaps and bounds since then in Ogun State. This gave birth to what is today known as Ogun conference.

The study focused is Ogun Conference of Seventh-day Adventist Church; it is one of the eleven conferences in Western Nigeria Union Conference (WNUC). It was carved out of the defunct South-West Nigeria Conference under the then Nigeria

Union Mission, on December 20, 2012,<sup>16</sup> the Conference has ten (10) districts: Ijebu-Ode, Ilishan-North, Ilishan-West, Sagamu, Ilaro, Sango-Ota, Abeokuta, Babcock University, Owode-Egba and Ifo Districts.

I began the years of my stewardship in the Seventh-day Adventist Church, Ogun Conference (then South-West Nigeria Conference) in 2001, as I was called to serve as a Church Pastor of SDA Church, Sango-Ota, Ilaro District where I was till 2003. In February, 2008, I was again transferred to Ilishan-Remo District where I worked as Church Pastor. I later became the District Pastor of the same district. During my tenure, the district achieved a major milestone as it metamorphosed into two districts - Ilishan-West and Ilishan-North Districts In August, 2011. I served as the Ilishan-North District Pastor until 2<sup>nd</sup> June 2015 when I was transferred to Ijebu-Ode District also in Ogun Conference of Seventh-day Adventist Church.

During these years as a Pastor in the three districts, I observed that many youths were unemployed and therefore, were dependent on either their parents or church for survival. Furthermore, extant literature reveals that government policies in Ogun State have not significantly reduced unemployment; and that vocational training has been the specific scheme from government policies which has positively impacted on unemployment reduction in Ogun state.”<sup>17</sup>

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<sup>16</sup>Seventh-day Adventist Church in Nigeria, *Ogun Conference Inaugural Session and Constituency. Ogun Conference* (2012), 23.

<sup>17</sup> Rotimi O. Senbanjo and Soewu O. Ayodeji, “Unemployment and Government Policies On Entrepreneurship Development In Ogun State Of Nigeria,” *SSRN Electronic Journal* 4, no. 1 (2023): 129-137, [https://www.researchgate.net/publication/370077078\\_UNEMPLOYMENT\\_AND\\_GOVERNMENT\\_POLICIES\\_ON\\_ENTREPRENEURSHIP\\_DEVELOPMENT\\_IN\\_OGUN\\_STATE\\_OF\\_NIGERIA\\_SENBANJO\\_Rotimi\\_Olufemi\\_08032428535](https://www.researchgate.net/publication/370077078_UNEMPLOYMENT_AND_GOVERNMENT_POLICIES_ON_ENTREPRENEURSHIP_DEVELOPMENT_IN_OGUN_STATE_OF_NIGERIA_SENBANJO_Rotimi_Olufemi_08032428535).

The Seventh-day Adventist Church is a worldwide institution whose origin can be traced to the Millerite movement of the 1840s.<sup>18</sup> The mission of the Church of reaching others for Christ through “Christ-like living, communicating, discipling, teaching, healing and serving”<sup>19</sup> stemmed from Christ’s great commission in Mathew 28:18-20. In fulfilling this mission, the Church has to be involved in both the spiritual and social lives of her members and non-members. This is probably why it is believed that evangelism by implication should directly relate to the vision of transformational development.<sup>20</sup> The ripple effect of this would be more membership who are contributing spiritually and financially to the growth of the Church. Although, the rate of unemployed Seventh-day Adventists in Nigeria and elsewhere is uncertain, the global Church faced a very serious financial uncertainty in 2020 partly due to high unemployment.<sup>21</sup> The steep declines in financial contributions from most regions of the global Seventh-day Adventist Church led to reductions in the world headquarters’ operating budget and a consequent reduction in the workforce.<sup>22</sup> This was a difficult decision to be made; and needs to be forestalled. This problem can be nipped in the bud as the Seventh-day Adventist Church adds to her evangelisation, ways of reducing unemployment rates among members and non-members of the Church.

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<sup>18</sup> Ignatius Swart and Olugbenga Adetokunbo Efuntade, “The Seventh-day Adventist Church and the Quest for Transformational Development in Contemporary Nigeria: Perspectives from an Empirical Study,” *Missionalia* 49 (2021): 230-251.

<sup>19</sup>General Conference of the Seventh-day Adventists, “Mission Statement of the Seventh-day Adventist Church,” accessed August 5, 2022, [www.adventist.org/official-statements/mission-statement-of-the-seventh-day-ad](http://www.adventist.org/official-statements/mission-statement-of-the-seventh-day-ad).

<sup>20</sup> Ibid.

<sup>21</sup> Adventist Review and Adventist News Network, “Adventist Church Leaders Grapple with Declining Income, Budget Cuts,” *Adventist Review*, June 22, 2020, accessed August 5, 2022, <https://adventistreview.org/news/adventist-church-leaders-grapple-with-declining-income-budget-cuts/>.

<sup>22</sup> Ibid.

It is against this background that this study sought to find out how to improve the knowledge and attitude of youths to entrepreneurship in selected districts in Ogun conference of the Seventh-day Adventists in Nigeria through an intervention for training youths.

### **Statement of the Problem**

The growing scourge of unemployment in Nigeria is such that cannot be ignored. The government, non-governmental organisations and all stakeholders are expected to give prominence to tackling the problem of unemployment in their developmental programmes, as previous studies<sup>23</sup> have identified unemployment as the major challenge confronting the developing and under-developed nations.

Unemployment rate still remains very high in Nigeria as there are many youths roaming her streets due to lack of employment opportunities<sup>24</sup>. This is probably the reason behind the prevalence of internet scam, ritual killings, armed robbery, prostitution, kidnapping, child trafficking and other vices.

Nigeria situation is more precarious because several factors have been attributed to the problem of unemployment in Nigeria.<sup>25</sup> Prominent among them are steady increase in population, migration of rural population to urban centres, lack of

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<sup>23</sup> Temitope J. Owolabi and Oluyemi Adeosun, "Graduate Unemployment in Nigeria: An Interrogation into the Survival Strategies of Lagos Youths, " *Journal of Economics and Management* 19, no. 2 (2023):187-206; Olusanya E. Olubusoye, Afees A. Salisu and Sam O. Olofin Youth unemployment in Nigeria: Nature, Causes and Solutions," *Quality and Quantity* 57 (2023): 1125–1157, <https://doi.org/10.1007/s11135-022-01388-8>; S. O. Ongbali, S. A. Afolalu and M. O. Udo, "Factors Causing Youth Unemployment Problem in Nigeria: A Review," *International Journal of Mechanical Engineering and Technology* 10, no. 1 (2019): 1874-1879, <http://iaeme.com/Home/issue/IJMET?Volume=10&Issue=1>.

<sup>24</sup> J. M. Oluwaleye, "Youth Unemployment, Rising Criminality and the Challenge of Sustainable Security in Nigeria's SouthWest Region," *International Journal of Social Sciences Perspectives* 8, no. 1 (2021): 31-40, 10.33094/7.2017.2021.81.31.40.

<sup>25</sup>Ongbali, Afolalu and Udo, "Factors Causing Youth Unemployment Problem in Nigeria," 1874-1879.

employable skills among youths, lack of entrepreneurial skill, higher supply of skilled youth than demand, inaccurate public policies relating to employment, concentration of social amenities in the urban centres.”<sup>26</sup>

It is therefore cliché to say that the problem of unemployment has taken its toll on the nation’s economy such that when the recent global oil price fall of early 2016 occurred, Nigerian economy also fell flat.

This has been a source of concern to many economic analysts who have been trying hard to proffer solutions to Nigeria economic menace. Many of the solutions seem to have failed as the problem of unemployment remains yet unsolved in Nigeria. Different government administrations had also made promises of more job creation and failed. Among the myriad causes of unemployment highlighted by Ongbali et al, the only one that research can possibly address and reduce is absence of entrepreneurial skills.<sup>27</sup> The problem of unemployment has also prevailed probably because many young people have low self-esteem with regards to identifying with entrepreneurship; it seems they do not believe they are capable of launching their own businesses.

Therefore, this study sought to consider an alternative solution to the problem of unemployment among the Seventh-day Adventist youths in the select districts in Ogun Conference, Nigeria. It sought to develop, implement and evaluate an intervention programme to help young people to change their knowledge, attitude and perception towards entrepreneurship in selected districts in the Seventh-day Adventist Church, Ogun Conference, Nigeria. It is expected that this would not only help

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<sup>26</sup> Ongbali, Afolalu and Udo, “Factors Causing Youth Unemployment Problem in Nigeria,” 1874-1879.

<sup>27</sup> Ibid.

Adventist youths to be entrepreneurs/be self-employed but also make them employers of labour. The spiritual and social-economic lives of the youths seem interwoven and the health of one affects the other. It is also expected that when youths are financially buoyant, they are not likely going to skip Church services for lack of transport fare; this would make them grow spiritually and be more involved in mission work which ultimately would lead to Church growth and fulfilment of the mission of the Church to evangelise the world.

### **Statement of the Purpose**

The purpose of this study was to develop an intervention which was implemented over a period of four weeks. The intervention was evaluated in the 4<sup>th</sup> week to assess its success rate.

The intervention programme was aimed at modifying the knowledge, perception and attitude of the Adventist youths in the select districts towards entrepreneurship.

To achieve this purpose, the study designed quasi-experiment which involved seminars and practical training for youths in three of the four selected districts - Ilishan-North, Ilishan-West, Babcock University and Ijebu-Ode Districts in Ogun Conference. The knowledge, perception and attitude of the Adventist youths in the select districts for the intervention group was measured through a pre-test which was conducted by admitting the same questionnaire used at endline to the participants. Besides the initial pre-intervention seminar in the first week of the intervention programme, the youths in Ilishan-North, Ilishan-West, Babcock University districts (in the intervention group) were also exposed to a pre-intervention seminar prior to the actual vocational training each week; while the youths in Ijebu-Ode District which represented the control group received neither the pre-intervention seminar nor the

actual weekly vocational training. The products selected for the training were chosen on the grounds that their production can be learnt within a very short period of time and requires little start-up capital.

### **Justification for the Dissertation**

The scourge of unemployment is ravaging Nigerian economy. This is evident in every facet of the nation's economy. So many government efforts have gone into job creation but these have not yielded so much result as there are many youths still roaming the streets without being gainfully employed. With the intervention developed in this study, the youths' knowledge, perception and attitude to entrepreneurship would be modified; and expectedly not only be self-employed but be eventual employers of labour.

Institutions of higher learning would also benefit from the study as it would offer them a model to replicate to ensure they turn out graduates who would not only be employable but would also be self-employed and employers of labour as the intervention was designed in conjunction with the Babcock University entrepreneurship center. The training can be replicated in other higher institution's academic curriculum.

Government at all levels would also benefit from the results of this study as it would become a model to be reciprocated in other states of the federation and at the national level. Employers of labor in sectors where it is difficult to find qualified hands to hire can also adopt the training to develop qualified hands for the job. Policymakers and labor unions can also recommend the intervention to various companies or organizations for better engagement of the youth.

### **Delimitation**

This study focused on Seventh-day Adventist youths in Ogun Conference, Nigeria who reside and worship in the communities where there is heavy presence of internet scam boys, who do their illegal businesses in broad day light without fear of intimidation or arrest from any quarters. This is to ensure that the youths trained through the intervention programme of this research work are dissuaded from involving themselves in the illicit activities of other youths in their environments. Expectedly also, the trained youths would become role models to other youths who have already immersed themselves in illegal sources of income. The study commenced in 2019 and concluded in 2024. It consisted of one intervention group drawn from Ilishan-West, Ilishan-North and Babcock University Districts, while the control group's participants were selected from Ijebu-Ode district.

### **Limitation**

In the cause of carrying out this study, the researcher encountered some limitations, these include the fact that at the onset of the study, the researcher was concerned with how to control the crowd at the venue of the experiment but was surprised that those that registered for; and attended the training barely exceeded the sample size. This, findings from the Adventist Youth Ministries' leaders in the select district was due to lack of money for the unemployed youths to transport themselves to the venue of the intervention.

Furthermore, the vocations selected were the ones that could be learnt within a very short period of time; other vocations might be of interest to other youths. The study recommends that future researchers focus on other vocations

Another limitation is the that the choice of three vocations might not be sufficient in significantly reducing unemployment among youths in the Seventh-day

Adventist Church in Ogun Conference, Nigeria. The four weeks duration of the intervention did not also give room for enough time to harvest sufficient feedbacks from participants who might have become entrepreneurs as a result of the programme. The study therefore redirected its focus and reports modifying the knowledge, perception and attitude of the Seventh-day Adventist Church in Ogun Conference, Nigeria to entrepreneurship. The study findings revealed that the knowledge, perception and attitude of the youths in the intervention group towards entrepreneurship improved significantly after participating in the study while that of those in the control group did not significantly change.

### **Methodology**

This section describes the instrument and method that were employed in carrying out this research work. It includes detailed explanation of the research design, the population, sampling technique, sample size, instrument of data collection, validity and reliability of research instrument, administration of instrument, data gathering procedure and method of data analysis.

### **Research Design**

A research design is the structure or strategy used for gathering and analysing a set of data<sup>28</sup>. Research design also is the organization of settings for collection and analysis of data in a way that hopes to syndicate relevance to the research purpose with economy in techniques.<sup>29</sup>

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<sup>28</sup>O. Onabajo, *Foundations of Communication Research* (Lagos, Nigeria: Sibon Books Limited, 2011), 9.

<sup>29</sup>Ibid., 9.

The study sought to develop, implement and evaluate an intervention programme for training youth to improve their knowledge, attitude and disposition to entrepreneurship thereby reducing the rate of unemployment in Ogun conference of the Seventh-day Adventist Church, among the Seventh-day Adventist youths in the select districts in Ogun Conference, Nigeria.

The study was conducted using quasi-experimental design. Specifically the pretest-posttest control group, quasi-experimental experimental method which entails the administration of the same structured questionnaire before (baseline) and after (endline) the intervention, to give in-depth answers to the questions that were raised in this research was adopted. This was to further elicit data from the respondents about their knowledge, perception and attitude to entrepreneurship and how entrepreneurial training can be used to address the problem of unemployment. The pretest-posttest nonequivalent control group design adopted in this study<sup>30</sup>, involves designating a selected group as an experimental group which would be exposed to experimental manipulation as against another group which would be termed the control group. The control group would not be exposed to any form of manipulations.

### **Population and Sample of the Study**

Population is described as all the members of any well-defined class of people, events or subjects<sup>31</sup>. The population of this study comprised youths from the selected districts in Ogun Conference. Therefore the population of this study was One thousand, five hundred and seventy-five (1,575) Seventh-day Adventist youths drawn from the selected districts (Youth District Register, 2024).

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<sup>30</sup> R. D. Wimmer and J. R. Dominick, *Mass Media Research: An Introduction*, 6<sup>th</sup> ed. (Belmont, CA: Wadsworth Publishing Company, 2000), 110.

<sup>31</sup>Ibid., 110.

A sample is the subset of the population that can be utilized in research. For the purpose of this study, 88 Adventist youths selected from the select districts within Ogun Conference constituted the respondents for this study. They were selected using convenient and purposive sampling techniques. Forty-four (44) youths were selected for the experiment from Ilishan-West, Ilishan-North and Babcock University Districts, while another forty-four (44) youths were selected from Ijebu-Ode districts for the control group. The selected 44 Adventist youths were selected through convenience sampling technique. This first involved purposive selection of four districts in the Seventh-day Adventist Church, Ogun Conference. Four districts were purposively selected based on the large population of Adventist youths in the districts from which sample size can easily be drawn, the involvement of the districts in youth activities, the time Adventism got to the districts and presence of lots of youths' engagement in illicit activities. Forty-four youths were finally chosen from the select districts through convenience sampling technique.

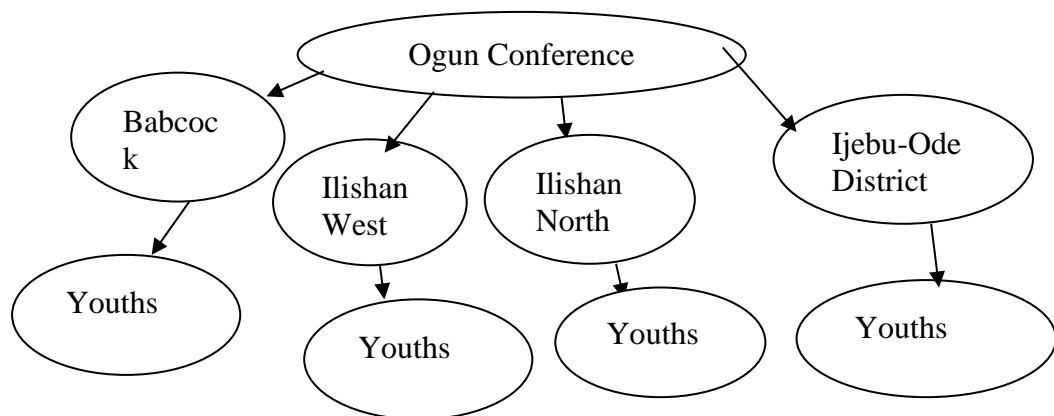
### **Sampling Technique**

This study made use of convenient and purposive sampling techniques. The techniques were applied in stages. In the first stage, four districts within the Ogun Conference of Seventh-day Adventist Church were purposively selected. These districts are located in communities where there are high incidences of illicit activities among young people despite the Adventist presence and involvement of the districts in youth activities. Also the selected districts (Ilishan-North, Ilishan-West, Babcock and Ijebu-Ode Districts) were purposively selected because the Seventh-day Adventist Church in Ogun state started from Ilishan-Remo; and because of the presence of large churches that are relatively homogeneous, with a large pool of congregants and youths to select research participants from.

In the second stage, N01 Church in Ilishan West District, N02 Church in Ilishan North District, and Pioneer Church in Babcock District and Express Church in Ijebu-Ode District were purposively selected, firstly because they are the districts headquarters and secondly, because they are the largest churches in the districts.

In the third and final stage, using convenience sampling technique, 44 youths within the age of 18 -45 years were selected from each of the three selected districts (Ilishan West District, Ilishan North District, Babcock University District for exposure to the experiment; while Ijebu-Ode District served as the control group. They were selected based on the fact that they are unemployed and are within the existing official age range for the youths in Nigeria. Figure 1 shows graphic representation of sampling technique.

Figure 1. Graphic Representation of Sampling Technique



## **Data Collection Instrument**

The structured instruments used for data collection in this study were the questionnaire, and the intervention material which is the seminar on entrepreneurship.

### **Use of Structured Questionnaire**

A structured questionnaire was designed to elicit responses from participants about their knowledge of unemployment and how entrepreneurship programme for training the youths can be used to reduce the menace; attitude to adoption of entrepreneurship and respondents' perception of entrepreneurship before and after the intervention. The questionnaire served as the research instrument for data collection for both pre-test and post-test for the experimental and control groups of this study (See Appendix B).

To answer the research questions in this study, the questionnaire had four sections. The questions in the questionnaire were structured in simple English, for proper understanding of those who might not have a full grasp of English Language. The questionnaire also contained questions used to obtain responses to elucidate the questions the study sought to unravel.

The questionnaire consisted of close ended questions as well as the Likert scale structure format. Section A covered the demographic data of the respondents while Section B focused on questions relating to the evaluation of the respondents' knowledge of the factors responsible for high rate of unemployment in Ogun Conference Nigeria. This research instrument adopted the 5 point Likert scale format. The Likert scale consists levels of agreement or disagreement based on a five point scale (Strongly Agree, Agree, Undecided, Disagree, Strongly Disagree).

Section C was used to measure participants' knowledge of unemployment through a 7 statement. It made use of Yes or No responses. The questionnaire served

as the research instrument for data collection for both pre-test and post-test for the experimental and control groups of this study.

Section D adopted an 8-point respondents' perception about entrepreneurship before and after the intervention using 5-point Likert scale with the options of Strongly Agree = 5, Agree = 4, Disagree = 3, Strongly Disagree = 2 and undecided = 1. Section E measured respondents' attitude to adoption of entrepreneurship before and after the intervention. It also used 5-point Likert scale with the options of Strongly Agree = 5, Agree = 4, Disagree = 3, Strongly Disagree = 2 and undecided = 1.

The items in each section were analysed one after the other, with inferences from the findings drawn at the end of interpretation of each of the research questions.

### **Validity and Reliability of the Study**

To ensure validity and reliability of this research work; and avoid contamination, some precautions were taken: Firstly, to ensure face validity, the instruments (questionnaire and the training material for the intervention) were reviewed and certified okay by the research primary supervisor, some experts in the field and a data analyst. The instruments were also compared with the similar ones used for intervention studies. The instruments were adjusted based on the observations of the aforementioned people. For construct validity, the instruments were structured in simple, straight forward English language that can be understood by all who would have access to the instrument especially the participants. Lastly, to achieve content validity, the questions in the instruments were designed according to the objectives of the study and in a way suitable for gathering data that would provide answers to the research questions. To test for reliability, 30% of the sample size was selected from Irolu Church for the administration of the copies of the questionnaire.

Irolu Church was considered suitable because it has homogeneous characteristics with Ilishan-Remo from where the study sample for the intervention group was drawn. The distance between Irolu and Ilishan-Remo is also enough to avoid contamination as a result of contact with the study sample. Copies of the questionnaire were physically administered to the Adventist youths in Irolu. The data gathered were analysed with the Statistical Package for Social Scientists, Version 23. The Cronbach's Alpha test was conducted to examine the consistency of the various sections of the instrument. The results of the sections are as follows:

*Table 1. Reliability of the Instrument*

Variable	Cronbach's Alpha	Number of items
SECTION B	.912	11
SECTION C	.754	7
SECTION D	.801	8
SECTION E	.932	8

The results of the sections of the instrument are as follows: knowledge of possible causes of unemployment in Ogun Conference of Nigeria (.912); respondents' perception about entrepreneurship (.754); respondents' attitude to adoption of entrepreneurship (.801); relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge of entrepreneurship (.932). Results indicated that the constructs passed the sampling adequacy of the constructs as they exceeded the recommended threshold of 0.70

To avoid contamination of the intervention process, the following measures were put in place:

1. Selection maturation interaction – to achieve this, the study ensured the selection of homogeneous within the same age range from the select districts.
2. Contamination Effect– this was avoided because the selected villages are about 30 kilometres apart.
3. History Effects – An interactive session was conducted with members of the experimental group to know the relative knowledge, attitude and perception about unemployment and how entrepreneurship can be used as a way of reducing unemployment among the youths in Ogun Conference of Seventh-day Adventist Church. After post-test, there was another interactive session with the participants in the experimental group to test their knowledge, attitude and perception about unemployment and to confirm their willingness to use the acquired training to get themselves out of unemployment and to become trainers.
4. Testing Effect – to guard against this, the duration between pre-test and post-test questionnaire administration was four weeks.

### **Administration of Research Instruments**

Ethical consideration requires that the respondents' consent be sought before administration of instrument; therefore the research involved only those who agreed to participate in the study. Ethical clearance was sought from the Adventist University Ethical clearance office. However, since the researcher is close to Babcock University, the Adventist University of Africa's Ethical clearance office gave approval via email (See Appendix I) for the ethical clearance to be sought from Babcock Ethical clearance office (BUREC). See Appendix I

Informed consent form was also prepared according to Babcock University standard of preparing informed consent. An online version was sent to the youths in the select districts. The form also served as a registration form for them. Youths who later participated in the study completed the form and returned through the email address provided (See Appendix I).

Copies of the questionnaire were distributed to respondents at baseline and endline of the quasi-experiment by the researcher and four research assistants. Copies of the questionnaire were administered face to face for easy retrieval. The intervention material was used for training of the participants in form of lecture prior to the practical training as well as the actual vocational training.

### **Method of Data Analysis**

Both descriptive and inferential statistics were used to analyse the data that were gathered in this research work. The demographic characteristics of the respondents in this study were analysed descriptively. The analysis was done using SPSS-Statistical Package and Service Solutions version 23. Tables, figures, were also used to present the data.

The questionnaire was divided into five sections. The items in each section were analysed independently. Inferences and implications of findings to the study were drawn after the interpretation of the data in each table – which contains all the items used to answer each research question.

### **Expectation**

The study was expected to present the true picture of unemployment situation in Ogun Conference of Seventh-day Adventist Church, Nigeria; and explore how entrepreneurship training can be used to modify the knowledge, perception and

attitudinal disposition of youths to entrepreneurship. It also focused on past government efforts at curbing unemployment and how those efforts have not totally eradicated unemployment. It then looked at another option to the menace of unemployment and how entrepreneurship training can be used in reducing unemployment, first in Ogun conference of the Seventh-day Adventist Church; and in Nigeria.

It is expected that the findings of this study would serve as an encouragement to the churches in Ogun and other conferences in Nigeria on the need to incorporate entrepreneurship programmes in their church programmes. It is also expected that the findings of this study would positively change the participants' knowledge, perception and attitude towards the adoption of entrepreneurship in order to help reduce unemployment within Ogun Conference of Seventh-day Adventist Church and by extension, Nigeria as a nation. As part of the long-term expectation of this research is the hope that youths would become employers of labour and would be able to support the Church mission work financially.

Also, as trained Adventist youths expectedly replicate the workshop/training in other places, it is expected that this would serve as a soul winning opportunity for Seventh-day Adventist Church in Nigeria as youths from other religious groups are invited to the entrepreneurship programmes that might be organized by various Churches after this study.

### **Objective of the Study**

The general objective of this study was to design an apprenticeship model for training youth entrepreneurs to reduce unemployment in Ogun conference of Nigeria. To achieve this aim therefore, following were the specific objectives of this research work:

1. To determine the respondents' knowledge of unemployment before and after the intervention among the Seventh-day Adventist youths in Ogun Conference
2. To investigate respondents' perception about entrepreneurship before and after the intervention among the Seventh-day Adventist youths in Ogun Conference
3. To find out the respondents' attitude to adoption of entrepreneurship before and after the intervention among the Seventh-day Adventist youths in Ogun Conference
4. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge of entrepreneurship?
5. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and perception of entrepreneurship?
6. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and the adoption of entrepreneurship?

### **Research Questions**

Following the aforementioned objectives, this research work sought to find answers to the under listed research questions:

1. What is the knowledge of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention among the Seventh-day Adventist youths in Ogun Conference?

2. What is the perception of the Seventh-day Adventist youths in Ogun Conference about entrepreneurship before and after the intervention among the Seventh-day Adventist youths in Ogun Conference?
3. What is the attitude of the Seventh-day Adventist youths in Ogun Conference to the adoption of entrepreneurship before and after the intervention among the Seventh-day Adventist youths in Ogun Conference?
4. What is the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge of entrepreneurship?
5. What is the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and perception of entrepreneurship?
6. What is the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and the adoption of entrepreneurship?

### **Operational Definition of Terms**

*Attitude:* Attitude in this study refers to the Seventh-day Adventist youths in Ogun Conference' disposition to the adoption of entrepreneurship as a way out of unemployment. Their responses as to whether they would like to become entrepreneurs, how they would feel among their colleagues with university education doing white collar jobs, and if they would encourage other youths to become entrepreneurs among others were sought.

*Entrepreneurship:* in this study, entrepreneurship refers to self-employment which can be achieved after going through vocational training. Here, the vocational

training used to modify the knowledge, perception and attitude of youths in Ogun Conference of the Seventh-day Adventist Church to entrepreneurship are multi-purpose liquid soap making, perfume making and disinfectant making.

*Intervention Programme:* In this study, intervention programme represents the package of vocational trainings to be deployed to unemployed youths in Ogun State to change their knowledge, attitudes, and perceptions towards entrepreneurship. It included lectures, workshops and training on multi-purpose liquid soap making, perfume making and disinfectant making.

*Knowledge:* In this study, knowledge represents the understanding of the Seventh-day Adventist youths in Ogun Conference about unemployment. It was measured using the parameters of the respondents' understanding of the possible causes and effects of unemployment. Specific pointers used in measuring knowledge included whether the youths believe unemployment is prevalent in Ogun State because youths are lazy, waiting for white collar jobs from the government etc.

*Perception:* Here, perception means opinion of the Seventh-day Adventist youths in Ogun Conference about entrepreneurship. This included opinion such as the thought about whether entrepreneurship is for poor people, entrepreneurs make as much money as those on the white collar jobs and whether entrepreneurs overwork or not.

*Youths:* In this study, youths represent young people ages 18-45 who reside in Ogun State. The study sample was drawn from the unemployed youths in the Seventh-day Adventist Church in Ogun Conference.

## CHAPTER 2

### THEOLOGICAL FOUNDATION FOR RESPONDING TO THE CONCEPT OF WORK AND ENTREPRENEURSHIP

In this chapter, attention was devoted to the Biblical injunctions and Spirit of Prophecy writings that are relevant to this research work. This was done to prepare the way for the study of other literature that were used to support and contribute to this research. Theological strength was drawn from the Old Testament and New Testament views on entrepreneurship. The discussions are grouped under various sub-headings such as the concept of work (entrepreneurship) from the Old Testament, New Testament and other theological writings, the place of diligence and training in entrepreneurship, Biblical qualities of an entrepreneur

In Genesis 1:1-26, God sets Himself up as an example of an entrepreneur as He stooped down to mold the first man – Adam - and performed other creative works during the week of creation. The Bible in Genesis 2:3 records that on the Seventh-day, God rested from His work which He had done for six days. Also, Genesis 2:15 where Adam was given the responsibility of dressing and keeping the Garden of Eden, shows the origin of work in human history; it also shows the importance of work and dignity in labour. God created humans as active beings; it is not His will for us to be jobless. Work/entrepreneurship is one of the assignments God gave humans before the advent of sin in the world. If it was the plan of God for man to be sedentary, He would not have given Adam hands for labour. It is therefore a divine ordination for man to be gainfully employed.

This section of the work therefore considers the concept of work, importance of training, qualities of an entrepreneur and model for training entrepreneurs based on the Old Testament, New Testament and other Theological writings. This is with the aim of establishing biblically based model for training young entrepreneurs to influence the knowledge and attitude of youths in Ogun Conference of Seventh-day Adventist Church, Nigeria, to entrepreneurship.

### **The Concept of Unemployment**

The concept of unemployment has been with man for long despite the fact that man was created to be an active being. Unemployment however became a subject of study at the height of global mass unemployment in 1933<sup>1</sup>. Since then, many nations of the world have been paying attention to the rates of unemployed versus employed citizens. Generally, unemployment rate is high in many developing African countries. Although Nigeria has over 57% of its population as youths<sup>2</sup>, the nation is one of the developing countries where youth unemployment is high.<sup>3</sup> This should be a source of concern to the government, non-governmental and religious organisations because the youths who should take the mantle of leadership from the current generation are somewhat wasting away with their full potentials. This is an aberration on the part of the government because youth unemployment is a form of social injustice which emphasizes the failure of the government to cater to the needs of its teeming young

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<sup>1</sup> Ian Jones, "Unemployment and the Response of the Churches: A Historical Conversation," August 2018, accessed July 20, 2018, [https://www.researchgate.net/publication/327284393\\_Unemployment\\_and\\_the\\_Response\\_of\\_the\\_Churches\\_a\\_Historical\\_Conversation\\_1](https://www.researchgate.net/publication/327284393_Unemployment_and_the_Response_of_the_Churches_a_Historical_Conversation_1).

<sup>2</sup> Olihe A. Ononogbu, Nathan Chiroma, George C. Nche, and David C. Ononogbu, "The Church in Nigeria and Political Economy of Youth Unemployment: A Pragmatic Approach," *HTS Teologiese Studies / Theological Studies* 76, no. 4 (2020): a5616, <http://dx.doi.org/10.4102/hts.v76i4.5616>.

<sup>3</sup> Ibid.

citizens.<sup>4</sup> The Christian organizations saddled with the responsibility of being visible in providing spiritual and social support to their members should also be concerned about the rate of unemployment in Nigeria; and harness the multifarious expertise of their employed members. This is what informed this study.

### **Biblical View on the Concept of Employment**

Employment in everyday language is whatever we do to earn a living. It can also be seen as an activity, such as an occupation that an individual exerts energy to accomplish, usually for a living.<sup>5</sup> People, however, work for different reasons which range from earning a living to pursuing a hobby or passion, as a status conferral, need to use one's talents, giving back to one's community or making a difference. This underscores the fact that people work for different reasons and the main motive for work should not only be to enrich oneself; work can be done to add value to others around us. In this study, work would be looked at from these perspectives.

Humanity was created to be active beings. There was no room for laxity and lazing around. No wonder God in Genesis 2 verse 15 “took the man, and put him in the Garden of Eden to dress it and to keep it.” This special assignment marked the beginning of labour and business activities for humanity; and that they are expected to be in state of work and business. Paul in 2 Thessalonians 3:10, also admonishes that whoever does not work should not eat.

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<sup>4</sup> Olike A. Ononogbu, Nathan Chiroma, George C. Nche, and David C. Ononogbu, “The Church in Nigeria and Political Economy of Youth Unemployment: A Pragmatic Approach,” *HTS Theologiese Studies / Theological Studies* 76, no. 4 (2020): a5616, <http://dx.doi.org/10.4102/hts.v76i4.5616>.

<sup>5</sup> Cambridge Dictionary, s.v. “work,” accessed May 31, 2018, “<https://dictionary.cambridge.org/dictionary/english/work>.”

In addition to being active, God in Deuteronomy 28:1-14; Proverbs 22:29 states that He expects humanity to be diligent in their assigned duties. Their due diligence at varying duties has the approval and the blessings of God.

### **Entrepreneurship as a Form of Work to Reduce Unemployment and Promote Mission Work**

There are different types of work. The white –collar job is such that an employee works for an employer and gets paid within a stipulated period of time; it could be at the end of the month or week. The white-collar employee who works in a government establishment is referred to as a civil servant. There are other sole administrators and joint business ventures that hire employees who render services to members of the public on behalf of their organisations. It can however be inferred from the book of Exodus 20 verse 9 that humans were created to be self-employed; to do their work and not others. Man was created to be an entrepreneur. While white-collar job is more rigid, entrepreneurship on the other hand affords an entrepreneur the opportunity of not only being self-employed but also be a job creator. Sole proprietorship is probably the commonest form of business among entrepreneurs; for instance a plumber, an electrician, a barber/hairdresser, a baker and so on. The work of an entrepreneur requires careful diligence and has no space for slothfulness and lackadaisical attitude to work. The book of Proverbs 6:6 admonishes that those slothful in business should go to the ants and consider their ways and be wise. Albeit we have the promises of God’s providence, it behooves entrepreneurs to patiently carry on their duties and work around the risks surrounding their chosen career path; they are also to save for the rainy days since an entrepreneur may not have access to government subventions or donations from non-governmental organisations. This

explains probably why Ecclesiastes enjoins entrepreneurs that due diligence should be accorded every trade and business.

The above is a clear indication that the high and still escalating unemployment rate in Nigeria is actually uncalled for, in the sense that, each person is given ability to work. There is no one without a skill or talent with which they can work, earn a living and better their lives and those of their families. If only Nigerian youths would wake up to the reality of their time, develop and make use of their inherent talents, there would be a great reduction not only in the rate of unemployment but also in the gory stories of social vices like armed robbery, internet fraud, kidnapping, corruption, abduction and so on. This would also bring them to the front row in the arena of accomplished business men and women and accord them respect in the international business sphere.

Nigerian youths need to be gainfully engaged and stop throwing the pity party about negligence on the part of the government, their educational level, poor economic background of their parents and general deplorable state of the nation's economy. Contemporary youths can be represented by the servants in the parable while Jesus is the Master. All youths are given talents with which to work. The talents through constant exercise and productive usage are to multiply; but sadly, talents in many youths remain dormant because of the simple fact that they had laid indolent for too long. What we use multiplies while what we do not use would perish. The disparity in the number of talents given to each person in the parable also underscores the need for youths to recognize that not everybody can be greatly rich, but each should be content with what they can do and continue to do their best; the reward being a life of satisfaction and ability to put food on the family table, increase in tithes and offering that accrue to the purse of the Church. All work is not the same.

## **The Place of Diligence and Training in Curbing Unemployment**

The need to employ one's talents positively and be industrious is averred in Proverbs 22:29 "Seest thou a man diligent in his business? He shall stand before kings; he shall not stand before mean men." The fact that a diligent worker would be employed amongst the affairs of the greatest business people should be enough encouragement for every youth to be industrious. A diligent youth will rise to a position of authority. Diligence at work as good as it is, also requires adequate training. Human in-born talents need to be developed through training and re-training for optimal performance and to up one's game in his or her area of specialty. A diligent youth would not be satisfied with mediocrity in his or chosen career path but would be willing to grow his or her talent and would be ambitious to move to the peak of the chosen field. Hard work pays. That is the focus of this study. A Nigerian youth who is not slothful in business will be promoted to an exalted position; far and above mean men; they would become prosperous and successful in whatever business path they have chosen. No excuses would be sufficient. Houses of failure after all, are built on excuses.

Education whether formal or informal then becomes the key for youths to develop themselves and be able to compete effectively with their peers in the highly competitive global economic sphere. The recent comment by the immediate past Nigerian President (President Muhammed Buhari) that many Nigerian youths are lazy and uneducated though has generated arguments and counter arguments is not far from the truth, rather than casting aspersions on the president's statement, the youths and adults alike should consider and adopt this apt definition of diligence: "Constant in the application, persevering in the endeavour, assiduous", industrious; 'not idle, not

negligent, not lazy.”<sup>6</sup> Constant and diligent application of the training that would be conducted in this study would help youths be ahead of their colleagues both professionally and economically. The almost obsolete concept of hard work for economic and physical survival still holds sway. Hard work would keep the youths away from engaging in the social vices prevalent in most cities in Nigeria today because God who cannot lie affirms it in His Word in Proverbs 10:4; 12:24; 13:4; and 21:5. Being a Christian or lack of academic credentials should not be excuses for not excelling in business; everybody can do something to better their lives.

There are examples of Christian business executives who had minimal education but rose to prominence due to hard, diligent work. Examples are White Gold Ellen, the most interpreted American author and LeTourneau R.G. a great businessman. Both of them (female and male) did not move pass sixth grade but became accomplished and celebrated by governments and other members of the society. The writings of White E.G. are still being read and are blessing and converting souls till date.

### **Place of Honesty in Entrepreneurship**

Honesty undoubtedly is the best policy whether in a business enterprise or other human and religious engagements. Without doubt, honesty is closely linked with success in all fields of human endeavor. One of the most devastating reasons for failure of most Nigerian entrepreneurs in their businesses is dented integrity. Many cannot be trusted to deliver on their promises to finish a particular project within an agreed period of time. It almost goes without saying that artisans cannot be trusted in Nigeria either with fairness in prices charged or promptness in business deliveries. A

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<sup>6</sup> Oxford English Dictionary, s.v. “work,” accessed July 20, 2018, .

Christian entrepreneur is therefore confronted with the onerous responsibility of combining honesty with consistencies in doing business.

The problem of dishonesty presumably found its way into the lives of Nigerian business executives as a result of poverty which led to corruption which unfortunately has eaten deep into the fabrics of Nigerian economy. Poverty seems to have gained dominance over the reasoning faculties of most entrepreneurs such that what comes to mind as a business agreement is struck, is how to do little and earn so much. As such, it then becomes common place to find an entrepreneur who has collected money to do a good quality job turning out and delivering low quality jobs put together with inferior materials.

Being honest in business entails using an honest scale, being fair with one's charges and all. The Bible says in Proverbs 12:19 that "the lip of truth shall be established for ever: but a lying tongue is but for a moment." It is evident here that dishonesty has been an age long pandemic. It is probably responsible for failures we see in many businesses today. It is therefore safe to conclude that the success of an entrepreneur is not only measured in material possession, but by how many lives one is able to touch through honesty and discipline in doing business.

Therefore, business executives should decide to do business in more honest and dignified ways than using dishonest scales. The sure way to success is to be honest and have high integrity. As the mentees see their mentors in this act, they also would follow suit. To gain approval and applause of many, a Christian entrepreneur should make honesty his/her watchword. Such an entrepreneur might not be greatly rich materially but would enjoy inner peace that comes from obeying the Lord and the little money made would accomplish great rewards for the faithful entrepreneur. The Bible says in Proverbs 19:1-22; 29 that "Better is a poor person who walks in his

integrity than one who is crooked in speech and is a fool. Desire without knowledge is not good, and whoever makes haste with his feet misses his way. When a man's folly brings his way to ruin, his heart rages against the LORD. Wealth brings many new friends, but a poor man is deserted by his friend. A false witness will not go unpunished, and he who breathes out lies will not escape. ..." (Prov 19:9).

White emphasizes that an entrepreneur has to be honest in order to succeed in business. She further explained that honesty should be worn as a form of adornment by an entrepreneur; adding that doing the will of God, dealing fairly and faithfully in personal and professional lives should be the hallmark of every Christian entrepreneur. They do all these knowing that God would bless their enterprise and include their names in the book of life.<sup>7</sup>

Taking a clue from the Bible, she paints the picture of how honesty should pervade the life of an entrepreneur and the attending benefits:

He that walketh uprightly, and worketh righteousness, and speaketh the truth in his heart. . . . He that sweareth to his own hurt, and changeth not;" "he that despiseth the gain of oppressions, that shaketh his hands from holding of bribes, . . . and shutteth his eyes from seeing evil; he shall dwell on high: . . . bread shall be given him; his waters shall be sure. Thine eyes shall see the King in His beauty: they shall behold the land that is very far off. Psalm 15:2-4; Isaiah 33:15-17.

### **Biblical View on the Qualities of an Entrepreneur**

People venture into business enterprise with the aim of succeeding in their career path. As mentioned earlier in this study, however, success in business is not measured only on the basis of monetary gain and financial acquisitions but also on the number of lives an entrepreneur has been able to impact positively. One of the possible solutions is to have Christian entrepreneurs occupy the business place in Nigeria.

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<sup>7</sup> Ellen G. White, *The SDA Bible Commentary*, Vol. 3BC. (Mountain View, CA: Pacific Press, 1954), 1159.4.

Such entrepreneurs need not form allegiance with the unbelievers in the discharge of their economic duties. Rather, they should stand out as examples of believers on how to do business. There are some qualities that would make Christian entrepreneurs stand out among their peers:

1. **Faithfulness:** there are some moral obligations reposed on those who profess the name of Christ. It is expected that their lives would pattern the life of their Master – Jesus Christ; and that their behavior to the ordinary and economic issues of life would be consistent with. God is faithful (Psalm 92: 2; 119:90) in His dealings with His creatures and His followers are expected to follow suit Psalm 101:6; Proverbs 20:6; Proverbs 28:20, Nehemiah 13:13; Nehemiah 7:2; 2Chronicles 34:12). In Nigeria, many artisans are seen to be supposedly unfaithful because they barely keep promises concerning quality of work and meeting deadlines. The entrepreneurial model that would be used in this study would integrate faith with service. Trainees would be educated on the importance of faithfully discharging their duties and delivering on their promises to their clients/customers
2. **Total Dependence on God:** in Proverbs 3:5-7, we read “Trust in the Lord with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths. Be not wise in thine own eyes; fear the Lord, and depart from evil. Worldly business executives teach that an entrepreneur’s success depends on how shrewd that individual is. Success according to secular theology depends on how much wealth one can amass for oneself not minding the means. The Biblical view of success in business however is averse to secular teaching as it

emphasizes that total trust and dependence on God alone leads to success. Edison Butera in his paper on “Teaching Entrepreneurship in Christian Perspective” prepared for the 40th International Faith and Learning Seminar held at Asia-Pacific International University Muak Lek, Thailand July 19-30, 2009:3, pointed out that many business entrepreneurs believe that self-confidence positions an entrepreneur for success. While this is true, he opines that “Christian colleges’ teachers should emphasize the trust in God as the source of proper self-confidence.”<sup>8</sup> The story of Goliath and David buttresses this point. Goliath, a celebrated soldier was defeated by a shepherd boy – David simply because David trusted in the Lord while Goliath’s David was reposed on his tested and trusted weapons of warfare. Another critical example to this point is the self-confidence exhibited by King Solomon. Solomon became the wisest king that ever lived because of his total dependence on God. He asked for wisdom at the onset of his reign as the third King of the chosen nation Israel; in granting his request, God blessed him with great wealth as well. Christian entrepreneurs whose intention is to succeed can borrow a leaf from these examples; asking God for success in their enterprises. This would be part of the training the study respondents would be exposed to.

3. **Industrious:** while Christian entrepreneurs are to put confidence and trust in God for success, they are also to further facilitate their success in business by following the example of their Creator and be industrious. For Christian entrepreneurs to be successful, they need to adopt the ‘ant

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<sup>8</sup> Edison Butera, “Teaching Entrepreneurship in Christian Perspective,” Prepared for the 40th International Faith and Learning Seminar held at Asia-Pacific International University Muak Lek, Thailand July 19-30, 2009, 3.

principle' as we read from Proverbs 6:6 - The Bible says "Go to the ant, thou sluggard; consider her ways, and be wise." The Bible further underscores this in a stern statement in Proverbs 13:4 "The soul of the sluggard desired, and has nothing; but the soul of the diligent shall be made fat." The importance of being hardworking especially as a Christian entrepreneur cannot be overemphasized as it goes a long way in determining the success or otherwise of a business enterprise. The Bible does not approve of laziness; rather it teaches that conscientiousness, diligence, hard work, determination, self-discipline are true remedies for business failure. This, the writer of Proverbs makes clear in Proverbs 20:4 "The sluggard will not plow by reason of the cold; therefore shall he beg in harvest, and have nothing," and in Proverbs 6:10-11 "Yet a little sleep, a little slumber, a little folding of the hands to sleep: so shall thy poverty come as one that travelleth, and thy want as an armed man." These instructions are antidotes for failures that many entrepreneurs suffer today. The intervention for this study would include encouragements for the would-be entrepreneurs. It is believed in some climes that those who are self-employed work at their convenience; and can disappoint their customers at will, this however is not supposed to be the work attitude of a Christian entrepreneurs which this aims to train.

4. **Enterprising:** closely related to being hardworking is enterprising. The availability of the internet affords contemporary entrepreneurs great business opportunities which hitherto were not available. On the social media, one can take lessons in barbing, how to tie head gear, cook special dishes, new methods of production and services, innovative method of

product packaging and marketing and so and so forth. These are some of the gains of the social media. Sadly however, many Nigerian youths would rather employ the social media for deplorable ventures than those mentioned above. Internet fraud and other social media related vices are on an alarming increase. While this is the norm among Nigerian youths, Christian youths (entrepreneurs) should take advantage of the social media to learn more and grow their businesses. Being enterprising or doing things differently has the ability to create a cutting edge for a Christian entrepreneur. This we find in the story of Solomon in I Kings 3 as he depended on God for wisdom; God gave him innovations on how to run his administration and build the temple (I Kings 6), King Solomon not only became the wisest King that ever lived but also a sought-after king by the kings of other nations and indeed the whole earth (I Kings 10:24). The intervention in this study would open the eyes of the respondents to innovative and legitimate ways of making money; without depending on white collar jobs

5. **Faith:** this is another quality a Christian entrepreneur should have. Faith is opposed to fear and many young entrepreneurs would rather exact their energy negatively than direct them towards enhancing their businesses. Some can take risks in the debased things of the world like smoking, drug use and abuse, dangerous driving, night parting, clubbing and so on than take business risk and believe God will bless their efforts. Faith engenders an entrepreneur towards taking business risks. The same faith that makes youths believe they would not be negatively affected by other risky activities should make them take business risks. It is imperative for them

to know that God would always be with them once they are engaged in business activities that would help better their lives and those of their acquaintances. God promises such entrepreneurs who trust him for success in their business that He will be their refuge - "Trust in him at all times, o people; pour out your hearts to him, for God is our refuge" (Psalm 62:8).

Throughout the intervention period, the study respondents would be encouraged to trust God as they venture into entrepreneurial activities.

6. **Good Time Management:** Christian entrepreneurs should be good managers of their time. They should make hay while the sun shines. They should set good examples for their apprentices on how to judiciously use their time in order to succeed in business. This we find in Proverbs 31:15 & 18. In God's calendar too, things must be done at their appointed times as recorded in Ecclesiastes 3:3-8. Ecclesiastes further states that there is "a time there for every purpose and for every work" Ecclesiastes 3:17.

Would-be entrepreneurs that would be exposed to the study intervention would be taught to be punctual at work, get customers' jobs done and deliver them as scheduled. This attitude if cultivated would put them ahead of their peers in the same line of business.

7. **Diligence:** God expects His children to be diligent in their secular and spiritual activities. Examples of this can be seen in the counsel of Paul to the Romans in chapter 12 verse 8 of the book and in Proverbs 4:23. The Bible explicitly exemplified the importance of diligence in Proverbs 22:29 as it queried "Seest thou a man diligent in his business? he shall stand before kings; he shall not stand before mean men.". Also, Ellen G. White counsels that "it is hard study, hard toil, persevering diligence that obtain

victories”<sup>9</sup> She added that “he who uses most diligently his mental and physical powers will achieve the greatest results”<sup>10</sup> Christian entrepreneurs are especially expected to be diligent in matters pertaining to their businesses in order to achieve success in their enterprise. They are expected to do business with finesse unbeatable by non-Christians. When this is done, they can then wait patiently for God to bestow His blessings on the works of their hands. To avoid financial failure, every Christian entrepreneur must avoid following the pattern of the characters in Proverbs 13:4; and 23:21 described thus: "The soul of the sluggard desireth, and hath nothing." "The drunkard and the glutton shall come to poverty: and drowsiness shall clothe a man with rags."

8. **Honesty:** There are Biblical principles for any line of legitimate business humans may want to engage in. One of such principles is honesty. God discountenances dishonest business enterprise and gain in its entirety as stated in Ezekiel 22:13. After the ascension of Christ to heaven, the Apostles could not also make dishonest men overseers of God’s business as stated in Acts 6:3 that they looked for “seven men of honest report” to be appointed over the affairs of the widows and the orphans among them. As with His business, God also expects entrepreneurs to be honest in their business dealings with their fellow human beings as clearly stated in 2 Corinthians 8:21 “Providing for honest things, not only in the sight of the

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<sup>9</sup> Ellen G. White, “An Appeal in Behalf of the Washington (D. C.) Church,” *The Review and Herald*, March 10, 1903.

<sup>10</sup> Ellen G. White, “Importance of Education,” *The Review and Herald*, August 19, 1884, <https://m.egwwritings.org/en/book/821.5723#5724>; Ellen G. White, *Fundamentals of Christian Education* (Hagerstown, MD: Review and Herald, c2010), 82.

Lord, but also in the sight of men.” God’s blessings are also pronounced on business entrepreneurs who deal honestly with secular business partners as recorded in 1 Thessalonians 4:12 “That ye may walk honestly toward them that are without, and that ye may have lack of nothing. Ellen G. White underscored this as she asserted that “As we deal with our fellow men in petty dishonesty or in more daring fraud, so will we deal with God. Men who persist in a course of dishonesty will carry out their principles until they cheat their own souls and lose heaven and eternal life. They will sacrifice honor and religion for a small worldly advantage.”<sup>11</sup> In this study, trainees would be taught on the need for honesty in their dealings with their customers and business associates.

9. **Not being a spendthrift/Prudence:** Many entrepreneurs do not have any saving plans and therefore are constantly taking loans and advances; this should not be the practice of a Christian entrepreneur. Christian entrepreneurs are not supposed to spend their money as soon as they receive it; otherwise they would forever be servants of their borrowers. This is clearly stated in Proverbs 22:7 that the “The rich rulleth over the poor, and the borrower is servant to the lender.” This lesson would be incorporated into the intervention that would be used in this study. Entrepreneurs would be encouraged to make saving part of their everyday earnings. Revisit Done

10. **Impartiality:** "Remove not the old landmark; and enter not into the fields of the fatherless: for their Redeemer is mighty; He shall plead their cause

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<sup>11</sup> Ellen G. White, *Adventist Home* (Nashville, TN: Southern Publishing Association, 1952), 392.3.

with thee." "He that oppressteth the poor to increase his riches, and he that giveth to the rich, shall surely come to want." "Whoso diggeth a pit shall fall therein: and he that rolleth a stone, it will return upon him." Proverbs 23:10, 11; 22:16; 26:27. [137] Christian entrepreneurs that would be trained in this study would be encouraged to use impartial and honest weights for everyone if they really want God's blessings on their enterprise.

These are some Biblical injunctions admonishing entrepreneurs to be just in their business dealings with others.

### **Entrepreneurship in the Old Testament**

Entrepreneurship is not a new concept; the Bible presents some examples of great entrepreneurs to provide information about how contemporary business executives are to carry out their business enterprise. Some of those examples are inferred while direct reference was made to some others.

At the dawn of human history, Adam and Eve were given the important assignment of dressing and keeping the Garden of Eden (Gen 2:15). Thus, they became the first entrepreneurs. By this, God provided for them their source of livelihood because in the subsequent verses (Gen 2:16-17), God told them to freely eat from every tree of the garden except the tree in the middle of the Garden.

As the Bible records in Genesis 3, another entrepreneur - Abram - was a wealthy man who had large flock of cattle and sheep. He also had apprentices who were helping him tend his sheep. Abram therefore presents a great example of a great entrepreneur and a mentor. In Genesis 14, we read that by the time he was separating from Lot he had gotten three hundred trained men working for him. Abraham, as he was later renamed by God presumably chose a low fertile land while he allowed his

nephew Lot choose from the more fertile portion of the land before them. Thus, Abraham presents a great example of a content entrepreneur and one who is totally dependent on God. The ripple effect of his choice was great prosperity and spiritual growth; Lot however, degenerated in his walk with God and moved from being a wealthy man to a near fugitive. These two examples of business executives are presented before Christian entrepreneurs; choosing wisely will not only bring material prosperity but spiritual growth as well as peace within. Abraham also chose a trade that allowed him move freely from one place to another as directed by God. This is an advantage entrepreneurs have over those in the white-collar jobs. The contemporary entrepreneurs are encouraged to make use of the advantage of the flexibility of their businesses to work for God and advance His kingdom.

The entrepreneurial skills and ability of King Solomon is inferred in the Bible (I Kings 10:1-13). He had great God-given wisdom which he employed in his business engagements with Israel's neighbouring countries and cities. He worked hard to bring prosperity to himself and his nation. His wisdom, wealth and fame as found in I Kings 10: 1-13, became so popular that it generated royal visits from other nations. Solomon could be referred to as one of the early characters who got engaged in international trade. The life of Solomon shows that entrepreneurship should not be seen as the last resort for unemployed youths; young or old, rich or poor can engage in entrepreneurship either to earn a living or save for the rainy day.

Proverbs thirty-one verse seventeen (Proverbs 31:17) presents the picture of another entrepreneur- "She girdeth her loins with strength, and strengtheneth her arms". While women can make excuses for not engaging in entrepreneurial activities because they are already fully engaged at the home front, the woman of Proverbs 31 exemplified strong business ethics – she was a manufacturer, a wholesaler and a

retailer. As Proverbs 31 further indicates she multitasked so well that she was able to assign duties to her maids, she was an early riser and a great achiever. She remains a stout inspiration to all female entrepreneurs.

David was another entrepreneur who was later sent to shepherd the people of Israel – He chose David also his servant, and took him from the sheepfolds: From following the ewes great with young he brought him to feed Jacob his people, and Israel his inheritance (Ps 78:70-71). He is an example of an entrepreneur with high integrity. Psalm 78:72 says “So he fed them according to the integrity of his heart; and guided them by the skillfulness of his hands.” His success in the fight against Goliath can be traced to the skillfulness of his hands developed through years of tending his father’s flock

Jacob in Genesis 31 presents an example of an apprentice under Laban a cruel master. In the first instance, Jacob reported Laban as constantly changing his wages as it is in Genesis 31:7 “and your father hath deceived me, and changed my wages ten times; but God suffered him not to hurt me.” At another time, Laban gave Leah to Jacob instead of Rachael he had labored for seven years to marry – Genesis 29:20-23 – “And Jacob served seven years for Rachael; and they seemed unto him but a few days, for the love he had to her. And Jacob said unto Laban, Give me my wife, for my days are fulfilled, that I may go in unto her. And Laban gathered together all the men of the place, and made a feast. And it came to pass in the evening that he took Leah his daughter, and brought her to him; and he went in unto her.”

Genesis 40 & 41 present the experience of Joseph in the land of Egypt. Joseph interpreted the dreams of his fellow in-mates – the baker and the butler. When the dreams came through and the butler was restored to his position in Pharaoh’s palace, he forgot the request of Joseph to remember him when “it shall be well with him”

(Genesis 40:14). Although the butler forgot, but Pharaoh had a dream which brought Joseph to the lime light and he, after interpreting the king's dreams became the executioner of the dreams. He became the one selling grains to the Egyptians and other nations who went to Egypt to buy food. Through his craftiness, Egypt was enriched and the children of Israel also survived the years of famine.

### **Entrepreneurship in the New Testament**

Joseph the earthly father of Jesus was a carpenter –Is not the carpenter's son? Is not his mother called Mary? And his brethren, James, and Joses, and Simon, and Judas? (Matt 13:55). He loved and was dedicated to duty so much so that he involved his son – Jesus – in his trade. He is an example to entrepreneurs to be proud of what they do and not cast aspersions on their work to discourage their children from choosing same career path as they are.

Also, Lydia of Thyratira is another Biblical figure not so popular but was an entrepreneur. Acts 16:14 points out that she was a maker of purple and she owned her own property without complaining of no one to help her.

The New Testament presents another picture of an entrepreneur in the person of Paul of Tarsus as found in Acts 18 verse 3 – “And because he was of the same craft, he abode with them, and wrought: for by their occupation they were tentmakers.” He was a trained lawyer and also an entrepreneur. His formal education did not deter him from learning how to make tents. With his trade, he was able to sustain himself and his co-workers in Ministry when it presumably became impossible for him to practice his legal profession alongside his Ministry calling. This is also a good example for young graduates in Nigeria. While it is all right to acquire degrees in various fields, learning a trade on this sideline would be an added

advantage; so that in case of any eventuality, there would also be work to do and food on the family table.

## **Entrepreneurship in the Writings of Ellen G. White**

This section of the work is premised on the views of Ellen G. White on the various aspects of entrepreneurship. They would be grouped under the following sub-headings:

1. Benefits of entrepreneurship
2. Reasons why people work
3. Work not to be seen as sin
4. Entrepreneurs must be honest

### **Benefits of Entrepreneurship in Curbing Unemployment**

In her writings, White Ellen G. throws her weight on the importance of manual labour and training (entrepreneurship). She emphasizes that youths would be more useful to themselves and their generation if gainfully employed in vocational trainings. This would give them economic freedom and help them stay away from so many vices and put them to productive labour.<sup>12</sup>

She further stated that when men engage in entrepreneurial activities, they are fulfilling God's for creating humans. She says "we are we are stewards, supplied from God with talents and facilities, and placed in the world to do a work appointed by Him."<sup>13</sup> So by channeling one's talents towards entrepreneurial activities, such is fulfilling God's purpose for his life and can await the blessings of God in Proverbs 22:29 "Seest thou a man diligent in his business? he shall stand before kings; he shall not stand before mean men" (Prov 22:29). Entrepreneurs who diligently collaborate with God need not give place for anxiety or worry over whether they would succeed

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<sup>12</sup> Ellen G. White, *Education* (Washington, DC: Review and Herald, 1903).

<sup>13</sup> *Ibid.*, 138.

in their chosen area of specialty or not, they can trust God's blessings/benefits of putting one's talents and abilities to use:

"If ye walk in My statutes, and keep My commandments, and do them; then I will give you rain in due season, and the land shall yield her increase, and the trees of the field shall yield their fruit. And your threshing shall reach unto the vintage, and the vintage shall reach unto the sowing time: and ye shall eat your bread to the full, and dwell in your land safely. And I will give peace in the land, . . . and none shall make you afraid" (Lev 26:3-6).

### **Reasons Why People Work**

Here, White Ellen G. comments on various reasons why people work thus: in Manuscript volume 3 posits that "if your highest motive is to labour for wages, you will never, in any position, be qualified to carry high responsibilities, never be fit to teach."<sup>14</sup> White Ellen G. added that indigent families can be assisted through the establishment of industries and vocational centers to provide sources of income to the youths in such families. Seasoned entrepreneurs like barbers, carpenters, welders, plumbers etc. should feel a sense of responsibility to unemployed youths by training them in their own areas expertise. This would fulfil the saying of not giving fish to the poor, but teaching them how to fish.<sup>15</sup>

White Ellen G. further emphasizes that the poor should be positioned where they can help themselves financially rather than being given the false hope that they can have their food and drink free of charge by depending on others for their daily supply of these items. Instead, they should be taught how to provide for their basic necessities of cooking their own foods, sewing/mending their own clothes, proper

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<sup>14</sup> Ellen G. White, *The SDA Bible Commentary*, 3BC, 1162.1

<sup>15</sup> Ellen G. White, *The Ministry of Healing* (Mountain View, CA: Pacific Press, 1948).

personal hygiene etc. According to her, when youths are given vocational training, they would not only be self-sustaining but would also be able to train other youths.<sup>16</sup>

White Ellen G. further added that those who are supposed to be supporting mission work are being assisted by other congregants because of lack of employment. She counsels such to patiently engage in acquiring labour that would give them economic empowerment. This assertion by White Ellen G. is closely related to this study in that it emphasises the importance of employment to mission work which would make those who currently depend on others for economic sustenance be self-sustaining and be able to contribute meaningfully to the cause of God. This would help them to be a blessing to others and partake in the blessing of giving as promised by God."<sup>17</sup>

White Ellen G. further states that men and women should give themselves to the study of the Word of God especially the Old Testament because this would help them find the importance of being gainfully employed and the kind of labour they can engage in. it would also help philanthropist who are considering ways with which to help the poor and the homeless discover how best to assist them. This is also mission work which would be made easier as more youths engage in useful labour.<sup>18</sup>

With these, she points out that entrepreneurs are to impact others and use their businesses to benefit others so entrepreneurs can qualify for higher responsibilities while the poor become self-reliant.

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<sup>16</sup> Ellen G. White, *Testimonies for the church* (Mountain View, CA: Pacific Press, 1948), 1:278-279.

<sup>17</sup> White, *Testimonies*, 3:400-401.

<sup>18</sup> Ellen G. White, *Welfare Ministry* (Washington, DC: Review & Herald, 1952), 196.

## **Work Not To Be Seen As Sin**

White Ellen G. counsels that work should not be seen as sin; rather Christians should see work as part of their temporal obligations to themselves and their families, while not neglecting a devotion to spiritual things. She counsels no one should take the Scripture to the extreme by believing that God opposes labour. She cited Apostle Paul as an example of a disciple of Jesus Christ who not was a preacher of the Gospel but also a tent maker. His example should make those who hold such extreme view desist from it.<sup>19</sup>

## **Conclusion**

Examples of entrepreneurship are well rooted in the Scriptures and the Spirit of Prophecy writings. Contemporary entrepreneurs whose desire is to succeed should afford themselves the opportunity of learning from these great examples and succeed in their chosen trade.

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<sup>19</sup> Ellen G. White. *Acts of Apostles* (Mountain View, CA: Pacific Press, 1911), 348.1.

## CHAPTER 3

### LITERATURE REVIEW

#### **Causes, Effects and Possible Solutions to Unemployment in Nigeria**

A National Bureau of Statistics (NBS) report in 2018 shows that, out of the 85million labour force in Nigeria, 34million are unemployed and underemployed youths, with 25million largely uneducated.”<sup>1</sup> These statistics make it evident that unemployment rate is very high in Nigeria. One of the probable reasons unemployment has remained prevalent in Nigeria is due to mismatch of the skills<sup>2</sup> needed in the labour market. For instance, many of the goods used in Nigeria are imported while many Nigerian university graduates roam the nation’s streets without gainful employment. This is a misnomer of some sorts; especially with the high percentage of youths in the country. Another author believes that “Unemployment connotes a situation whereby persons capable and willing to work are unable to find suitable paid employment.”<sup>3</sup> Illiteracy is probably one of the causes of unemployment in Nigeria; as out of 200 million Nigerians, about 65 million to 75 million are

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<sup>1</sup> Samuel B. Kalagbor and Deinibiteim M. Harry, “Entrepreneurship Development and Youth Employment in Nigeria: Perspectives on Selected Entrepreneurship Schemes.” *International Journal of Small Business and Entrepreneurship Research* 7, no.5 (2019): 31-42.

<sup>2</sup> J. Jackson, “Adopting a Modern Apprenticeship Model,” published Mar 31, 2020, <https://www.chieflearningofficer.com/2020/03/31/adopting-a-modern-apprenticeship-model/>

<sup>3</sup> Aare Afe Babalola, “Unemployment in Nigeria: What Can Be Done?” *Vanguard Newspaper*, December 10, 2020.

illiterates.<sup>4</sup> This makes it difficult for the illiterates to get and perform skilled jobs. This also is partly responsible for the low level of development in the nation since the unemployment population contributes little or nothing to the growth of the country.<sup>5</sup> Another probable cause of unemployment is the state of insecurity in Nigeria. Conversely however, Adesina, (2013)<sup>6</sup> while explaining the nexus between unemployment and insecurity, argued that unemployment is responsible for the increasing spate of insecurity in Nigeria. She said it is also responsible for many social vices like youth unrest, crimes and unstable social-economic structure. With The Global Terrorism Index rating<sup>7</sup> of Nigeria as the third most terrorized nation in the world, hardly would any investor like to do business in Nigeria. Local and foreign investors create jobs. With the incessant interference of Boko Haram and other terrorist groups in the business activities of the small and medium scale enterprises; it became difficult for these enterprises; which according to the National Bureau of Statistics “contributed 48% of GDP, accounted for 84% of employment and 96% of businesses within the last 5 years (2015-2020).”<sup>8</sup>

Overpopulation is another factor that can lead to unemployment as many Nigerian youths compete for the few available jobs. Currently, Nigeria has the highest

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<sup>4</sup> Nan, “Illiteracy Rate in Nigeria Alarming, says FG,” *Guardian Nigeria News*, September 21, 2017, accessed 12 June 2019, <https://guardian.ng/news/illiteracy-rate-in-nigeria-alarming-says-fg/>.

<sup>5</sup> Editorial, “The Growing Illiteracy in Nigeria,” *This Day Live*, April 12, 2019, accessed February 7, 2023, <https://www.thisdaylive.com/index.php/2019/04/12/the-growing-illiteracy-in-nigeria/>.

<sup>6</sup> Olubukola S. Adesina, “Unemployment and Security Challenges in Nigeria,” *International Journal of Humanities and Social Science* 3, no. 7 (2013): 145-156.

<sup>7</sup> Ibid.

<sup>8</sup> Ibid.

population in Africa and the 10<sup>th</sup> in the global ranking.<sup>9</sup> With the population growing at a faster rate than the number of investments in Nigeria, it becomes difficult for many Nigerian youths to be gainfully employed.

Studies have shown that “employment generation alleviates poverty and increases the level of economic activities translating into economic growth.”<sup>10</sup> To reduce unemployment in Nigeria therefore, there is need for the nation to have more industries. As Kalagbor et al. has argued, “when the youths are empowered with entrepreneurial skills and are able to set up functional businesses and create jobs, the rate of poverty in the country would be reduced likewise the level of criminality.”<sup>11</sup> While it is important for the government and private individuals to invest heavily in creating more industries in different fields which would afford more job opportunities to the teeming Nigerian unemployed youths; it is also important to note that the non-functional industries in Nigeria should be revitalized. For example, Nigeria was known for the production of good textile materials back in the days, this has almost become history now as almost all the textile industries in Nigeria have folded up. Where some industries are still functioning in Nigeria, they are producing below capacity. Example is Ajaokuta still rolling company among others.

Also, Nigerian youths need to be trained to be employable. In Nigeria today, it can be said that Nigerian youths are unemployable because they do not possess the skills needed to grow the economy. Many Nigerian youths pass through the four walls

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<sup>9</sup> Kabiru S. Musa, Mohammed Nafisa, Rabiu Maijama'a, and Mukhari Yakubu, “Impact of Population Growth on Employment in Nigeria,” *Journal of Economics and Sustainable Development* 10, no 22 (2019): 79-89.

<sup>10</sup> Tinuke M. Fapohunda, “Reducing Unemployment through the Informal Sector in Nigeria,” *International Journal of Management Sciences, Research Academy of Social Sciences* 1, no 7 (2003): 232-244.

<sup>11</sup> Kalagbor and Harry, “Entrepreneurship Development and Youth Employment in Nigeria,” 34.

of the University without having gained the practical knowledge needed in the workplace. If Nigeria must overcome the problem of unemployment, cognitive entrepreneurship model which makes knowledge and learning more visible must be adopted in Nigeria right from secondary school; and continued to the university.

The small scale and medium scale entrepreneurs in Nigeria struggle under very harsh economic conditions worsened by lack of capital for expansion of businesses. While there are soft bank loans available for Nigerian entrepreneurs, the lending conditions with the attending high interest rates discourage many entrepreneurs from seeking loan facilities from the banks. Nigerian governments at all levels can however, empower the entrepreneurs by offering loans with low interest rates to the entrepreneurs, make certain equipment available at affordable prices and provide environment for ease of doing business in Nigeria. The small and medium scale entrepreneurs which fall within the informal sector have the capacity to create jobs but their challenges have been accessing credit and other facilities<sup>12</sup>, training and retraining among others. If there is provision of favourable economic policies and conducive physical conditions, the informal sector in Nigeria would play a huge role in combating unemployment problem.

Corruption is one problem that has eaten deep into the economic fabric of Nigeria. The government should therefore confront and fight corruption headlong at all levels; both in the public and private sectors. Local and foreign investors like to invest in a nation they can transverse without any form of security threat. With more investments come more job opportunities. Nigeria as a nation is bedeviled in every

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<sup>12</sup> Kalagbor and Harry, "Entrepreneurship Development and Youth Employment in Nigeria," 34.

corner by insecurity. This has limited the number of investors especially foreign investors; wanting to establish their business enterprises in Nigeria. Government at all levels; especially at the center should do more than joining other African countries in celebrating African anti-corruption day on the 10<sup>th</sup> of July every year, to fight the current spate of insecurity to create atmosphere for ease of doing business in the country which would bring the ripple effect of more employment opportunities for Nigerian youths.

Although the Nigerian Universities' Commission through its policies has mandated all Nigerian Universities both public and private to introduce entrepreneurial training in their curricular, efforts in training Nigerian youths to be employable should transcend this to include adequate unscheduled visits to the universities to ensure compliance to this policy. Every course of study in the universities should also include internship opportunities.

### **Policies on Employment Creation in Nigeria**

Successive governments in Nigeria have made several attempts to combat the unemployment problem bedeviling the nation. Part of such efforts was the invitation of the members of the International Labour Organisation (ILO) in 1995 to contribute to the formulation of an all-inclusive employment policy for the nation. This call was heeded by the ILO and visited Nigeria in 1996. The employment policy formulated in 1996 had three main objectives:

- a. Accelerating employment generation,
- b. Reduction of high rates of unemployment, and
- c. Ultimately attaining full productive, and freely chosen employment.<sup>13</sup>

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<sup>13</sup> Federal Republic of Nigeria, *National Employment Policy: An Overview* (Lagos, Nigeria: Nigeria Employers' Consultative Association, n.d.), 3.

The final draft of the policy was implemented and became operational in 2002.<sup>14</sup> The policy was however reviewed in 2013 to cater to the rising employment needs of the country. This also became operational following its approval in 2016. The policy adopted a more inclusive and comprehensive ILO definition.<sup>15</sup>

Objectives of the National Employment Policy according to NECA<sup>16</sup> include to:

1. Prioritizing the goal of full employment in national, economic and social policy, and to empower all men and women who are available and willing to work, to attain secured and sustainable means of livelihood through full productive and freely chosen employment.
2. To provide enabling environment for each employee to his/her talents and skills in his/her area of expertise without putting them through sex, religion, political affiliation, physical disabilities, tribe or ethnicity prejudice.
3. To focus on every sector of the nation for employment generation and get every key stakeholder involved in achieving this feat.
4. Come up with approaches that will enhance the skills and capabilities of the employees in both the formal and sectors of the economy; focusing more on the rural dwellers.

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<sup>14</sup> Federal Republic of Nigeria, *National Employment Policy: An Overview* (Lagos, Nigeria: Nigeria Employers' Consultative Association, n.d.), 3.

<sup>15</sup> *Ibid.*, 5.

<sup>16</sup> *Ibid.*, 7.

5. Transforming the informal sector to formal one through the provision of healthy competitive work environment that would promote the growth of the sector.
6. Boost the incorporation of migrant labour on employment outcomes in the Nigerian labour market, and within the West African sub-region;
7. Creation of unhindered access to labour market information to employees and employers of labour in Nigeria

While reviewing the effectiveness of the government employment policies in Nigeria, Mbah and Agu noted that government employment policies in Nigeria are yet to be adapted towards achieving full employment in the country.<sup>17</sup> For instance, the Federal Government approved thirty-thousand-naira minimum wage for every worker, this many states have not been able to approve for their workers due to non-availability of funds. Some that agreed to pay the minimum wage do so, subject to availability of funds. As a result, many states owe workers' salaries for several months.

Sequel to this, the Federal Government of Nigeria made another major input to empower her citizens through the introduction of the Course on Entrepreneurship Education (CED). The Nigerian Universities' Commission (NUC) declared in year 2000 that the Course of Entrepreneurship education would be made compulsory for all undergraduates. The aim of this national policy is to develop a positive mind set towards entrepreneurship.<sup>18</sup> Today, many Nigerian Universities – private and public have entrepreneurial courses in their curriculum.

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<sup>17</sup> Stella Ada, "The Effectiveness of Government Employment Policies in Nigeria," *IOSR Journal of Humanities and Social Science* 12, no. 3 (2013): 65-71.

<sup>18</sup> N. Ebo, "History of Entrepreneurship in Nigeria," accessed May 20, 2018, [nigerreporters.com/history-of-entrepreneurship-in-nigeria](http://nigerreporters.com/history-of-entrepreneurship-in-nigeria).

## Overview of Entrepreneurship

Entrepreneurship can be considered from different standpoints; and authors from various fields; business and economy being a major one, have offered different views about the concept.

Entrepreneurship has been defined as a way of identifying novel business opportunities in a particular area; and the deployment of available economic resources to establish a new business or redirect an existing business, bearing in mind the possible conditions of risks and uncertainties; for the purpose of maximising profits under private proprietorship.<sup>19</sup> Basically, entrepreneurship can be described as a process used to enhance an entrepreneur or business enterprise with the foremost objective of profit making by harnessing the scarce resources; more often than not under private ownership. Put differently, entrepreneurship deals with creating long term value; which in turn creates regular cash flow streams for an individual or groups of individuals for better economic future through the process of deep thinking, inventiveness and innovation.

All these are done with the hindsight of maximizing profits and lessening risks; and long term expansion in view.<sup>20</sup> Thus, there is no gain stating the importance of entrepreneurship especially to a developing economy like Nigeria; amidst struggles to maintain her status as the fastest growing economy in Africa. Hence, this research stresses a need of entrepreneurship in a modern economy in relation to how it can be used to proffer solution to the unemployment situation in Nigeria; with special focus on Ogun State which hosts the Ogun Conference of

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<sup>19</sup> E. Adenusi, *The Determinants of Small Firm Growth – An Inter-Regional Study in the United Kingdom 2000-2008*. (London: Jessica Kingsley, 2009)

<sup>20</sup> Ibid.

Seventh-day Adventist Church. Further to this is the fact that, entrepreneurship is probably the key to the nation's growth and development as it promotes the utilization of locally produced and improved low cost technology in micro, small and medium-scale enterprises. This further reduces cost of production at the local level especially in the under-developed and developing countries and their communities.

Moreover, entrepreneurship can be described as the simple act of being an entrepreneur, engaging in innovative investment or business enterprise in an attempt to transform scarce and expensive resources into economic goods and services; which are otherwise known as tangible and intangible materials<sup>21</sup>. This may lead to the creation of a new business enterprise as well as merging and acquiring existing organizations in response to the rising demands and opportunities<sup>22</sup>. It becomes important that the youths in Ogun Conference of Seventh-day Adventist Church which constitute the working economy are sensitized towards this golden opportunity as this would strengthen their economic drive and towards nurturing the slowly growing economy in Nigeria. Thus, entrepreneurship if properly deployed can be a strong and veritable instrument in reviving the Nigerian economy and act as a panacea to the unemployment problem plaguing the nation.

To this end, entrepreneurial process should not be looked at, as just a little duty of starting a new business venture, rather, it must be accorded its place as a major contributor to the development of the nation's economic growth which requires lots of effort and dedication. Also, entrepreneurial process encompasses all the tasks, activities and responsibilities associated with identifying and meeting business

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<sup>21</sup> U.A. Dowla, "How Entrepreneurs use Social Networks in their Business" (MA thesis, Swedish University of Agricultural Sciences, 2008).

<sup>22</sup> M. Shane, "Customer Relationship Management in Retailing: A Content Analysis of Retail Trade Journals," *Journal of Retailing and Consumer Services* 14, no. 6, (2003): 394-399.

opportunities and creating enabling environments to harness and make good use of them. The entrepreneur must be willing and ready to tow the several steps of establishing and nurturing a business outfit to growth. That probably is the reason why entrepreneurship has again been succinctly described as “the process whereby an individual or a group of individuals use organized efforts and means to pursue opportunities to create value and growth by fulfilling wants and needs through innovation and uniqueness, no matter what resources are currently controlled.”<sup>23</sup> Corroborating this, entrepreneurship is further defined as the “process of creating something different by developing the necessary time and effort, assuming the accompanying financial, psychic and social risks and receiving the resulting rewards of monetary and personal satisfaction and independence.”<sup>24</sup>

From the foregoing, it has become clear that entrepreneurship has been considered by many as self-employment. This therefore confirms that, there seems to be a consensus among entrepreneurship scholars that entrepreneurship goes beyond just striving to sustain a small business enterprise that already exists; rather, it is “change management, creative thinking, opportunity seeking, and innovativeness.”<sup>25</sup>

The entrepreneur is fascinated by the opportunity to create something new, proffer new solutions, offer new product, service, or process. While non-entrepreneurs see entrepreneurial opportunity as something to be tolerated or unnecessary inconvenience, the entrepreneur sees it as an opportunity to be grabbed for creating

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<sup>23</sup> Fredric Delmar, *A Taxonomy of High-growth Firms* (Sweden: Entrepreneurship and Small Business Research Institute (ESBRI), 2001).

<sup>24</sup> R. D. Hisrich, M. P. Peter and D. A. Shepherd, *Entrepreneurship* (Singapore: McGraw-Hill Companies, 2008), 8.

<sup>25</sup> P. Bagheri and P. Pihie, “Critical Factors Underpinning the e-CRM Activities of SMEs,” *Journal of Marketing Management* 26 no. 13/14 (2010): 1-27.

something new. This can be attributed to the distinctive set of personal characteristics he or she must possess which include, but not limited to – motivation, resourcefulness, ability to think on one's feet, audacity, and resilience. These are all requisite positive attitudes which an entrepreneur should possess as they are fundamental to the process of innovation and for the success of the business enterprise. The entrepreneurs sometimes are so interested in turning things around for economic good that they go all out to demolish the status quo. They are constantly thinking creatively and developing new solutions that would dramatically break the existing methods and processes. The entrepreneur is not interested in refurbishing the current system with little modifications, but instead finds a totally novel way of approaching and tackling the problem.

Once the entrepreneur is sure of the business direction; and is armed with the creative solution, he or she takes immediate action. The entrepreneur leaves nothing to chance by waiting for someone else to seize the business opportunity or trying to convince somebody else to proffer solution to the problem, the entrepreneur takes immediate action by creating a new product or service and then venture to advance it. Entrepreneurs have to show daunting courage throughout the start-up process of the business enterprise, taking enormous risks and facing possibilities of failure with courage. This more often than not requires entrepreneurs to venture into things that others might deem unthinkable, unwise, or even undoable. Finally, entrepreneurs have the determination to push their creative solutions through to completion and market adoption. Almost every entrepreneurial venture proceeds with setbacks and unexpected turns; the ingenuity of the entrepreneur to creatively walk around the barriers and challenges that arise would determine the success or otherwise of the business. In spite of all these responsibilities on the shoulders of the entrepreneur; it is

worthy to note that entrepreneurship brings to live business prospects that yield economic development in a modern economy.

In view of the foregoing, it is safe to conclude that the process of entrepreneurship involves an individual entrepreneur who possesses some personal and business qualities such as willpower, self-control, management and leadership skills, ingenuity, and risk taking; and can creatively combine these qualities to carry out identified business opportunities. In other words entrepreneurship brings about the creation of original ideas, novel market and innovative technology that will be of benefit to the general public.

Although, the above definitions revealed various ways famous authors define entrepreneurship and entrepreneur, some common denominators that can help enhance one's understanding of the concepts is that entrepreneurship involves identifying a new business opportunity, conception of the business idea, establishment and management of an enterprise as well as risk taking.

### **Entrepreneurship Programme in Nigeria**

Entrepreneurship in Nigeria is as old as when people started producing excess farm produce.<sup>26</sup> Entrepreneurship therefore started as a trade by barter where the excess products they produced were exchanged for the products they needed. For example, a farmer that produced excess tubers of yam for his and family use, can give the left over in exchange for another farm produce or goods he could not produce.

Nigeria was originally an agrarian country, where agricultural produce such as cocoa, rubber, palm oil, etc were cultivated.<sup>27</sup> Business interactions with foreign

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<sup>26</sup> A. Adeoye, "The Effects of Entrepreneurship on Economic growth and development," *International Journal of Development and Economic Sustainability* 3, no 2 (2013): 49-55.

<sup>27</sup> Ebo, "History of Entrepreneurship in Nigeria."

investors and Nigerian entrepreneurs exposed Nigerian entrepreneurs to business ideas that were hitherto alien to them. At this time also, Nigeria was an enabling environment for various entrepreneurial activities to thrive. The ideas gotten from the foreign investors were explored and manipulated by Nigerian entrepreneurs for their economic and business advantage. The foreign investors later became their customers.<sup>28</sup>

Several other advantages were derived from the interaction between the foreign and Nigerian investors. Prominent among them were better marketing strategies, improved distribution channels and better ideas on how to effectively utilize resources to achieve results.<sup>29</sup> These also had some ripple effects because over time, new ideas initiated were used to develop improved storage facilities to preserve farm produce.

Entrepreneurship, religion and tribalism also have close relationships in Nigeria as a nation. For example entrepreneurship had a significant impact on Islamic religion. Islam which is a religion common among Hausas in Northern Nigeria promoted entrepreneurship showcased in their entrepreneurial activities such as weaving, metalwork, etc. Among the traditionally Ibos in Eastern Nigeria, buying and selling of goods till date, has remained their way of carrying out entrepreneurial activities. The ancient Ibos also traded locally produced metal works and woodcarving. In South-West Nigeria, the Yorubas since the 13<sup>th</sup> century, have been producing artworks from woodcarving and bronze casting. The finished products were also traded as business ventures the world over. Benin City in the old Bendel state now Edo state in South-South Nigeria also attracted the attention of the

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<sup>28</sup> Ebo, "History of Entrepreneurship in Nigeria."

<sup>29</sup> Ibid.

Portuguese in 1486 when the Obas in successions traded slaves in exchange for ornaments; and they were also known for trading farm produce such as palm oil to the Europeans in the 20<sup>th</sup>- 21<sup>st</sup> century which led to the adoption of the modern form of entrepreneurship such as import and export, shipping, warehousing, financial services, etc in Nigeria.<sup>30</sup>

The origin of Entrepreneurship in Nigeria clearly shows that pre-colonial Nigerians had entrepreneurial intentions and engaged in entrepreneurial activities before the advent of modern entrepreneurship.

### **Entrepreneurial Programmes/Policies in Nigeria**

Different government regimes in Nigeria have sensed the need of investing in its citizens and have therefore introduced varying youth empowerment/ entrepreneurship programmes; some of which failed before they even started. Many Nigerian government initiated policies and programmes are aimed at empowerment generation, economic development and entrepreneurial development.<sup>31</sup> Examples of youth empowerment/ entrepreneurial programmes initiated by the government include:

#### **Youth Enterprise with Innovation in Nigeria (YouWin)**

Youth enterprise with innovation otherwise known as YouWin is one of the recent entrepreneurship empowerment programmes initiated by government of the Federal Republic of Nigeria. The programme has creation of job opportunities for Nigerian youths as its main objective. It was also created to support youths with entrepreneurial intentions in developing and implementing their business ideas. The

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<sup>30</sup> Ebo, "History of Entrepreneurship in Nigeria."

<sup>31</sup> Ibid

programme stands different among other government youth empowerment programmes for two reasons viz-a-viz its inclusion of entrepreneurial candidates from learning institutions between the ages of 18-45 years with great business ideas and secondly, it supports already established businesses. It is the brain child of the Federal Ministry of Finance (Nigeria), Ministry of Communication and Technology, Ministry of Education and Youth Development, and the Ministry of Women Affairs. YouWin is a competition in which the winner is awarded 1 million to 10 million naira to develop and execute his/her business ideas.<sup>32</sup>

### **Graduate Internship Scheme (GIS)**

The Graduate Internship Scheme (GIS) was initiated in October, 2012; and as at 2016, about 41,161 graduates have benefited from the scheme<sup>33</sup> As other government youth empowerment programmes, the objective of the Graduate Internship Scheme is to create job opportunities for unemployed graduates in Nigeria; and to enhance their employability in the labour force;<sup>34</sup> as it provides short-term employment for graduates.<sup>35</sup> “The programme presents an opportunity for graduate interns to gain employment in organisations where they worked, and in other establishments or self-employment,”<sup>36</sup> The specific objective of the GIS programme is to contribute to the reduction of the rate of unemployed graduates. It is also to increase the employability of university graduates all across the federation and to

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<sup>32</sup> Ebo, “History of Entrepreneurship in Nigeria.”

<sup>33</sup> Nan, “Illiteracy Rate in Nigeria Alarming, says FG.”

<sup>34</sup> Adeorike Fatuga, “Influence of Inspiration 92.3fm’s Entrepreneurial Programmes on Youth Empowerment in Eti-Osa Local Government Area, Lagos State,” (MA project, Babcock University, Nigeria, 2015).

<sup>35</sup> Nan, “Illiteracy Rate in Nigeria Alarming, says FG.”

<sup>36</sup> Ibid.

build manpower base toward achieving national development. The long-term benefits of the GIS programme include equipping Nigerian youths to create small and medium scale job opportunities for themselves, open up the frontiers of opportunities to improve their skills to build new network and professional contacts; and to provide graduates with skills and information required to enter the labour market.<sup>37</sup>

### **Youth Initiative for Sustainable Agriculture (YISA)**

Youth initiative for Sustainable Agriculture (YISA) derived its name from the goal of the programme. It is an agro-based organization established for youths and graduates between the ages of 18-35; in the field of agriculture. Agriculture has been the leading sector in the employment of labour; and with more empowerment, agriculture would absorb many of the massive unemployed and underemployed Nigerian youths who will in turn contribute meaningfully to the country's economic and national development.<sup>38</sup> The programme was registered in February 2012 by the Corporate Affairs Commission. YISA programme is focused on promising, inspiring and motivating youths in the field of agriculture and youths from other disciplines who want to participate actively in agriculture and other agro-allied businesses. "The Youth Initiative for Sustainable Agriculture in Nigeria (YISA) is a non-governmental organization established by Comrade Ogirinye Innocent Adoga to train rural young men and women in entrepreneurship using the Colombia Business School

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<sup>37</sup> J. O. Odia and A. A. Odia, "Developing Entrepreneurial Skills and Transforming Challenges into Opportunities in Nigeria," *Journal of Educational and Social Research* 3, no. 3(2013): 289-298.

<sup>38</sup> Kalagbor and Harry, "Entrepreneurship Development and Youth Employment in Nigeria," 34.

Module: Rural Entrepreneurial Venture Creation and Experimental Learning  
(REVCEL).”<sup>39</sup>

### **Small and Medium Industries Equity Investment Scheme (SMIES)**

In many countries of the world including Nigeria, small and medium scale enterprises have been the key drivers of the economy. Funding however has always been a major problem that impedes the growth of many of such businesses. This informed the establishment of the Small and Medium Industries Equity Investment Scheme (SMIES) by the Federal Bank of Nigeria; to provide opportunities for the small and medium scale business struggling under current harsh economic reality. This scheme was designed for all banks in the federation to designate 10% of their profits after tax for investment in small and medium scale business.<sup>40</sup>

### **Subsidy Reinvestment and Empowerment Programme (SURE-P)**

SURE-P was initiated in January 2012 under the administration of former President Goodluck Ebele Jonathan.<sup>41</sup> The aim of the programme was to re-invest the savings from subsidy reduction to benefit Nigeria citizens in real term<sup>42</sup>. The programme aims at stimulating the economy and also alleviating poverty through human resource empowerment projects. The scheme ran from 2012 to 2015.

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<sup>39</sup> Kalagbor and Harry, “Entrepreneurship Development and Youth Employment in Nigeria,” 34.

<sup>40</sup> Delight Omoji Idika, “Youth Empowerment Through Entrepreneurship- The 21st Century Need for Sustained Economic Development,” accessed November 11, 2018, [https://www.researchgate.net/publication/351868476\\_Youth\\_Empowerment\\_Through\\_Entrepreneurship\\_The\\_21st\\_Century\\_Need\\_for\\_Sustained\\_Economic\\_Development](https://www.researchgate.net/publication/351868476_Youth_Empowerment_Through_Entrepreneurship_The_21st_Century_Need_for_Sustained_Economic_Development).

<sup>41</sup> National Planning Commission, Nigeria, *Subsidy Reinvestment And Empowerment Programme Performance Monitoring Report* (Lagos, Nigeria, The Presidency Federal Republic of Nigeria, 2013), 3.

<sup>42</sup> Nan, “Illiteracy Rate in Nigeria Alarming, says FG,”

## **Entrepreneurship Programmes in Seventh-day Institutions: Babcock University as a Case Study**

### **Work-Study Programme at Babcock University**

Adventist universities all over the world embrace the coordinated work/study programme which enables students invest their free time in the workplace within the university system. In addition to this, some Adventist institutions like Babcock University also employ the apprenticeship model to a certain extent as students in their final year are made to take a course in entrepreneurship. Here, the traditional apprenticeship model is synergized with the cognitive apprenticeship model as students watch the lecturers teach and they are made to act out the taught theories through the practical assignments and examinations given. The same model – cognitive apprenticeship model would be adopted in this study. Through the model, students are afforded the opportunities of seeing more experienced hands in their fields of study do the work while they watch. With this, hands-on experience is provided the students. This study adopts the experimental method which would enable the apprentices to learn by working in real-world contexts; which would eventually enable apprentices to think of themselves as experts capable of interrogating their own ingenuity and using their knowledge and skills to develop mastery in the adopted vocations. The study reviewed the cognitive apprenticeship model which has the following parameters: “teachers need to have (a) a clear idea about the learning intention, (b) to scope and sequence activities so that learners can great control of the skills, and (c) provided opportunities for the learners to practice, process and embody the skills, knowledge and understanding of the guild.”<sup>43</sup> The process of learning

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<sup>43</sup> Allan Collins, John Seely Brown, and Ann Holum, “Cognitive Apprenticeship: Making Thinking Visible,” *American Educator* 15, no. 3 (1991): 6-11.

which has been largely replaced by invisible thinking in the formal school system was much practical in the olden days where students could see teachers work and demonstrate the subjects/topics. Today in Nigeria, there are many educated youths who are barely familiar with any vocation; in the absence of white collar jobs, these youths are at best useless and many become lay about, consequent upon lack of salaried job opportunities. This study adopted an experimental method which included “a model of instruction that works to make thinking visible.”<sup>44</sup> Thus, adopting a mechanism for transmitting the requisite knowledge in the businesses the study focuses on, for expert practice in these fields. This method involved making the learners/apprentices have hand-on learning experience and a period of interaction with the experts with the aim of transforming them to experts over time. Collints et al (1991) while writing on the importance of apprenticeship model opined that:

Giving students a conceptual model-a picture of the whole-is an important factor in apprenticeship's success in teaching complex skills without resorting to lengthy practice of isolated subskills, for three related reasons. First, it provides learners with an advanced organizer for their initial attempts to execute a complex skill, thus allowing them to concentrate more of their attention on execution than would otherwise be possible. Second, a conceptual model provides an interpretive structure for making sense of the feedback, hints, and corrections from the master during interactive coaching sessions. Third, it provides an internalized guide for the period when the apprentice is engaged in relatively independent practice.<sup>45</sup>

In applying the cognitive apprenticeship model in this study, the trainers made the tasks highly observable; bringing the knowledge and thinking to the understanding of the trainees; with the aim of making them learn and copy from.

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<sup>44</sup> Allan Collins, John Seely Brown, and Ann Holum, “Cognitive Apprenticeship: Making Thinking Visible,” *American Educator* 15, no. 3 (1991): 6-11.

<sup>45</sup> Ibid.

## **Student Industrial Work Experience at Babcock University**

As part of the entrepreneurship programme at Babcock University, the University runs the Students Industrial Work Experience Scheme (SIWES). The SIWES programme is under the International Trust Fund (ITF) of the Federal Government of Nigeria. It is an initiative put in place to help the Nigerian undergraduates acquire requisite skills that would enable them fit into the labour market to the appeal of the employers. Jegede and Idiaru opined that Industrial Training is part of the employment programmes of the Federal Government of Nigeria.<sup>46</sup> Industrial Training Act. According to them:

Another employment law in Nigeria is the Industrial Training Act Cap L9, Laws of the Federation of Nigeria 2004 which have been amended by the Industrial Training Amendment Act 2011. The Act was enacted to promote the acquisition of relevant skills in industry and commerce with the view to generate a pool of indigenous manpower to satisfy the needs of the economy as provided by Section 2 of the Act.<sup>47</sup>

At Babcock University, the SIWES programme is embarked upon by students in their penultimate year to help them work in an organizational setting and practice in such setting for a six-month duration. This is supposed to give them hands-on engagement with a lot of theoretical concept already established in the course of their programme.

This period is for them to gain technical and relevant exposure of the practical aspects of their courses done in the industry. The opportunity allows them to learn, re-learn and unlearn the best noble practices in their field of endeavor.

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<sup>46</sup> Olusola Johnson Jegede and Winifred Idiaru, Nigeria: Overview of Employment Laws in Nigeria – Manpower Policy & Regulations,” accessed March 21, 2022, [https://www.mondaq.com/nigeria/employee-benefits-compensation/1029308/overview-of-employment-laws-in-nigeria-manpower-policy-regulations#:~:text=The%20Act%20imposes%20obligations%20on,Act\)%2C%20as%20provided%20under%20Section.](https://www.mondaq.com/nigeria/employee-benefits-compensation/1029308/overview-of-employment-laws-in-nigeria-manpower-policy-regulations#:~:text=The%20Act%20imposes%20obligations%20on,Act)%2C%20as%20provided%20under%20Section.)

<sup>47</sup> Ibid.

Before embarking on the programme, the students participate in an annual orientation conducted by the SIWES directorate of Babcock University in conjunction with the ITF area office, Abeokuta, Ogun State. During this forum, the ITF area manager alongside his or her principal officers grace the occasion and give the students the most essential training that would help them have a hitch-free SIWES programme. Some of the documents the students would be furnished with before embarking on the programme are:

1. Letter of introduction from Babcock University to their various prospective employers
2. ITF FORM C used by the supervisors to inspect students during the mini-inspection experience
3. ITF FORM 8 used by the supervisors during the main inspection
4. Log book to report the various activities carried out on a daily basis.

The mini inspection phase is embarked on half-way into the programme. Fifty percent (50%) of the total Babcock University students on the programme is inspected to assess how they are coping with the programme and to ensure they are learning what is appropriate to the course of study.

During the mini-inspection, the company the student is working can offer relevant technical expertise to such students. It is also important for the supervisors to establish that such firms have a conducive environment for the students to work and learn-in. The main inspection is done in the last month of the six-month period of the six-month period; and in this phase, all the Babcock University students on the SIWES programme have to be supervised.

The programme also births a lot of innovations and candles the interest in some of the students in becoming entrepreneurs. The entrepreneurial mind-set is built

by the students during this endeavor. They are taught to understand the commercial side of the various courses of study and are exposed to what it takes to earn a job under an employer as well as the rudiments of starting up a small-scale enterprise of their own if they wish.

In a nutshell, the SIWES programme is to better equip Nigerian undergraduates for an eventful career after school and to also reduce the index of unemployment that Nigeria presents today. The Federal Government through ITF funds the SIWES scheme for the various universities, Polytechnics and Colleges of Education from where students are mobilized. The ITF sees to the payment of supervisors and students who truly participates in the programme. At the end of the programme, the students are to submit their duly filled Log books to the SIWES directorate.

The ITF headquarters in Jos periodically comes to Babcock University for a verification exercise of all log books as well as students' lists. All students whose log books are verified and cleared to have participated in the programme are cleared for payment while students who submitted inconsistent or suspicious information that might point to them not haven participated in the programme might not get paid.

At Babcock University, eleven academic disciplines are listed for the SIWES programme:

1. Mass Communication
2. Computer Science
3. Software Engineering
4. Information Technology
5. Agricultural Science
6. Nutrition and Dietetics

7. Biochemistry
8. Microbiology
9. Information Resources Management
10. Nursing Sciences
11. Basic Sciences

### **Babcock University Entrepreneurship Centre**

Entrepreneurs are solution providers. It is in recognition of this that Babcock University established an entrepreneurship center to create in the students a mindset of being able to identify a problem and proffer solution that people would pay for. The center was established to equip students with skills needed to be able to identify problems and proffer solutions to them.

Until January, 2022, Babcock University Entrepreneurship center was domiciled in the Department of Business Administration and Marketing as an arm of the Department saddled with the responsibility of offering essential skills and practical sessions to the students in four hundred level (400L) under the course *Entrepreneurship* (GEDS 400). The center offered the students both theoretical and practical skills in catering & events management, soap & allied products, creative photography, online/digital marketing, garment/fashion design, hair styling & weaving, film & TV production, and beads making/fascinator. Each student has to choose one out of the listed programmes; from which they would acquire skills.

In January 2022 however, the University administration appointed a Director for the Entrepreneurship centre. This is in an effort at metamorphosing Babcock University to an entrepreneurial University. The centre continues to run all the previous vocational programmes. In addition to this however, the University recognizes that she has many student entrepreneurs; the centre therefore would be

having continuous dialogue with student entrepreneurs to ensure students register their entrepreneurial activities on campus. This is believed to ultimately midwife more entrepreneurs among Babcock University undergraduates.

### **Training Youth Entrepreneurs Using Entrepreneurial Model**

This study which focused on using the experimental method for training youth entrepreneurs in Ogun state requires a clear description of entrepreneurial model to effectively discuss various strategies and processes of starting a viable venture. To start their business ventures therefore, this study after training the would-be entrepreneurs, would suggest the following steps in starting them up in their business ventures. Dowla identified four entrepreneurial processes, which according to him, involves “four distinct stages.”<sup>48</sup> They are:

- (i) identification and evaluation of the opportunity,
- (ii) development of the business plan,
- (iii) determination of the required resources, and
- (iv) management of the resulting enterprise

This processes begin with what can be considered the most difficult step in starting an enterprise – need and opportunity identification and evaluation. It is best to start by identifying the need of the prospective customer within the business catchment area. If there are businesses in the identified areas, an entrepreneur would need to identify the gaps in the existing businesses and to fill those gaps and make a difference. It might also involve buying an existing establishment. The method of identifying the business opportunity notwithstanding, there is need for careful

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<sup>48</sup> Arman Ud Dowla, “How Entrepreneurs use Social Networks in their Business,” (MA thesis, Swedish University of Agricultural Sciences, 2011), 21.

consideration and assessment of the viability of the business opportunity. There is need to at this stage for an entrepreneur to discuss his or her business ideas with the potential end-users of the goods and services, business associates in the same line of business, people in the technical services and “distribution system.”<sup>49</sup> It is also crucial for the entrepreneur to weigh the risk factors viz-a-viz the potential return on investment so that wise choices can be made. As part of the identification and assessment of opportunities process, the entrepreneur also needs to consider if he has enough capital and where to get loan from should that be necessary as well as the effect the external environment like location, market, competition, equipment, qualified personnel may have on his business. All of these activities fall under the SWOT analysis of the business enterprise.

At the second stage, it becomes imperative to have the business ideas identified in the first stage developed into a working document known as a business plan. A business plan according to Longnecker et al. is “a formal document containing a set of business goals or objectives, reason for their coexistence and a detailed plan or scheme in reaching those aforesaid goals and objectives.”<sup>50</sup> It states the goals and objectives of the business enterprise; detailed business background information and information about the organisation’s board members. It is somewhat an operation’s manual. It is a guide for both the entrepreneur and the staff of the business enterprise to synergise their efforts towards the achievement of the organizational goals and objectives.

Determining the resources (human, material, finance) that would be needed for the establishment and sustenance of the firm is next in the process. This third aspect

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<sup>49</sup> Ibid., 23

<sup>50</sup> Ibid.

of the process is very germane to the success of the enterprise. The entrepreneur at this stage should prioritize the resources needed and acquire the ones critical for the smooth take-off of the business first. Thereafter, the resources needed for the survival of the enterprise and to beat competition can then be acquired. It is imperative to note that acquiring resources at the lowest possible cost at the start-up stage of the business would make the enterprise profitable while standing on a strong financial footing. If there is need to obtain loan facility, low interest loan must be carefully sought and obtained.

The fourth stage in this process is management of the enterprise. It is important to document some hurdles crossed which would form part of the business policies in the latter years. As operational problems evolve, lasting solutions that can be legacies of some sorts for posterity should be documented. This will also ensure the smooth running of the organization.

### **The Role of Entrepreneurship in National Development**

Entrepreneurship boosts the formation of all kinds of business enterprise be it small, medium, and sometimes large-scale businesses. When these businesses succeed and thrive, they contribute to national development by reducing the rate of poverty and unemployment. Entrepreneurship also introduces innovation to the nation's economy as it helps to create opportunities for individuals in the society.

The qualities of the nation's entrepreneurs also to a large extent, determine the rate of the economic growth in such a country; as other factors of production such as land, labour and capital remain of no use without the entrepreneur who manages and organizes the factors for production purposes.<sup>51</sup>

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<sup>51</sup> O. O. Oduyoye and C. A. Onu, *Foundations of Entrepreneurship* (Ikenne, Nigeria: Babcock University Press, 2014), 34.

The benefits of entrepreneurship in national development are further discussed below:<sup>52</sup>

### **Job Creation Opportunities**

Entrepreneurship brings about the creation of small scale business which eventually provides job opportunities for the young people. The profits made by the entrepreneurs will have a positive ripple impact on the Gross Domestic Products (G.D.P) of a country. Micro, Small and Medium business enterprises have been regarded as the mainstay of the economic growth in Nigeria.<sup>53</sup> “The Federal government has revealed that Small and Medium Enterprises (SMEs) contribute over 50 per cent to Nigeria’s Gross Domestic Product (GDP); and that SMEs also accounted for over eighty per cent of employment in the country.”<sup>54</sup>

Also, “SMEs contribute “37% of the national GDP, making it the second largest contribution after the oil sector. A study conducted by the Federal Office of Statistics shows that 97% of businesses in Nigeria employs less than 100 employees. Hence, entrepreneurship helps to establish new businesses which create employment opportunities for individuals.”<sup>55</sup>

### **Rural- Urban Drifts’ Reduction**

The problem of rural-urban migration has adversely affected the agriculture and other sectors of Nigerian economy. With the promotion of entrepreneurship, there

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<sup>52</sup> O. O. Oduyoye and C. A. Onu, *Foundations of Entrepreneurship* (Ikenne, Nigeria: Babcock University Press, 2014), 34.

<sup>53</sup> Adekunle Rasak, “SMEs contribute 50% of Nigeria’s GDP — FG,” *Nigerian Tribune*, April 3, 2021, accessed 12 June, 2022, <https://tribuneonline.com/smes-contribute-50-of-nigerias-gdp-%E2%80%95-fg/>.

<sup>54</sup> Ibid.

<sup>55</sup> Oduyoye and Onu, *Foundations of Entrepreneurship*.

is the hope that the rate of rural-urban migration reduced; because citizens can be economically comfortable whether they reside in the rural or urban area. Further to this, with the aid of entrepreneurship, the people in the rural and urban areas do not need to depend solely on the white collar jobs for economic survival since they would be able to manipulate opportunities within their environments to create wealth especially at the grassroots for their own advantage.

### **Reduction in Crime Rates**

The unemployed and underemployed Nigerian citizens are the active youths; the quest for what to engage in, whether negatively or positively has led many to unlawful activities. If Micro, Small scale and Medium scale entrepreneurship is empowered therefore, this will bring about a drastic reduction in unemployment with resultant effect on crime rates reduction.

### **Optimal Usage of Local Resources**

Entrepreneurs majorly use local resources for their business enterprises. Land and other factors of production are thereby put to optimal usage when entrepreneurship becomes the mainstay of the nation's economy. This would also further boost the nation's economy as lease is paid on hired land/landed property while other resources procured also would generate income for the owners/sellers. The aftermath of these is a boost in Gross Domestic Product (GDP) of the country.

### **Opportunity for International Competitiveness**

“Entrepreneurship is the most effective method for bridging the gap between science and the market place, creating new enterprise and introducing new products

and services into the market”<sup>56</sup> From the foregoing, it is clear that entrepreneurship plays a major role in projecting the local brands in the international market which in turn encourages international competitiveness of products and services from different parts of the globe. With healthy competition between local and International brands comes income generation for the entrepreneur with the ripple effect of the entrepreneurs becoming employers of labour; which ultimately would bring development to the nation’s economy.

### **Attraction for International Investors**

When the country’s image is well projected in the international market through entrepreneurial activities, international investors get attracted to such a nation and it becomes a fertile ground for investment opportunities. It goes without saying that this brings a boost to the nation’s economy and development to the nation.

### **Improvement of Standard of Living**

With increase in the production of goods and services through entrepreneurship comes, increase in the number of employment opportunities and improvement in the standard of living of the people in the society. The human satisfaction that comes from improvement in the standard of living helps the citizens to contribute their quota to the growth of their nation’s economy.

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<sup>56</sup> Emmanuel Adesola Oluremi, Elizabeth G. Gata, and Odebiyi, Itunu Iyabo, “The Challenges of Entrepreneurial Development in Nigeria,” *Journal of Management and Corporate Governance* 8, no. 1 (2016): 81-89.

## **Youth Empowerment to Reduce Unemployment through Entrepreneurship**

Youth is the stage of developing the self and self-concept; and this is influenced by several factors such as peers, life style, gender, training and culture.<sup>57</sup> While corroborating this, another author is of the opinion that youth is that period of time in a person's life in which he or she makes certain decisions that will affect their future.<sup>58</sup> In other studies, it is believed that youth is simply the transition between adolescence and adulthood.<sup>59</sup> While youth descriptions vary among different authors, economic activities that one engages in within this period of one's life play an important role in determining how economically viable the youth would be in the adult years. Economic empowerment in one's youthful years then becomes very paramount. Empowerment therefore can be described as the method of helping the citizenry in the society to cross over the hurdles that debar them from reaching their full potentials. Youth empowerment involves the creation of an enabling environment in which young people can make independent decisions rather than depend on the direction of others.<sup>60</sup> Young people feel empowered when they are knowledgeable about the implications of their choices; and therefore are able to make informed

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<sup>57</sup> Jennifer A. O'Dea, "elf-concept, Self-esteem and Body Weight in Adolescent Females: A Three-year Longitudinal Study," *Journal of Health Psychology* 11, no. 4 (2006): 599-611, 10.1177/1359105306065020.

<sup>58</sup> Brittany Allen and Helen Waterman, "Stages of Adolescence," accessed 26 June 2024, <https://www.healthychildren.org/English/ages-stages/teen/Pages/Stages-of-Adolescence.aspx>.

<sup>59</sup> Olajire Adeola Adegun and Comfort Olufunke Akomolafe, "Entrepreneurship Education and Youth Empowerment in Contemporary Nigeria," *Journal of Emerging Trends in Educational Research and Policy Studies* 4, no. 5 (2013): 746-751.

<sup>60</sup> Sylvia N. Ogbuoji and Felicia N. Amadi, "Empowering Youth for Sustainable Development Through Entrepreneurship and Human Capacity Building," *Journal of Education and Leadership Development* 7, no 1 (2015): 22-28.

decisions.<sup>61</sup> Entrepreneurship is one key factor that can help youths achieve this feat as it helps them make business decisions. As they work through the results of their decisions and engage in problem solving on a regular basis, they become empowered to tackle more difficult problems.

### **Benefits of Youth Empowerment to the Nation**

Youth empowerment offers twin benefits to both the nation and to the empowered. With economic empowerment, youths are able to make useful contributions to other young people's lives, the community and the overall nation's economy. Benefits of youth empowerment to the nation and its citizens can therefore not be over-emphasised.<sup>62</sup> The importance of youth empowerment includes:

#### **Employment Opportunities**

Youths have active minds which helps them in constantly coming up with business ideas that can bring empowerment to them and others as well as improve the nation's economy. An empowered and skilled youth would help in identifying, organising and manipulating business opportunities which would result in the creation of jobs for youths and other citizens of that nation. The rate of unemployment would therefore be reduced as the empowered youths go all out in establishing micro, small and medium scale businesses

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<sup>61</sup> D. I. Okoli and E. I. Okoli, "Youth Empowerment through Entrepreneurial Development in Nigeria," *Journal of Educational and Social Science Research* 3, no. 9 (2013): 148.

<sup>62</sup> Marvin Alexander, "Youth Engagement, Empowerment and Participation in Wraparound," The resource guide to Wraparound Initiative, Research and Training Centre for Family Support and Children's Mental Health, 2008.

## **Reduction in Crime Rates**

When youths are morally, academically and financially empowered, their minds would be tuned to positive business opportunities which would help channel their energies positively. The ripple effect of this is automatic reduction in crime rates.

## **Technological Development**

Youth empowerment helps youths to think out of the box and come up with ideas that would result in an increase and improvement in local technological base. Empowering the youths also motivate them to use their creativity to initiate, introduce and develop new technological based products, using mostly their locally developed technology; which will be beneficial to the general populace. This would also result in creating job opportunities for more young people. Therefore, youth empowerment enhances local technological development and job creation.

## **Areas of Youth Empowerment**

Various areas of youth empowerment earlier highlighted would be fully discussed in this section. They are: education, finance, skill acquisition and agriculture which was not mentioned earlier.<sup>63</sup>

## **Formal and informal Education**

With either formal or informal education, youths are empowered to undertake business enterprise of their choice and interest. Education has also been described as the bedrock of any national development. Whereas formal educational youth empowerment involves offering academic supports to youths, the informal

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<sup>63</sup> Ogbuoji and Amadi, "Empowering Youth for Sustainable Development Through Entrepreneurship and Human Capacity Building," 22-28.

educational empowerment involves vocational training in the area of business of the youth. In most Nigerian universities, vocational training has become an important part of the curriculum; to offer vocational training alongside the theories that the students are exposed to. This is to make them employable and possibly become self-employed almost immediately after their university education. It is good to note that many Nigerian university students today are student entrepreneurs. Youth educational empowerment should be of interest to the parents, government at all levels, private organizations, individuals and other non-governmental organisations in the society. Educational empowerment could also come in form of short courses, seminars, conferences, offering free education to youths, financial assistance to the youths for educational purposes.<sup>64</sup>

## **Finance**

Many youths have difficulty starting personal business for lack of capital. Financial youth empowerment therefore, involves the government, private organizations and individuals providing start-up capital for the youths. In a situation where physical cash cannot be provided, the cash can be converted to landed property, equipment, free training and other needs of the young entrepreneur. The fact remains that youths need financial assistance and empowerment to enable them transform their creative ideas into wealth.<sup>65</sup>

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<sup>64</sup> Ogbuaji and Amadi, "Empowering Youth for Sustainable Development Through Entrepreneurship and Human Capacity Building," 22-28.

<sup>65</sup> Mike P. Uzochukwu, *Types of Youth Empowerment (Basic Information in Youth and Youth Empowerment)* (Scotts Valley, CA: CreateSpace Independent Publishing Platform, 2015), 36.

## **Skill Acquisition**

There are basic skills that are needed for success in business. Youth entrepreneurs would require training in these basic skills from experienced entrepreneurs in the various fields of business endeavour. Skill development and management is an area of youth entrepreneurial empowerment that is germane to business success but is often ignored. Examples of these skills needed in different businesses to enhance productivity include but not limited to: good communication skills, customer relations, interpersonal skills, intrapersonal skills, entrepreneurial skills etc. These are all needed for the youths to start, thrive and be fully empowered in their various business activities.

## **Agriculture**

Another area of youth empowerment that has almost been totally neglected is agriculture. Agriculture used to be the mainstay of Nigerian economy before the oil boom of 1970s. Agriculture is a sector that should not be ignored nor left in the hands of the illiterate, rural dwellers; because with agriculture giving its space in Nigerian economy, citizen would be fed and nation's economy would generally improve. Developing economies like Nigeria's should have agriculture as a major source of national income; and should empower the youths in the area of agriculture in order to boost the nation's economy.

Agriculture also offers another option that can create self-employment for Nigerian youths because of the presence of vast pieces of fertile land and other factors that can boost agriculture in the country. Agricultural empowerment therefore, would provide support for youths by assisting them to engage in agricultural activities.<sup>66</sup> The

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<sup>66</sup> Idika, "Youth Empowerment Through Entrepreneurship."

government at all levels needs to provide agricultural loan facilities for youths who have entrepreneurial intentions. This would encourage other youths to engage in agricultural activities.

### **Using Entrepreneurial Programme to Solve Unemployment Problem in Nigeria**

From the foregoing, it is evident that Nigerian government at all levels has put in place many entrepreneurial programmes but the concern of many has been the reason behind the rising trend of the scourge of unemployment over the years. The implementation strategy of the entrepreneurial programmes put in place by the government might need a second look since the programmes look workable on the surface. Also, solving the problem of unemployment must not be left solely in the hands of the government; private individuals and non-governmental organisations must be involved if the problem would be reduced. This gave birth to this study; as a youth counsellor therefore, I would like to use practical steps stated below to solve unemployment problem in Nigeria:

1. There would be announcements in all the churches that I am pastoring for all youths intending to attend a vocational training in soap making, hairdressing and barbing should come for a four-week vocational workshop. The announcement would include registration deadline. I would adhere strictly to the closing date so as to give room for other steps in the process. The participants would be limited to thirty for the programme to be effective.
2. Once the number of would-be participants at the training is determined, I would write letters to well-meaning and patriotic members of the society to ask for assistance in the supply of workshop materials (including

refreshments), start-up kits and financial help to provide parts of the initial capital for the participants and to pay the resource persons. This is necessary because many Nigerian youths had undergone series of training but unable to utilise the acquired skills due to lack of take-off capital.

3. The four-week workshop would begin with a counselling session. The counselling session would open the eyes of the participants to the high rate of unemployment in Nigeria; the social and economic effects of unemployment, the importance and benefits of being self-employed. It would also disabuse their minds towards the less than adequate value placed on vocational study by many Nigerians and how becoming an entrepreneur can be a sure way towards healing the psychological wounds of unemployment many Nigerian youths move around with.
4. The workshop would be once a week for effective utilisation of the available materials and the resource persons available for the workshop. The workshop would last for three hours each week. The remaining days of the week would allow them time to practice the acquired skill each week. Every workshop session would be followed by a counselling session to underscore the importance of being an entrepreneur and the disadvantages of being unemployed. Each participant would be afforded the opportunity of assessing the workshop. The counsellors would encourage the participants on the need to make use of the acquired skill for it to be meaningful.
5. The resource persons for the workshop would be entrepreneurs. Part of the agreement for being a resource person at the workshop would therefore be that an entrepreneur would be willing to assist the organiser by allowing

some of the participants to work as an intern with them at a low or no cost at all.

### **Empirical Reviews**

A study conducted in 2021 by Hussain et al. on the Impact of Entrepreneurship on Economic Growth in selected Developed and Developing Countries: Exploring the Role of Institutions found that formal and informal institutions are capable of strengthening the association between entrepreneurship and economic growth. The study concluded that to achieve economic growth which should be the main focus of development policy, there must be a synergy between strong institutions and the development of entrepreneurial activities. The study adopted The Two Step System Generalized Method of Moments to analyse the unbalanced dataset gotten from thirty-six developed and developing countries from 2002-2017.<sup>67</sup>

Azimkhan, Yesentemirov and Salimzhanova investigated the entrepreneurship impact on employment in Kazakhstan. Regression analysis research method was used for the study to test the impact of independent variables on the dependent variable and to determine the rate of change in the dependent variable as determined by an increase or decrease in the independent variables. The results of the regression analysis revealed that there is a good relationship between SME and unemployment reduction, the impact of entrepreneurship on employment seems to raise or provide some useful perception into theoretical problems while still raising some practical conclusions for

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<sup>67</sup> Babar Hussain, Kifayat Ullah, Gulnaz Hameed, and Muhammad Usman, "Impact of Entrepreneurship on Economic Growth in selected Developed and Developing Countries: Exploring the Role of Institutions," *Turkish Online Journal of Qualitative Inquiry* 12, no. 8 (2021): 5751-5774

policy makers in the government.<sup>68</sup> The researcher recommends the research work for practitioners and academicians.

Asogwa and Dim investigated the relationship between Entrepreneurship Development and employment reduction in Anambra State, Nigeria. The study sampled youths of five selected Local Government Council in Anambra state, Nigeria. Data collection was done through the use of questionnaire from an infinite population of the selected Local Government Council. Samples of 30 youths were drawn from the population of each Local Government through a convenience sampling technique. A total of 150 youths were the sample for the study. Findings from the study revealed that the variables in H<sub>0</sub>1, H<sub>0</sub>2 and H<sub>0</sub>3 were significantly and positively related and H<sub>0</sub>4 was also significant. Based on these findings, the study recommended that Nigerian government should strive to reduce the cost of doing business in the country. Anambra State government should also strengthen the youths to embrace entrepreneurship devoid the pretence and vocational dispositions. Gap of the study was that the samples of youth from each local government was not sufficient enough thus making the total of 150 youths not enough to generalize the results to Anambra state or Nigeria.<sup>69</sup>

Akhuemonkhan, Raimi and Sofoluwe conducted a study on entrepreneurship education and employment stimulation in Nigeria. Systematic collection of quantitative data was on some publications from organisations such as: Central Bank Nigeria, National Bureau of Statistics. They were later subjected them to econometric

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<sup>68</sup> Ardakh Azimkhan, Aibolat Yesentemirov, Baktygul Salimzhanova, Marat Aidashav, Dinara Aitzhanova, Zhanargul Taskinbaikyzy, Daua Mukhametzhanova, Aigul Kurmanalina, "Impact of Small and Medium-Sized Entrepreneurship On Employment in Kazakhstan," *Academy of Entrepreneurship Journal* 26, no. 3 (2020): 1-10.

<sup>69</sup> Sheila Ogochukwu Asogwa and Ethel-Mary Dim, "Entrepreneurship Development and Unemployment Reduction In Nigeria," *International Journal of Business and Management Review* 4, no. 8 (2016): 27-43.

analysis on the basis of which informed conclusions were drawn. Findings from the data gathered, analysed and interpreted revealed that entrepreneurship development could be effective tools for poverty reduction, creating employment as well as fast-tracking realization of universal primary education and discouraging gender inequality.<sup>70</sup> The paper recommended that institutions must imbibe creativity training capable of helping individuals view problems from different perspectives. Also, the study recommends that institutions must strengthen the inclusion of entrepreneurship in education systems.

Tayyaba, Khalil, and Munshi's study identified pupils' attitude that can help in shaping their behavior for accomplishing tasks and achieving the desired goal of education (changing them into useful commodity that are useful for the development of the society). The identified independent variables in this study were the personal goals of students, interest in the field and curriculum and Instructions. The attitude of thirty students was measured through survey research method and a well-structured questionnaire as instrument for data collection. The study recommended that after analyzing students' attitude, changes can be made in independent variables accordingly in the areas of policy making, students' counseling, preparation of course content and lecture plans as well as arrangement of class activities and assignments.<sup>71</sup> Gap of the study-the researcher did not signify the population of the university which was the scope of the study thus it cannot be said if the results from the 30 students used as the sample can be generalized.

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<sup>70</sup> I. Akhuemonkhan, L. Raimi and A. Sofoluwe, "Entrepreneurship education and employment stimulation in Nigeria," *Journal of Studies in Social Sciences* 3, no. 1 (2013): 55-79.

<sup>71</sup> Tayyaba Rafique Makhdoom, Khalil-Ur-Rehman Bhatti and Parveen Munshi, "Students' Attitude Towards Business Studies: An Empirical Study of Sindh University LAAR Campus Badin," *The Sindh University Journal of Education* 43 (2014): 60-70.

Martinez-Fierro et al. conducted a research study on entrepreneurship and its impact on economic development. The objective of the study was to analyze the characteristics of the entrepreneurial environment and determine whether there is a correlation between these characteristics and a country's stage of economic development. The study aimed to identify whether the opinions of experts are consistent with the different stages of economic development. The data used in this study was obtained from the GEM Project's National Experts Survey (NES) in 2013.<sup>72</sup>

Based on the study's results, the following conditions of the entrepreneurial environment are significant for economic development: government policies concerning support and priorities, bureaucracy and taxes, government programs, R&D transfer, access to professional and commercial infrastructure, internal market dynamics, and access to physical infrastructure. In other words, significant differences exist in these seven environmental conditions depending on the country's stage of economic development. The researchers who conducted the study suggest that for future research, it would be useful to analyze the characteristics of countries that were not correctly classified in the study. Additionally, extending this study over several years could provide insight into whether the results are consistent over time.<sup>73</sup> The researchers also recommend following countries in stages 1 and 2 to see how well the GEM experts' recommendations have worked, how they have progressed in terms of economic development, and how long it has taken them to do so.

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<sup>72</sup> Salustiano Martinez-Fierro, Jose M. Biedma Ferrer, and José Ruiz-Navarro, "Entrepreneurship and strategies for economic development," *Small Business Economics* 47, no. 4 (2016): 835-851.

<sup>73</sup> *Ibid.*

Ankita and Singh carried a comprehensive study to better understand college students' perceptions of entrepreneurship. The primary objective of this study was to identify the key components that influence students' perceptions of entrepreneurship. The study examined six crucial components, which included risk tolerance, desirability of self-employment, need for innovation, financial assistance, entrepreneurial education, and family support. The research paper analyzed both primary and secondary data, which included empirical studies and an open-ended questionnaire.<sup>74</sup>

The study's sample size included 50 students, selected using convenience sampling, which is a non-probability sampling method. The sample consisted of students from various academic backgrounds and levels, ranging from undergraduate to postgraduate students. The research paper analyzed the data using descriptive analysis, which helped to identify the trends and patterns of students' perceptions of entrepreneurship. The study found that students who had higher risk tolerance and a desire to be self-employed were more likely to have a positive perception of entrepreneurship. Additionally, students who had access to financial assistance, entrepreneurial education, and family support were more likely to perceive entrepreneurship as a viable career option.<sup>75</sup>

Sargani et al. carried out a study on Pakistan and China Agricultural graduates in Agribusiness' attitude towards entrepreneurial intention. The study was conducted to investigate the differences in attitude towards entrepreneurial intention (EI) of

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<sup>74</sup> Anju Sing Anikta, "A Study on the Perception of Students toward Entrepreneurship," *International Journal of Research and Analytical Reviews* 6, no. 1 (2019): 12-16, [https://www.researchgate.net/publication/340249648\\_A\\_study\\_on\\_the\\_Perception\\_of\\_Students\\_toward\\_Entrepreneurship](https://www.researchgate.net/publication/340249648_A_study_on_the_Perception_of_Students_toward_Entrepreneurship).

<sup>75</sup> Ibid.

agricultural graduates in Agribusiness. Data were collected through the use of a self-administered questionnaire from students of Huazhong Agricultural University (HZAU) and Sindh Agriculture University Tandojam (SAU). The findings revealed a significant relationship between an individual's attitudes and their entrepreneurial intention in agribusiness. Further findings revealed individual's competence, opportunity recognition, determinants of entrepreneurial network and self-efficacy, and other sociocultural perceptions as variables that influence entrepreneurial intention significantly. Results of the research also showed a significant difference between the Pakistan agriculture university students and their counterparts in China, gender remains substantial while family income remains nonsignificant in both university graduates. Age and farming work experiences are important factors in Pakistani graduates only but not significant factor in Chinese students. The researchers suggest that the media can play a crucial role in promoting entrepreneurship by publishing and broadcasting interviews with successful entrepreneurs. They also recommend making entrepreneurship socially desirable to encourage people to launch their businesses instead of opting for jobs. Additionally, governments should mandate commercial, micro-finance and other banks responsible for extending loans to fresh graduates who aspire to run their businesses to make loans available to them with ease.<sup>76</sup> Finally, governments should design a legal system that provides more protection to newly established enterprises, making it easier for them to succeed.

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<sup>76</sup> Ghulam Raza Sargani, Zhou Deyi, Habibullah Magsi, Sanauallah Noonari, Mumtaz Ali Joyo, and Syed Muhammad Muslim Kazmi, "An Empirical Study of Attitude Towards Entrepreneurial Intention among Pakistan and China Agricultural Graduates in Agribusiness," *The International Journal of Business Management and Technology* 2, no. 5 (2008): 21-34, [https://www.researchgate.net/publication/328494340\\_An\\_Empirical\\_Study\\_of\\_Attitude\\_Towards\\_Entrepreneurial\\_Intention\\_among\\_Pakistan\\_and\\_China\\_Agricultural\\_Graduates\\_in\\_Agribusiness](https://www.researchgate.net/publication/328494340_An_Empirical_Study_of_Attitude_Towards_Entrepreneurial_Intention_among_Pakistan_and_China_Agricultural_Graduates_in_Agribusiness).

The research Rajput aimed to study the attitude of undergraduate students towards entrepreneurship and its relation to their academic achievements. The study was conducted on 1048 undergraduate students of H.N.B. Garhwal Central University in Uttarakhand, India, studying in the Arts, Science, and Commerce streams. The research article uses a self-developed tool to measure the attitude towards entrepreneurship. The study found that male high academic achievers had a better attitude towards entrepreneurship than their low academic achieving counterparts, while the findings were reversed for female student. However, the study found female students to have a better attitudinal disposition towards entrepreneurship when compared to their male counterparts.<sup>77</sup>

The study also compared the high and low academic-achiever undergraduate students of Arts, Science, and Commerce streams on their degree of attitude towards entrepreneurship. The results showed that low-achiever male and female students of the Arts stream had a better attitude towards entrepreneurship compared to their high-achieving counterparts. However, the t-value could not be computed up to even a 0.05 level of confidence, indicating that the difference in attitude towards entrepreneurship between high and low academic-achieving students is not significant.<sup>78</sup>

In conclusion, the study found that female students generally have a better attitude towards entrepreneurship compared to male students. However, the study did not find any significant difference in attitude towards entrepreneurship between high and low academic-achieving students of the Arts, Science, and Commerce streams.

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<sup>77</sup> Pramod Kumar Rajput, "An Empirical Study of the Attitude of First Degree Students Towards Entrepreneurship in Relation to their Academic Achievements," *International Journal of Humanities and Social Sciences* 5, no. 6 (2017): 61-76.

<sup>78</sup> Ibid.

This suggests that academic achievement may not have a significant impact on students' attitude towards entrepreneurship.<sup>79</sup>

The article by Yurtkoru, Acar, and Teraman investigates the relationship between willingness to take risk and entrepreneurial intentions among university students, specifically comparing students from state and private universities in Turkey. The study aims to measure the effect of willingness to take risk on entrepreneurial intentions and identify any differences between the two types of universities.<sup>80</sup>

The study found that being a risk lover has positive effects on entrepreneurial intentions, while living risk-free has negative effects on entrepreneurial intentions. However, avoidance from risk has no significant impact on entrepreneurial intentions. The study also revealed that there is a significant difference between state and private university students' willingness to take risks and entrepreneurial intentions.<sup>81</sup>

The authors used a multi-item questionnaire to measure entrepreneurial intention and willingness to take risk. The questionnaire was administered to 421 students from Faculty of Economics and Administrative Sciences and Faculty of Management, with 49.2% enrolled in state universities and 50.8% in private universities. The study used Confirmatory Factor Analysis (CFA) to assess the reliability and validity of the measures, and the results indicated an acceptable fit. In conclusion, the study found that willingness to take risk has a positive effect on entrepreneurial intentions, and there is a significant difference between state and

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<sup>79</sup> Ibid.

<sup>80</sup> E. Serra Yurtkoru, Pinar Acar and Begüm Seray Teraman, "Willingness to take Risk and Entrepreneurial Intention of University Students: An Empirical Study Comparing Private and State Universities," *Procedia - Social and Behavioral Sciences* 150 (2014): 834-840.

<sup>81</sup> Ibid.

private university students in terms of willingness to take risks and entrepreneurial intentions.<sup>82</sup> This research contributes to the understanding of the factors that drive entrepreneurial intentions and can help universities and other institutions design programs to cultivate entrepreneurial intention among students

Entrepreneurship is a process, a resource or a state of being, entrepreneurship is a complex phenomenon.<sup>83</sup> They noticed that many dynamic forces have changed societies all around the world, bringing new opportunities and organizations' risk. These forces include population shifts, shifting economics and technology upheaval. The paper's objectives were to briefly review the ideas of entrepreneurship and economic growth and to highlight the contribution of entrepreneurship to economic development. A review of the literature serves as the methodological approach. The study offers a theoretical framework that identifies some of the key variables influencing the connection between economic development and entrepreneurship.<sup>84</sup> The aim of this article was to evaluate the students' relationship with business.

Smith and Chimucheka studied on entrepreneurial firms that also create important spill-overs that affect regional employment rates in the long term, there is diverse empirical evidence showing the impact of entrepreneurship on economic growth. One method of encouraging entrepreneurial activity is through entrepreneurship education, entrepreneurs must conduct a self-analysis and self-introspection to determine their strength and weakness individually. This study clarified economic growth, entrepreneurship and entrepreneurial theory. There is a

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<sup>82</sup> Ibid.

<sup>83</sup> Sorin-George Tomaa, Ana-Maria Grigorea, and Paul Marinescu, "Economic Development and Entrepreneurship," *Procedia Economics and Finance* 8 (2014 ): 436-443.

<sup>84</sup> Ibid.

difference between regular small business, owners and entrepreneurs. The importance of entrepreneurs to any nation was discussed as well and how they contribute to the economic progress. The function and significance of entrepreneurs is crucial for citizen to learn and it was explained using the economic theories.<sup>85</sup>

Ibrahim et al. conducted a study on implications of attitudes of graduate students in Oman attitudes entrepreneurship. The general objective of the paper was to evaluate graduate attitudes towards entrepreneurship in Oman and its implications. A structured questionnaire was used to gather data from 165 randomly selected students from both private and public colleges in Muscat. The findings of the study indicated that while Oman's graduates have a favorable attitudinal disposition towards entrepreneurship, there is a low desire among them to found their own company after graduation. The study observed that government at all levels, tertiary institutions and established entrepreneurs have an important part to play in influencing graduates' views on entrepreneurship and developing practical entrepreneurship tactics. Among the one hundred and sixty-five (165) students that were surveyed, majority were female (72%) while 28% were male. This is a reflection of gender distribution in the higher education institutions in Oman. About 62.4% reported to have family experience in business and 52.4% participated in entrepreneurship education.<sup>86</sup> This paper recommends essential role of business entrepreneurs in modifying the attitude of students toward entrepreneurship and evaluation of the culture of entrepreneurship in higher educational institutions in Oman.

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<sup>85</sup> Wilhelmina Smith and Tendai Chimucheka, "Entrepreneurship, Economic Growth and Entrepreneurship Theories," *Mediterranean Journal of Social Sciences* 5, no. 14 (2014): 160-168, 10.5901/mjss.2014.v5n14p160.

<sup>86</sup> Omer Ali Ibrahim, Sonal Devesh & Vaheed Ubaidullah, "Implication of Attitude of Graduate Students in Oman towards Entrepreneurship: An Empirical Study," *Journal of Global Entrepreneurship Research* 7, no. 8 (2017): 1-17, <https://doi.org/10.1186/s40497-017-0066-2>.

Karim and Reddy did a research on attitudes towards the entrepreneur, entrepreneurial activity, and its social function as determinant factors for university students to decide an entrepreneurial career. The study had two specific objectives which were to probe students' beliefs and attitudes toward starting new business venture and to test the hypotheses in relation to the demographic variables associated with the main aspects of the applied model. This empirical research aimed at assessing the attitudes of students towards entrepreneurship and enterprise formation. The study sample was selected through mixed random sampling method from students studying at a Private Higher Educational Institutions (UG and PG) in Chittoor District of Andhra Pradesh (India). The study found that university students have an optimistic view of new business undertaking, which was reflected in the response of majority of the students' (63.38%) answers that they are attuned to starting novel business firms.<sup>87</sup>

The study by Papadaki et al (2017) revealed that if entrepreneurship is made attractive in any society that it would lead to economic growth. The study which had evaluating students' interest and relationship with business found that universities and other institutions of higher learning should be one of the strong foundations in building solid business environments for business entrepreneurs. Attitudes of university students to entrepreneurship and the challenges they face when starting business enterprise were are examined. Using survey research design, the study was conducted among 739 students of Tomas Bata University in Zlín in 2016. Three hypotheses connected to the subject of research were identified and tested. Almost all the respondents (about 90%) said that they have never owned their own business. As

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<sup>87</sup> Shaik Karim and E. Lokanadha Reddy, "An Empirical Study on the Attitudes of Students towards Entrepreneurship," *International Journal of Business Management & Research* 4, no. 2 (2014): 1-14.

at the time of carrying out the study, 4.7% of the students owned business while 3.4% had had businesses in the past, but had closed down. A scientifically significant percentage of the students/respondents (67.4%) have neither been entrepreneurs nor had entrepreneurs in their families.<sup>88</sup>

A comparative analysis of developed and developing countries was done in 2016. The aim of this study was to examine and contrast the effects of three distinct forms of entrepreneurship which are high-growth entrepreneurship (HEA), necessity-based entrepreneurship (NEA), and opportunity-based entrepreneurship (OEA) on the economic growth in developed and developing nations. A mixed-method approach was used in the research, combining regression analysis, correlation analysis, and descriptive statistics. Over a period of three years, 22 different nations constitute the sample, and SPSS software is used for data analysis. This methodological framework makes it possible to compare the effects of several kinds of entrepreneurship on economic growth in various national contexts. The study emphasizes the function of entrepreneurship as a growth catalyst while drawing on well-established theories of economic development. In order to comprehend how various macroeconomic environments shape entrepreneurial activities, it probably incorporates theories related to Schumpeterian innovation, the role of startups in generating economic dynamism, and possibly institutional theory. In relation to the analysis, developed countries see a greater contribution from entrepreneurship towards economic development than developing ones. This discrepancy is explained by the greater influence and prevalence of HEA and OEA in developed economies, which contribute significantly more to GDP growth than NEA, which is more common in developing countries. The

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<sup>88</sup> Sarka Papadaki, Petr Novak, and Ján Dvorský “Attitude of University Students to Entrepreneurship,” *Economic Annals-XXI* 166, no. 7-8 (2017):100-104, DOI:10.21003/ea.V166-20.

study appears to span three years, which may restrict our ability to comprehend the long-term implications of various entrepreneurial endeavors on economic growth. A more thorough perspective might be obtained from a longitudinal study that covers longer time periods. An increase in the study's duration to cover a longer time frame in order to gain a deeper comprehension of the long-term impacts of different types of entrepreneurships on economic development. This might provide deeper understanding of sustainability and trends and Perform subgroup examinations to find differences in the ways that different types of entrepreneurships affect economic growth in developed and developing nations. This might highlight complications within these groups that have an impact on suggested policies.<sup>89</sup>

The study by Rakib et al. on determinants of students' entrepreneurial intention: Empirical research, set out to investigate the factors that influence the intention of Croatian students at the University of Split's Faculty of Economics, Business, and Tourism to pursue entrepreneurship. It was aimed at finding out how students' intentions to pursue entrepreneurship are influenced by Ajzen's Theory of Planned Behavior (TPB), as well as by other variables such as role models, education, the need for achievement, and an appetite for risk. 160 responses from students in the Faculty of Economics, Business, and Tourism at the University of Split, Croatia, were gathered for the study using a survey-based methodology. The data was analyzed using a method called structural equation modeling (SEM), which made it possible to test theories about the factors that influence entrepreneurial intentions as well as look at correlations between variables. Ajzen's Theory of Planned Behavior (TPB) was

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<sup>89</sup> Sarka Papadaki, Petr Novak, and Ján Dvorský "Attitude of University Students to Entrepreneurship," *Economic Annals-XXI* 166, no. 7-8 (2017):100-104, DOI:10.21003/ea.V166-20.

largely used in the study as the fundamental framework for comprehending entrepreneurial intentions. In order to fully investigate their possible effects on entrepreneurial intentions, it also broadened this theory by incorporating additional determinants like role models, education, the need for achievement, and an appetite for risk. The study found that, among Croatian students, attitudes and a tendency to take risks have a significant impact on entrepreneurial intentions. However, among the sampled students, other predicted determinants such as self-efficacy, social norms, role models, education, and the need for achievement did not significantly influence entrepreneurial intentions.<sup>90</sup> These surprising results cast doubt on previous assumptions about the factors influencing entrepreneurial intentions in this particular setting and offer new insights.

The study concentrated on a particular university and student population. It might not be applicable to a larger group of university students studying in Croatia or to students in other academic programs. Extending the study to include a more heterogeneous sample drawn from Croatian universities or academic fields.<sup>91</sup> This improves the study's generalizability and widens its scope.

Lu conducted a study on how university entrepreneurship support affects college students' entrepreneurial intentions: An empirical analysis from China. The purpose of this study was to evaluate how Chinese university students view the support that their institutions offer for entrepreneurship and how these views affect their desire to pursue entrepreneurship. It looks into the connections between students'

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<sup>90</sup> M. Rakib, M. Azis, D. Sanusi, & Marwan, "The Influence of Entrepreneurship Training, Individual Commitment and Business Motivation Toward the Small Business Performance in City of Parepare," *Global Conferences Series: Sciences and Technology* 3 (2020): 135-141. <https://doi.org/10.32698/tech3247>.

<sup>91</sup> Ibid.

views, personal standards, self-efficacy, and intentions to start their own business and the support that universities provide for entrepreneurship. A quantitative survey method was 13,954 recent college graduates from Chinese higher education institutions made up the sample used in the study. The data analysis methodology may involve statistical methods, such as regression analysis or structural equation modeling (SEM), to evaluate the relationships between variables and test hypotheses about how university entrepreneurship support affects students' entrepreneurial intentions and related factors. The study most likely makes use of theories like the Social Cognitive Theory and the Theory of Planned Behavior (TPB) to comprehend the connection between students' perceptions, their entrepreneurial intentions, and university support for entrepreneurship. According to TPB, intentions and behavior are influenced by attitudes, subjective norms, and perceived behavioral control.<sup>92</sup>

The findings show that students in Chinese universities are generally not happy with entrepreneurship support systems, even though they exist. Though not very strong, there is a positive correlation between students' entrepreneurial intentions and university support for entrepreneurship. The study also shows that entrepreneurial attitude, subjective norms, and self-efficacy are positively influenced by university support, and that these factors in turn have an impact on students' intentions to become entrepreneurs. The relationship between entrepreneurial intentions and university support is mediated by these factors. Besides the university support, the study could examine other external factors like family history, industry trends,

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<sup>92</sup> Genshu Lu, Yaping Song, and Bingchao Pan, "How University Entrepreneurship Support Affects College Students' Entrepreneurial Intentions: An Empirical Analysis from China," *Sustainability* 3, no. 6 (2021): 1-25.

funding availability, or the overall state of the economy that could affect students' aspirations to start their own businesses.<sup>93</sup>

Chen et al. conducted a study on “The influence of entrepreneurship and social networks on economic growth - from a sustainable innovation perspective.” Their study examined the relationship between entrepreneurship, social networks and economic growth in China. The study utilized the entrepreneurship capital theory, resource dependence theory and transaction theory to analyze the impact of entrepreneurship and social networks on economic growth and utilized the generalized method of moments (GMM) estimation on regional economic growth. In addition, Panel data were collected from 31 provinces and cities in China between 2007 and 2016.<sup>94</sup>

Results from the study discovered that entrepreneurship and social networking have a positive significant relationship between entrepreneurship, social networks and regional economic growth in China. Particularly, the findings showed that impact on regional economic growth and both exhibit a strengthened impact on economic growth. However, the findings also discovered that there exist discrepancies between the eastern and central section regions; with the Eastern region benefiting significantly from entrepreneurship while the Central region benefited from social networking.<sup>95</sup>

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<sup>93</sup> Genshu Lu, Yaping Song, and Bingchao Pan, “How University Entrepreneurship Support Affects College Students’ Entrepreneurial Intentions: An Empirical Analysis from China,” *Sustainability* 3, no. 6 (2021): 1-25.

<sup>94</sup> Feng-Wen Chen, Long-Wang Fu, Kai Wang, and Bing Yan Tsai, “The Influence of Entrepreneurship and Social Networks on Economic Growth—From a Sustainable Innovation Perspective,” *Sustainability* 10, no. 7 (2018): 2510, 10.3390/su10072510.

<sup>95</sup> Ibid.

Consequently, based on the findings, the study recommended that strategic utilization of interpersonal networks to enhance the efficiency of economic activities, this is because it will optimize the roles of entrepreneurship and social networks within contemporary economic and business landscape in China.<sup>96</sup>

Majumdar and Varadarajan carried out a study on “Students' attitude towards entrepreneurship' does gender matter in UAE?” The research aimed to investigate the significant difference in the attitude and behaviour of male and female students in the UAE towards entrepreneurship. The study utilized a survey research design, gathering data from fresh-year business students in two universities in UAE using a Five-Point Linkert Scale Questionnaire. Furthermore, the study was anchored on multivariable econometric model.<sup>97</sup>

At the end of the study, it was revealed that both genders possess an equal likelihood of becoming future entrepreneurs. It also discovered that gender do not impact the likelihood of pursuing entrepreneurship; instead entrepreneurship depends on factors including creativity, motivation, and awareness. Therefore, this deviation from expected gender-based trends in entrepreneurship is significant because it challenges the existing literature, which typically identifies a substantial gender gap in entrepreneurship propensity. From the findings, the study suggested that institutions of higher learning should play active role in promoting entrepreneurship among

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<sup>96</sup> Feng-Wen Chen, Long-Wang Fu, Kai Wang, and Bing Yan Tsai, “The Influence of Entrepreneurship and Social Networks on Economic Growth—From a Sustainable Innovation Perspective,” *Sustainability* 10, no. 7 (2018): 2510, 10.3390/su10072510.

<sup>97</sup> Sudipa Majumdar and Damodharan Varadarajan, “Students' Attitude Towards Entrepreneurship: Does Gender Matter in the UAE?” *Foresight* 15, no. 4 (2013): 278-293, 10.1108/FS-03-2012-0011.

students. They should incorporate entrepreneurial studies and coursework into their curriculum.<sup>98</sup>

Phuong and Hieu (2015) researched on the “Predictions of entrepreneurial intentions of undergraduate students in Vietnam: An Empirical Study.” The aim of the research was to identify factors that impacts entrepreneurship behaviour among students. The research utilized the multiple regression statistical technique to figure out how much influence factors like personal traits and the environment around the students, had on whether these students’ entrepreneurship intention. A total of 180 students drawn from universities in Vietnam were sampled using a well-structured 5-point Likert Scale questionnaire. The study showed that certain personal traits like the need for achievement, internal locus of control, and a willingness to take risks strongly influence students' intentions to start a business in Vietnam and that traits are tough to change.<sup>99</sup>

Therefore, the study suggested that to promote entrepreneurship among students, the focus should be on those who naturally possess these traits. It also suggested that creativity should be encouraged as it is helpful.<sup>100</sup> This means that students to be allowed to solve problems their own way, adding creative subjects like art and music to university courses, and teaching ways to think creatively could be beneficial.

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<sup>98</sup> Sudipa Majumdar and Damodharan Varadarajan, “Students’ Attitude Towards Entrepreneurship: Does Gender Matter in the UAE?” *Foresight* 15, no. 4 (2013): 278-293, 10.1108/FS-03-2012-0011.

<sup>99</sup> Tran Huy Phuong and Thanh Trung Hieu, “Predictors of Entrepreneurial Intentions of Undergraduate Students in Vietnam: An Empirical Study,” *International Journal of Academic Research in Business and Social Sciences* 5, no. 8 (2015): 46-55.

<sup>100</sup> Ibid.

## **Conclusion**

The Bible says “Go to the ants, thou sluggard; consider her ways, and be wise” (Prov 6:6); God also says if we do not work, we must not eat (Jas 2:20 & 25).

Therefore, God created us as active beings and expects us to work. However, there are teaming Nigerian youths roaming the streets without gainful employment, if the intervention programme highlighted in this study can be experimented, it will influence the knowledge and attitude of youths in the selected districts to entrepreneurship and possibly reduce unemployment in Ogun Conference and make Ogun Conference, a model with presence of many SMEs. If the programme is also replicated in other parts of Nigeria, the ripple effect would be increase in appreciation of entrepreneurship and the reduction of unemployment nationally and the growth of the national economy.

## CHAPTER 4

### METHODS AND STRATEGY DESIGN

The aim of this study was to design an intervention programme for training youth entrepreneurs with the aim of influencing the knowledge, perception, and attitude of youths in the selected districts in Ogun conference of the Seventh-day Adventist Church in Nigeria. The study examined the various factors influencing youth unemployment in the selected Churches in Ogun State, Nigeria, in regards to literacy level, acquired entrepreneurship training, formal training and access to capital. It also examined various ways unemployment can be managed and controlled in Nigeria. This chapter therefore, clearly states the processes and strategies employed in collecting data and information used to answer the research questions, help understand the phenomena, describe the phenomena and add to the field of knowledge.

#### **Research Design**

The study adopted the use of quasi-experimental design. Specifically the pretest-posttest control group, quasi-experimental experimental method which entails the administration of the same structured questionnaire before (baseline) and after (endline) the intervention, to give in-depth answers to the questions that were raised in this research was adopted. The method was considered appropriate for this study because it afforded the participants to self-report their perception and understanding about the variables of study and one of the appropriate means to do this is through a

self-structured questionnaire. Also, the researcher was interested in examining the influence of the entrepreneurship training (dependent variable) on the knowledge, perception and attitude of Adventist youths towards entrepreneurship (independent variables). Another reason for choosing this method was because of its ability to gather first hand opinions of respondents on the subject matter of this research and its ability to guarantee accurate data gathering during field work. It also has the capacity to expose the respondents to the intervention designed by the researcher which would help respondents not only become self-employed but also employers of labour later in life.

### **Research Approach**

This research involved a lot of interwoven stages.

Preliminary observations exposed the researcher to the problem of unemployment confronting the youths in the select districts and the willingness of the youths to be involved in mission if they have financial ability. This informed the choice of the two districts for this study. Babcock University District was included in the study to also cater to the needs of unemployed youths in the district who primarily are natives of Ilishan-West and Ilishan-North Districts.

Ethical approval was sought from Adventist University of Africa's research office in 2023 through the researcher's primary advisor – Professor Philemon Amanze but was told via email that since the research would be conducted around Babcock University that the researcher should seek ethical clearance from Babcock University Health Research Ethics Committee (BUHREC). The approval was gotten after minor corrections pointed out by the Committee were effected. (See Appendix B)

Informed consent forms were sent to the youths in the three select districts for the intervention, to fill and submit online to indicate interest in participating in the

research. The informed consent form was vetted and later approved after amendments were made to the document as suggested by Babcock University Health Research Ethics Committee (BUHREC).

In the preliminary or formative stage of this research, there was the administration of a self-structured questionnaire to the youths from the selected churches. This is to determine the respondents' baseline knowledge on the barriers to employment and to identify their perceived causes, effects and solutions to unemployment problem among youths in Ogun Conference and if they would, with training, embrace entrepreneurship as a possible solution to the problem of unemployment. This was followed by seminars handled by seasoned entrepreneurs at the Babcock University entrepreneurship center which is located on the campus of Babcock University.

Prior to the administration of the research instrument, the researcher explained the aim of the entrepreneurship training to the participants. The objectives were to:

1. To determine the respondents' knowledge of unemployment before and after the intervention.
2. To investigate respondents' perception about entrepreneurship before and after the intervention
3. To find out the respondents' attitude to adoption of entrepreneurship before and after the intervention
4. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge of entrepreneurship?

5. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and perception of entrepreneurship?
6. To determine the relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and the knowledge, perception and attitude to entrepreneurship?

The instrument/programme were certified suitable for accomplishing the research objectives by the project supervisor, the Director of entrepreneurship at Babcock University, the trainers and other experts in the focus areas.

In Week 1 of the research process, copies of the research questionnaire were administered to the study participants to gather data on their baseline knowledge, perception and attitude to entrepreneurship. Findings showed minimal knowledge, perception and attitude towards entrepreneurship among the Seventh-day Adventist youths in Ogun Conference. Therefore, the research process continued the same week; and from week 1 through week 4, Adventist youths from the selected churches for the intervention programme were exposed to the training programme (liquid soap making, making of disinfectants and perfume); the training spanned over a period of four weeks. The session in Week 1 was used to brief the participants about the study, get informed consent from participants and to conduct pre-test. Participants received the intervention materials from Week 1 to Week 3; while in Week 4, the post-test and proficiency tests in the training received were conducted. Each training session which was once per week lasted for about three hours and was preceded and followed with a counselling session within which the respondents succinctly stated their thoughts on the training they had. Experts also advised on the need to put their hands on the acquired knowledge for full actualization of the purpose of the training.

The standard thought listing was taken because this is important in determining participants' understanding of the behaviour change communication.

Thereafter in week 4, there was an administration of the self-structured questionnaire administered at the beginning of the research to test participants' endline knowledge, attitude and perception of unemployment and how the acquired training can be adopted in reducing unemployment among the Seventh-day Adventist youths in Ogun conference, Nigeria. There was also an examination in the three areas of the training. This involved a practical demonstration of the three vocations learnt by the participants. The participants in eight small groups produced all the products they have received training in. The objective was to conduct impact analysis of the training on the respondents as regards using an intervention programme to train youths to influence their knowledge, perception and attitude of youths in the selected districts in the Seventh-day Adventist Church in Ogun Conference to entrepreneurship.

Also in week 4, there was a follow-up counselling session for the respondents as well as question and answer session to ensure that the respondents' responses are still consistent with what was obtained immediately after the research process. The researcher also found out the number of respondents who are now willing to start a small scale entrepreneurs based on the acquired training.

### **Population**

The population of this study is 1,575 registered youths drawn from Ilishan-West, Ilishan-North, Babcock University and Ijebu-Ode Districts respectively (Seventh-day Adventist Youth Register, 2024). It is from this population that the study sample was drawn. The four districts (Ilishan-West, Ilishan-North, Babcock and

Ijebu-Ode Districts) selected for this study were purposively selected because they are the largest in the Conference.

### Sample Size

Since a large population is usually involved in a study, a sample size is taken to represent the entire population. The sample size must however be representative enough to achieve a generalizable result. In a cross-sectional research, where quantity of characteristics in the sample is measured, a larger sample size would be required as against an experimental research where the effectiveness of the programme designed is measured.

Therefore, forty-four (44) youths who are within the age range of 18-45 years from the three districts (Ilishan-West, Ilishan-North and Babcock Districts) in Ilishan town constitute the sample size of the experimental group for this study; while another 44 youths were selected from Ijebu-Ode district to constitute the control group. The sample size derived for the study was computed using the sample size formula considered 95% level of significance and a 90% power as illustrated in (Jekel, Elmore and Katz 1996). Below is the mathematical representation of the computation:

$$\begin{aligned} N &= \frac{Z_{\alpha}^2 \times p \times q}{d^2} \\ &= \frac{1.96 \times 0.05 \times 0.5}{0.15^2} \\ &= 42.7 \text{ (approximated to 43)} \end{aligned}$$

Where N = sample size

$Z_{\alpha}$  alpha corresponding to  $p = 0.05$ , represents confidence derived (1.96) to avoid type 1 error for two-tailed test and d which is the minimum error of 15% between the

two groups. The sample size computed for this study was 42.7 made up to 43 for response bias distributed to each group.

The study area of this study, Ilishan town has 3 districts – Ilishan-West, Ilishan-North and Babcock Districts; while Ijebu-Ode has only one district. To arrive at the sample size, 44 youths each were purposively selected from the selected two towns (Ilishan and Ijebu-Ode) to represent both the control and experimental groups. The two towns were purposively selected based on the fact that Ilishan-Remo was the first place Adventism got to, in Ogun State and because of the heavy presence of Adventist youths and youth activities in the two towns. The respondents were also selected because they are within official age for the youths and are actively participating in youth's activities.

Quasi-experimental research as against other types of research makes use of small sample size; because it is assumed that the responses from a group can be generalized to other homogeneous groups. Also, in an experimental study, the effectiveness of the experiment is more important in determining the generalizability of the study findings.

### **Sampling Technique**

This study made use purposive and convenient sampling techniques.

In the 1<sup>st</sup> stage, Ilishan-West, Ilishan-North, Babcock and Ijebu-Ode Districts in Ogun conference were purposively selected because of the time Adventism got into the areas, number of youths in the two towns and the presence of youths activities in the districts. These are also large communities that are relatively homogeneous with a large pool to select participants for both the control and experimental groups from, without fear of contamination.

In the 2<sup>nd</sup> stage, 44 youths within the youthful age of 18-45 years of age from Ilishan-Remo town (comprising of Ilishan-North, Ilishan-West and Babcock Districts) were purposively selected for exposure to the three vocations. 44 youths were also purposively selected for the control group from Ijebu-Ode town (Ijebu-Ode District). They were selected based on the fact that they are within the official age of the youths in Nigeria and their willingness to participate in the research. This, they indicated by filling and submitting the informed consent form. The form was sent to all the Seventh-day Adventists youth and Church platforms in the selected districts and closing date was set for the submission. Those who participated were the ones who indicated interest in the training by completing the form. Ethical consideration insists that the researcher must seek the consent of the respondents. Therefore, they were selected through the convenience sampling technique.

### **Ethical Issues**

Ethical consideration is necessary in research because it helps to protect the interest of the respondents. Ethical clearance was therefore, obtained from Babcock University Health Research Ethics Committee (BUHREC) with permission from the Adventist University of Africa's (AUA) Research Ethics Committee for ethical clearance and approval of the research before commencement. It was clearly stated that the research constitutes no harm to the respondents in any way; and would not emotionally disturb any of them. Therefore, informed consent was sought from the respondents before administering the questionnaire and intervention to them.

To ensure positive responses from the respondents, a well explanatory presentation was given to the respondents to ensure they obtain detailed information about the main objective of the study. As part of the explanation prior to exposure to

intervention, the respondents were made to understand that the study would be beneficial to them in that, it would provide economic empowerment for them since the study aims to provide vocational training in three different products – Multi-purpose liquid soap, Perfume and disinfectant. The study would be gender balanced as it would have both male and female youths from Ogun Conference of the Seventh-day Adventist Church exposed to the study intervention. The data obtained from the respondents and the findings in the study are duly communicated in chapter 5 of the study. Meanwhile, anonymity and confidentiality of findings will be ensured. Finally, all previous works of research consulted have been duly referenced and credits given to all sources consulted.

### **Sampling Procedure**

Using the purposive and convenient sampling techniques, the study selected 88 youths evenly distributed to the intervention group and control group (44 each) from the 1,575 registered youths drawn from Ilishan-West, Ilishan-North, Babcock University and Ijebu-Ode Districts respectively (Seventh-day Adventist Youth Register, 2024).

Informed consent forms were sent online to the select districts through the youth leaders in each district. The informed consent forms also served as the registration forms for the participants. The 44 youths in the intervention group were the only ones who took part in the training aimed at improving their knowledge, attitude and perception of entrepreneurship in order to reduce unemployment in Ogun Conference of the Seventh-day Adventist Church.

Youths who later participated in the study completed the form and returned through the email address provided (See Appendix I).

### **Validity of the Research Instrument**

The questionnaire used both at the baseline and endline in this study went through face, construct and content validity; while the intervention material was previewed by the research supervisor and other experts in the field of entrepreneurship to test it for validity.

To ensure face validity, the instruments (questionnaire and the training material for the intervention) were reviewed and certified okay by the research primary supervisor, some experts in the field and a data analyst. The instruments were also compared with the similar ones used for intervention studies. The instruments were adjusted based on the observations of the aforementioned people. For construct validity, the instruments were structured in simple, straight forward English language that can be understood by all who would have access to the instrument especially the participants. Lastly, to achieve content validity, the questions in the instruments were designed according to the objectives of the study and in a way suitable for gathering data that would provide answers to the research questions.

### **Reliability of the Research Instrument**

To test for reliability, 30% of the sample size was selected from Irolu Church for the administration of the copies of the questionnaire. Irolu Church was considered suitable for testing the instrument for reliability because it has homogeneous characteristics with Ilishan-Remo from where the study sample for the intervention group was drawn. The distance between Irolu and Ilishan-Remo is also enough to avoid contamination as a result of contact with the study sample. Copies of the questionnaire were physically administered to the Adventist youths in Irolu. The data gathered were analysed with the Statistical Package for Social Sciences, Version 23. To test for reliability, 30% of the sample size was selected from Irolu Church for the

administration of the copies of the questionnaire. The data gathered were analysed with the Statistical Package for Social Scientist, Version 23. The Cronbach's Alpha test was conducted to examine the consistency of the various sections of the instrument.

*Table 2. Reliability Result Summary*

Variable	Cronbach's Alpha	Number of items
SECTION B	.912	11
SECTION C	.754	7
SECTION D	.801	8
SECTION E	.932	8

The results of the sections of the instrument are as follows: knowledge of possible causes of unemployment in Ogun Conference of Nigeria (.912); respondents' perception about entrepreneurship (.754); respondents' attitude to adoption of entrepreneurship (.801); relationship between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge of entrepreneurship (.932). Results indicated that the constructs passed the sampling adequacy of the constructs as they exceeded the recommended threshold of 0.70

### **Data Collection Instrument**

The study made use of two instruments: Questionnaire and Intervention which is the entrepreneurship training material. All the instruments were designed by the researchers through evidences from literature and validated by the research supervisor. They were also tested for reliability to ensure they were reliable for use for the study.

### **Data Collection Procedure**

Copies of the questionnaire were distributed to respondents at baseline and endline of the quasi-experiment by the researcher and four research assistants. Copies of the questionnaire were administered face to face for easy retrieval. The intervention material was used both for training of the participants in form of lecture and the actual vocational training.

### **Method of Data Analysis**

Both descriptive and inferential statistics were used to analyse the data that were gathered in this research work. The demographic characteristics of the respondents in this study were analysed descriptively. The analysis was done using SPSS-Statistical Package and Service Solutions version 23. Tables, figures, were also used to present the data.

The questionnaire was divided into five sections. The items in each section were analysed independently. Inferences and implications of findings to the study were drawn after the interpretation of the data in each table – which contains all the items used to answer each research question.

## CHAPTER 5

### PROGRAMME IMPLEMENTATION, EVALUATION AND DATA ANALYSIS

This chapter presents the findings of the quasi-experimental research method used to study the influence of knowledge, perception and attitude to entrepreneurship on the issue of unemployment; and the impact of intervention training on the adoption of entrepreneurship to reduce unemployment among youths in selected districts in the Ogun Conference of the Seventh-day Adventist Church in Nigeria. The fundamental results for the intervention and control groups were reported in two key sections of this report. All statistical tests were set at the  $p=0.05$  level of significance. Cohen's  $d$ , which is also known as the effect size (ES), and the corresponding confidence interval (95%) were also included to establish the magnitude of the changes produced by the intervention programme across all variables of interest.

#### **Implementation of the Intervention for Training Youths**

The adoption of the intervention programme to train youths to become entrepreneurs was with the aim of influencing the knowledge, perception and adoption of entrepreneurship on unemployment rates and providing economic empowerment for the youths in the selected districts in the Seventh-day Adventist Church in Ogun Conference.

The intervention programme was designed in such a way that seasoned entrepreneurs had the youths train under them every week for three weeks with the

examination in the fourth week to test the apprentices' proficiency in the chosen vocations.

Three products – Multi-purpose liquid soap, perfume and disinfectant – were selected for this study because it is easy to learn how to make these products within very few hours; and the start-up capital is not much.

The training spanned a period of four weeks. The programme implementation had the following schedule: training in the production of multi-purpose liquid soap (first week), training in the production of perfume (second week), and training in the production of disinfectant (third week). Week four was for the assessment of the knowledge already acquired. Each week, the training lasted for two hours. Each training season was preceded by a brief seminar to interact with the participants and get them to understand the importance of entrepreneurship. It was meant to influence the knowledge, perception and attitude of Seventh-day Adventist youths in Ogun Conference towards entrepreneurship. Two seasoned entrepreneurs who are also employees of Babcock University working at the entrepreneurship centre of the university gave theoretical and practical trainings to the participants.

On the 12<sup>th</sup> of September, 2023, the entrepreneurship centre of Babcock University was contacted to seek permission for the training to hold at the centre because of its design for entrepreneurial trainings and because it is central to the three select districts. The Director of the centre who providentially works directly with the researcher's supervisor agreed for the place to be used for the training. One of the tutors who was also at the entrepreneurship centre on the said day was immediately saddled with the responsibility of training the participants. A second tutor was also brought into the programme before the set date for the training. Four Sundays in

October 2023 starting from October 8, 2023 were selected for the training. The training was to run from 10am-12noon each week.

Informed consent cum registration forms were then sent out to the Whatsapp platforms of the selected districts for interested youths to complete and submit online. In addition to general information sent to the Whatsapp platforms of the various churches within the selected districts, announcements were also made in these churches to create awareness for the programme.

Prior the training, a trained research assistant on behalf of the researcher followed up and fine-tuned the arrangement through series of phone calls to one of the tutors and the director of the Babcock University entrepreneurship center. Visits were also made to the entrepreneurship center to assess the readiness of the venue and equipment. A large banner was also made to sensitize people in the environment and to direct the participants to the actual venue of the programme.

On Sunday, October 8, 2023, the researcher plus two research assistants got to Babcock University entrepreneurship center, venue of the training, around 9:30am. Three participants who would not want to be disqualified for late coming and afraid there might be screening exercise to reduce the crowd, arrived the venue before the organisers. Others arrived later but on time for registration.

The researcher provided pens and papers for registration. Each participant came with writing materials for note taking for the measurements of chemicals needed for each product and the explanation on how the chemicals are to be combined for best results. One pack each containing hundred pieces of face masks and hand gloves were also provided for the participants, the tutors, researcher and the five research assistants. This was necessary to prevent direct contact with; and inhalation of chemicals.

The participants registered upon arrival while the programme per say started at 10am as scheduled. The training took place in a large room originally meant for tie and die. This is because of the large number of the participants and to prevent close contacts with chemicals used for the products. The training began with a welcome address, introduction and an opening prayer offered by the researcher. This was followed by the introduction of the objectives of the programme to the participants by the researcher which were:

1. To create understanding for the concept of entrepreneurship
2. To test the participants' knowledge, attitude and intention to practice entrepreneurship
3. To empower the participants to become entrepreneurs who are capable of training other youths to also become entrepreneurs.
4. To educate the participants on the benefits of being an entrepreneur even if one has tertiary education degree

The training aimed at influencing the youths' knowledge, perception and attitude to entrepreneurship started immediately after the opening prayer.

This was followed by the training on how to produce multi-purpose liquid soap. Practical demonstrations of how the chemicals are mixed followed the theoretical training. It was a very interactive session because the tutors fully engaged with the participants. This was followed by questions and answers session.

Refreshments were made available and there was group photograph that captured all the attendees.

The day's lecture emphasized the production of multi-purpose liquid soap. The trainees expressed satisfaction with the lecture and their willingness to make use of the lessons learned as well as teach others. Assignment was given on how to make

multi-purpose liquid soap using a combination of slightly different chemicals from the ones demonstrated during the training.

*Table 3. Schedule of Programmes for Week One Through Three*

Time	Activity	Facilitator
9:30-10:00am	Arrival, Registration and Interaction	Researcher and Research Assistants
10:00-10:15am	Introduction, Statement of Objectives and Prayer	Jegede, Joseph Olusola
10:15-10:30am	Administration of questionnaire at baseline (1 <sup>st</sup> week alone)/Counselling session (Weeks 2 & 3)	Research Assistants
10:30-12noon	Theoretical and practical training	Tutors
12noon	Refreshments and Departure	Research Assistants

*Table 4. Materials Needed for the Production of 25 Liters Multi-purpose Liquid Soap Are*

S/N	Materials Needed To Produce 25 Liters Of Multi-Purpose Liquid Soap	Litres	Grams
1	Nitrosol		125g
2	Caustic soda		50g
3	Sulphonic acid	1 liter	
4	Texapon		250g
5	Sodium lauryl sulfate (SLS)		250g
6	Soda ash		500g
7	STPP		250g
8	Colour	as desired	
9	Perfume	70ml	

(See Appendix 3 for Details)

The next level of the training was also handled by the accredited trainers who handled the first one. It however, focused on the production of disinfectant. The lecture was followed by the practical training which fully engaged the participants. The training concluded with the question and answer session.

*Table 5. Materials Needed for the Production of 5 Liters of Disinfectants Are*

S/N	MATERIALS NEEDED TO PRODUCE 5 LITERS OF DISINFECTANTS	LITRES	GRAMS
1	Texapon		50g
2	Pine oil	250ml	
3	Chloroxylenol	250 ml	
4	Isopropanol	2.5 liters	
5	Water	2 litres	
8	Colour	as desired	

(See Appendix 3 for Details)

The third leg of using apprenticeship model for training entrepreneurs to reduce unemployment in Ogun Conference of Seventh-day Adventist Church held on 22<sup>nd</sup> October, 2023. It focused on training the youths on how to produce body perfume. As usual, registration of the participants started around 9:30am while the training commenced in earnest at 10am. The participants expressed eagerness to learn the last but not the least of the items in the products the programme set out to teach. The training was without any hitch as it started with theoretical explanation of the quantity of each of the items needed for the production of body perfume and the need for everybody to know how to produce their body perfumes, because of the various chemicals manufacturers use especially in an effort to remain in the market in the face of the harsh economic condition in Nigeria. This was followed by the practical demonstration of how the various items for the production should be combined to achieve best results. Each of the training sessions was followed by a little interaction/counseling session to encourage the participants to try their hands on the acquired training in order to gain mastery of the processes involved in the production of each of the products and to prepare them for the upcoming examination.

*Table 6. Materials Needed for the Production of 1 Liter of Perfume*

S/N	Formulation below will produce 1 litre of perfume	LITRES	GRAMS
1	Industrial perfume oil	480ml	
2	Propylene glycol -	20ml	
3	Ethanol-	500ml	

(See Appendix 3 for Details)

*Table 7. Schedule of Programmes for Week Four*

Time	Activity	Facilitator
9:30-10:00am	Arrival, Registration and Interaction	Researcher and Research Assistants
10:00-10:15am	Introduction, Statement of Objectives and Prayer	Jegede, Joseph Olusola
10:15-10:30am	Administration of questionnaire at endline	Research Assistant
10:30-12noon	Examination	Tutors/Trainees
12:00-12:30	Counseling/Presentation of certificates	Projector Advisor/Researcher
12:30-12:45pm	Refreshments and Departure	Research Assistants

In the fourth and the final week of the training, the same questionnaire administered at baseline was also administered. This was to record the difference between respondents' knowledge, attitude and intention to practice entrepreneurship at baseline and endline.

Also in the fourth week, the respondents' acquired knowledge in the production of the three products they have been exposed to, was tested. This was done by grouping the participants into eight groups. Materials for the production of each of the products produced in the past weeks were made available to each group. All the participants in each group joyfully worked together to get their jobs done. It was an

exciting moment for the trainers, the trainees, the research assistants as well as the researcher.

In attendance at this grand finale of the training were the Senior Vice President Academics, Babcock University, who doubles as the one who oversees the entrepreneurship centre and the researcher's primary advisor, Professor Philemon Amanze, the director of the entrepreneurship centre, Dr. Ayo Ajibade. The Senior Vice President Academics, Professor Philemon Amanze, counseled the trainees on the importance of entrepreneurship and how it can provide multiple streams of income for those who engage in it alongside white-collar jobs and give economic empowerment to the unemployed. The trainees solemnly promised to make use of the training to improve themselves economically. The counseling session was followed by presentation of certificates to the trainees. This was done by the Senior Vice President Academics, Babcock University, Professor Philemon Amanze.

### **Data Analysis**

A total of 88 youths were recruited from the three districts in Ilishan-Remo to take part in the intervention programme. All the participants in the intervention group, completely and correctly filled the questionnaire, giving a response rate of 100%.

#### **Baseline Comparison of the Socio-demographic Characteristics of the Respondents across the Groups (Intervention and Control Group)**

The socio-demographic characteristics of the respondents were compared at baseline to ensure randomization of the groups. Results show that there is no statistical difference between the intervention/experimental and control groups. Hence, the respondents in the two groups had similar socio-demographic

characteristics, and their selection into the study was randomized as contained in table 8.

*Table 8. The Socio-demographic Characteristics of the Experimental and Control Group*

Variable	Domain	Experimental group (n= 44)		Control group (n=44)		$\chi^2$	P
		F	%	F	%		
Age	Less than 25 years	19	43.2	24	54.5	2.13	.35
	26-35years	10	22.7	11	25.0		
	36-45years	15	34.1	9	20.5		
Gender	Male	9	20.5	16	36.4	2.74	.16
	Female	35	79.5	28	63.6		
Educational attainment	No education	18	25.7	19	27.1	2.79	.25
	Primary	2	4.5	5	11.4		
	Secondary	14	31.8	18	40.9		
	Tertiary	28	63.6	21	47.7		
Employment status	Unemployed	17	38.6	18	40.9	.05	1.0
	Employed	27	61.4	26	59.1		
Income per month	10,000-15,000	4	9.1	8	18.2	6.11	.11
	16,000-21,000	3	6.8	9	20.5		
	22,000-27,000	13	29.5	8	18.2		
	Others	24	54.5	19	43.2		

### **Baseline Comparison of Socio-Demographic Characteristics of the Participants in the Experimental and Control Group**

As revealed in Table, 6.1, the result of the finding showed that less than half 15(34.1%) of the participants in the experimental group were less than 25 years while more than half 24(54.5%) of the participants in the control group were less than 25 years. Majority of the participants in the experimental 35(79.5%) and control 28(63.6%) group were females. A significant proportion of the respondents in the experimental 28(63.6%) and control 21(47.7%) groups, had tertiary education. The majority of the respondents in the experimental 27(61.4%) and control 26(59.1%) groups were employed. Less than half of the respondents in the experimental

13(29.5%) and control 8(18.2%) groups earned between #22,000- #27,000. Both groups are considered comparable when looking at socio-demographic characteristics.

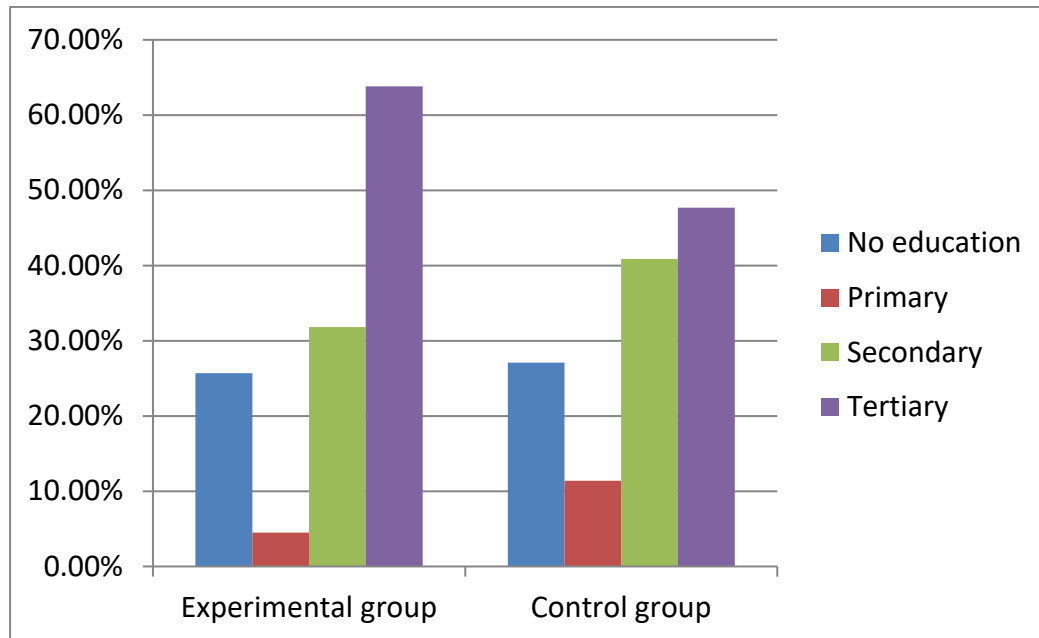


Figure 2. Educational Background of the Respondents

Table 9. Causes of Unemployment among Participants in the Experimental and Control Groups

Statement	Responses	Experimental group (n= 44)		Control group (n=44)	
		F	%	F	%
Youths from Ogun conference are unemployed because they are lazy	SA	2	4.5	4	9.1
	A	5	11.4	3	6.8
	D	12	27.3	12	27.3
	SD	22	50.0	24	54.5
	U	3	6.8	1	2.3
Youths from Ogun State are waiting for the state government to provide jobs for them	SA	8	18.2	8	18.2
	A	17	38.6	17	38.6
	D	11	25.0	11	25.0
	SD	7	15.9	7	15.9
	U	1	2.3	1	2.3
Youths are waiting for the Nigerian government to provide job opportunities	SA	4	9.1	8	18.2
	A	18	40.9	17	38.6
	D	14	31.8	11	25.0
	SD	7	15.9	7	15.9
	U	1	2.3	1	2.3
Youths from Ogun Conference are unemployed because they come out of school half baked	SA	3	6.8	1	2.3
	A	9	20.5	12	27.3
	D	20	45.5	13	29.5
	SD	11	25.0	17	38.6
	U	1	2.3	1	2.3
A lot of youths lack soft skills	SA	14	31.8	6	13.6
	A	23	52.3	18	40.9
	D	4	9.1	13	29.5
	SD	1	2.3	5	11.4
	U	2	4.5	2	4.5
Youths of Ogun State only possess academic knowledge, not practical	SA	11	25.0	6	13.6
	A	16	36.4	14	31.8
	D	11	25.0	16	36.4
	SD	1	2.3	7	15.9
	U	5	11.4	1	2.3
Youths in Ogun Conference are unemployed because they have no capital to start their own businesses	SA	16	36.4	17	38.6
	A	22	50.0	18	40.9
	D	3	6.8	7	15.9
	SD	3	6.8	2	4.5
	U	-	-	-	-
Youths in Ogun Conference are unemployed because there is no one to motivate them to start their own businesses	SA	10	22.7	12	27.3
	A	20	45.5	23	52.3
	D	8	18.2	4	9.1
	SD	3	6.8	4	9.1
	U	3	6.8	1	2.3
Youths in Ogun Conference are unemployed because many of them are from poor background	SA	8	18.2	11	25.0
	A	14	31.8	16	36.4
	D	15	34.1	12	27.3
	SD	6	13.6	5	11.4

	U	1	2.3	-	-
Youths in Ogun Conference are unemployed because they see entrepreneurs as second-class citizens	SA	9	20.5	4	9.1
	A	14	31.8	13	29.5
	D	14	31.8	18	40.9
	SD	6	13.6	8	18.2
	U	1	2.3	1	2.3
Youths in Ogun Conference are unemployed because they believe so much in white collar jobs	SA	8	18.2	9	20.5
	A	19	43.2	7	15.9
	D	12	27.3	18	40.9
	SD	4	9.1	10	22.7
	U	1	2.3	-	-

### **Descriptive Statistics of Respondents' Causes of Unemployment in the Experimental and Control Groups**

As shown in table 6.2a regarding respondents' causes of unemployment, about half of the participants in both the experimental 22(50.0%) and control 24(54.5%) groups refuted the notion that youth from Ogun conference are lazy. About half of the participants in the experimental group 22(50.0%) as well as the control (56.8%) group asserted that youths from Ogun State are waiting for the government to provide jobs for them. Correspondingly, about half of the participants in the experimental group 19(43.2%) as well as the control 22(50.0%) group were of the opinion that youths are waiting for the Nigerian government to provide job opportunities. More than a quarter of the participants in the experimental group 11(25.0%) and control 17(38.6%) group strongly refuted the notion that youths from Ogun conference are unemployed because they came out of school half baked. About half of the participants in the experimental group 23(52.3%) as well as the control 18(40.9%) group affirmed that a lot of youths lack soft skills. Less than half of the participants in the experimental group 16(36.4%) as well as the control 14(31.8%) group were of the opinion that youths of Ogun conference only possess academic knowledge, not practical. Half of the participants in the experimental group 22(50.0%) and close to half of the

participants in the control 18(40.9%) group asserted that youths in Ogun conference are unemployed because they have no capital to start their own businesses. Less than half of the participants in the experimental group 20(45.5%) and more than half of the participants in the control 23(52.3%) group confirmed that youths in Ogun conference are unemployed because there is no one to motivate them to start a business. Less than half of the participants in both the experimental 14(31.8%) and the control 16(36.4%) group asserted that youths in Ogun conference are unemployed because many of them are from poor background. Less than half of the participants in the experimental group 14(31.8%) and more than a quarter of the participants in the control 13(29.5%) group affirmed that youths in Ogun conference are unemployed because they see entrepreneurs as second-class citizens. Less than half of the participants in the experimental group 19(43.2%) and a few of the participants in the control 7(15.9%) group agreed that youths in Ogun conference are unemployed because they believe so much in white collar jobs. It can be inferred from these findings therefore that causes of unemployment among youths in the Seventh-day Adventist Church are dependence on the government to provide jobs for her citizens and lack of capital to start business.

*Table 10.* Descriptive Statistics of the Participants' Level of Knowledge in the Experimental and Control Groups

Statement	Resp ponses	Experimental group (n= 44)		Control group (n=44)	
		F	%	F	%
I know unemployed people are those that are employable but are unable to find a job	Yes	30	68.1	32	72.8
	No	14	31.9	12	27.2
I am aware that unemployed people are those available for work	Yes	27	61.4	30	68.1
	No	17	38.6	14	31.9
I know unemployment rate indicates a nation's economic status	Yes	35	79.5	32	72.7
	No	9	20.5	12	27.3
I know that not all people out of jobs are unemployed	Yes	35	79.5	39	88.6
	No	9	20.5	5	11.4
I know retired people are not unemployed	Yes	31	70.4	31	70.4
	No	13	29.6	13	29.6
I know entrepreneurs are unemployed	Yes	7	15.9	14	31.9
	No	37	84.1	30	68.1
I know those who are engaged in white collar jobs are the employed people	Yes	15	34.1	15	34.1
	No	29	65.9	29	65.9

### **Descriptive Statistics of the Participants' Level of Knowledge in the Experimental and Control Groups**

As shown in Table 6.3a, the result of the analysis regarding participants' level of knowledge revealed that majority of participants in the experimental group 30(68.1%) and control 32(72.8%) group confirmed that unemployed people are those that are employable but are unable to find a job. Similarly, the majority of the participants in the experimental group 27(61.4%) as well as the control 30(68.1%) group asserted that unemployed people are those available for work. The majority of the participants in both the experimental group 35(79.5%) and control 32(72.7%) group concurred that unemployment rate indicates a nation's economic status. The majority of the participants in the experimental 35(79.5%) and control 39(88.6%) group affirmed that not all people that are out of jobs are unemployed. The majority of the participants in the experimental group 31(70.4%) as well as the control 31(70.4%) group knew that retired people are not unemployed. Less than half of the

participants in the experimental group 7(15.9%) and control 14(31.9%) group stated that entrepreneurs are unemployed. Less than half of the participants in the experimental group 15(34.1%) as well as the control 15(34.1%) group affirmed that those who are engaged in white collar jobs are the employed people.

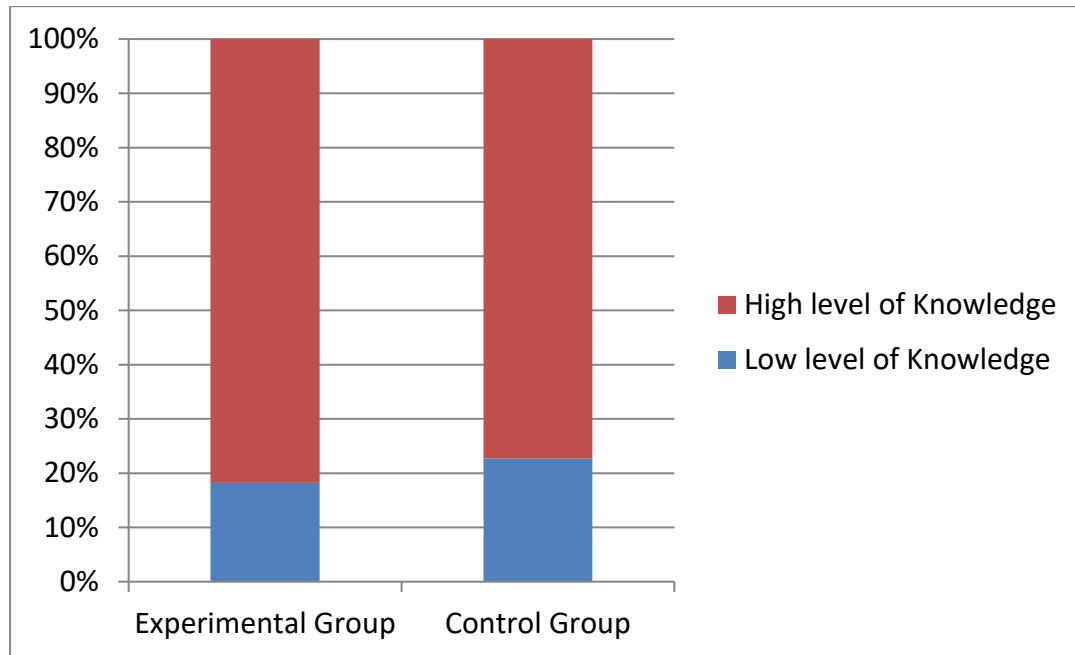


Figure 3. Participant's Level of Knowledge of Entrepreneurship at Baseline in the Experimental and Control Group

Table 11. Baseline Comparison of Participants' Level of Knowledge of Unemployment

Variable	Category	Experimental group		Control group		t-test	P
		F	%	F	%		
Knowledge Measured on a 5-point rating scale	Low	8	18.2	10	22.7	0.00	1.00
	High	36	81.8	34	77.3		
Mean score		4.75±1.37		4.75±1.28			

### **Baseline Comparison of Participants' Level of Knowledge of Unemployment**

As shown in Table 4.2, the participants level of knowledge of unemployment was measured on a 5-point rating scale and subdivided into low (0-3.4), and high (3.5-7.0). The result of the analysis revealed that majority of the participants in the experimental group 36(81.8%) and control (77.3%) group had high level of knowledge regarding unemployment. The participants in the experimental group had a mean knowledge score of  $4.75 \pm 1.37$ , while the participants in the control group had a mean knowledge score of  $4.75 \pm 1.28$ . An independent sample t-test revealed that there was no statistically significant difference in the mean score between the experimental and control groups at the baseline,  $t(86) = .00, p = 1.00$ .

Table 12. Descriptive Statistics of Participants' Perception in the Experimental and Control Groups

Statements	Responses	Experimental group n= 44		Control group n=44	
		F	%	F	%
I believe entrepreneurship is not only for poor people	SA	28	63.6	23	52.3
	A	15	34.1	18	40.9
	D	-	-	2	4.5
	SD	1	2.3	1	2.3
	U	-	-	23	52.3
I feel entrepreneurs make profit as much as white collar job owners	SA	23	52.3	20	45.5
	A	16	36.4	17	38.6
	D	4	9.1	5	11.4
	SD	-	-	2	4.5
	U	1	2.3	-	-
I believe entrepreneurs can earn daily living from their business profit	SA	30	68.2	22	50.1
	A	12	27.3	19	43.2
	D			1	2.3
	SD	1	2.3	2	4.5
	U	1		-	-
Entrepreneurs are the lower part/level of the society	SA	1	2.3	3	6.8
	A	7	15.9	8	18.2
	D	18	40.9	23	52.3
	SD	16	36.4	9	20.5
	U	2	4.5	1	2.3
Entrepreneurs are over worked	SA	6	13.6	1	2.3
	A	8	18.2	15	34.1
	D	21	47.7	24	54.5
	SD	9	20.5	2	4.5
	U	-	-	2	4.5
Entrepreneurs are people with low academic ability	SA	2	4.5	2	4.5
	A			5	11.4
	D	11	25.0	21	47.7
	SD	29	65.9	16	36.4
	U	2	4.5	-	-
Entrepreneurship would make one not be able to compete with one's colleagues who are educated	SA	3	6.8	2	4.5
	A	4	9.1	10	22.7
	D	10	22.7	15	34.1
	SD	25	56.8	16	36.4
	U	2	4.5	1	2.3
Entrepreneurship is for the uneducated	SA	-	-	1	2.3
	A	-	-	3	6.8
	D	10	22.7	17	38.6
	SD	34	77.3	23	52.3
	U	-	-	-	-

### **Descriptive Statistics of Participants' Perception in the Experimental and Control Groups**

As shown in Table 6.4 regarding participants' perception, the result of the analysis revealed that more than half of the participants in the experimental group 28(63.6%) and control 23(52.3%) group strongly affirmed that entrepreneurship is not only for poor people. More than half of the participants in the experimental group 23(52.3%) and less than half of the participants in the control 20(45.5%) group were of a strong opinion that entrepreneurs make as much profits as white-collar jobs. More than half of the participants in the experimental group 30(68.2%) and half of the participants in the control 22(50.0%) group strongly agreed that entrepreneurs can earn daily living from their business profit. About half of the participants in the experimental group 18(40.9%) and more than half of the participants in the control 23(52.3%) group refuted the notion that entrepreneurs are the lower part of the society. Few of the participants in the experimental group 6 (13.6%) as well as control 1(2.3%) group strongly agreed that entrepreneurs are overworked. More than half of the participants in the experimental group 29(65.9%) and control 21(47.7%) group strongly refuted the notion that entrepreneurs are people with low academic ability. More than half of the participants in the experimental group 25(56.8%) and less than half of the participants in the control 16(36.4%) group strongly disagreed with the notion that entrepreneurs would make one not to be able to compete with one's colleagues who are educated. Majority of the participants in the experimental group 34(77.3%) as well as the control 23(52.3%) group strongly refuted the notion that entrepreneurship is for the uneducated.

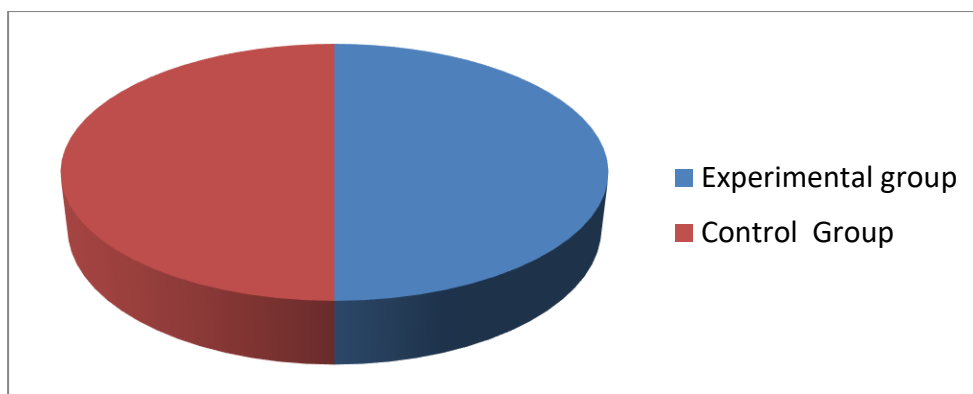


Figure 4. Participant's Perception of Entrepreneurship at Baseline in the Experimental and Control Group

Table 13. Baseline Comparison of Participants' Perception of Entrepreneurs

Variable	Category	Experimental group		Control group		t-test	P
		F	%	F	%		
Perception Measured on a 16-point rating scale	Low	44	100	44	100	2.98	.004
	High	-	-	-	-		
Mean score		11.39±3.39		9.45±2.74			

### Baseline Comparison of Participants' Perception of Entrepreneurs

As shown in Table 6.4b the participants' perception of unemployment was measured on a 16-point rating scale and subdivided into low (0-7.9), and high (8-16). The result of the analysis revealed that all the participants in the experimental group 44(100%) and control 44(100%) group had low perception towards unemployment. The participants in the experimental group had a mean perception score of 11.39±3.32 whereas the participants in the control group had a mean perception score of 9.45±2.74. An independent sample t- test revealed that the perception mean score in the experimental group differed significantly from the control group at the baseline,  $t(86) = 2.98, p = .004$ .

*Table 14. Descriptive Statistics of Participants' Attitude in the Experimental and Control Groups*

Statements	Responses	Experimental group n= 44		Control group n=44	
		F	%	F	%
Entrepreneurship is a solution to unemployment in Nigeria	SA	30	68.2	24	54.5
	A	13	29.5	17	38.6
	D	1	2.3	1	2.3
	SD	-	-	1	2.3
	U	-	-	1	2.3
Startups and small businesses in Nigeria should be encouraged	SA	25	56.8	29	65.9
	A	18	40.9	12	27.3
	D	1	2.3	3	6.8
	SD	-	-	-	-
	U	-	-	-	-
I don't need to have large capital to start my own business	SA	21	47.7	19	43.2
	A	22	50.0	16	36.4
	D	1	2.3	6	13.6
	SD	-	-	3	6.8
	U	-	-	-	-
Even if I have the opportunity of going to the university, I can choose to go to a vocational school when my mates are going to the university	SA	11	25.0	10	22.7
	A	19	43.2	19	43.2
	D	7	15.9	10	22.7
	SD	3	6.8	5	11.4
	U.3	4	9.1	-	-
I won't feel inferior among my mates with university education if I'm an entrepreneur	SA	21	47.7	19	43.2
	A	23	52.3	18	40.9
	D	-	-	5	11.4
	SD	-	-	1	2.3
	U	-	-	1	2.3

### **Descriptive Statistics of Participants' Attitude in the Experimental and Control Groups**

As shown in Table 6.5a, the result of the analysis regarding participants' attitudinal disposition revealed that majority of the participants in the experimental group 30(68.2%) and more than half of the participants in the control 24(54.5%) group strongly affirmed that entrepreneurship is a solution to unemployment in Nigeria. Majority of the participants in the experimental group 25(56.8%) as well as the control 29(65.9%) group strongly agreed that start-ups and small businesses in

Nigeria should be encouraged. Less than half of the participants in the experimental group 21(47.7%) and control 19(43.2%) group were of a strong opinion that large capital is not needed to start business. About a quarter of the participants in the experimental group 11(25.0%) and less than a quarter of the participants in the control 10(22.7%) group strongly agreed that even if the opportunity arises to go to the university they would choose to go to a vocational school. Close to half of the participants in both the experimental 21(47.7%) and control 19(43.2%) group strongly agreed that they will not feel inferior among their mates with university education if they were an entrepreneur.

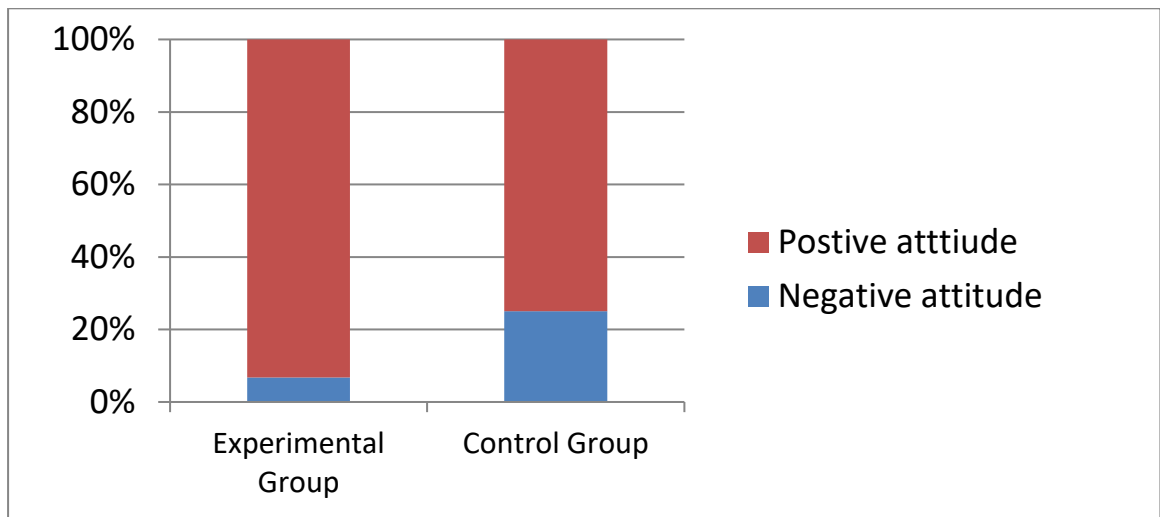


Figure 5. Participant's Attitude towards Entrepreneurship at Baseline in the Experimental and Control Group

Table 15. Baseline Comparison of Participants' Attitude towards Entrepreneurs

Variable	Category	Experimental group		Control group		t-test	P
		F	%	F	%		
Attitude Measured on a 16-point rating scale	Negative	3	6.8	11	25.0	1.32	.19
	Positive	41	93.2	33	75.0		
Mean score		7.07±1.98		6.45±2.37			

### Baseline Comparison of Participants' Attitude towards Entrepreneurs

As shown in Table 6.5, the participants' attitude towards unemployment was measured on a 10-point rating scale and subdivided into negative (0-4.99), and positive (5.0-10.0). The result of the analysis revealed that the majority of the participants in the experimental group 41 (93.2%) and control 33(75.0%) group had positive attitude towards entrepreneurs. The participants in the experimental group had a mean attitude score of  $7.07 \pm 1.98$ , and the participants in the control group had a mean attitude score of  $6.45 \pm 2.37$ . An independent t -test revealed that there was no statistically significant difference in the mean score between the experimental group and the control group at the baseline,  $t(86) = 1.32, p = .19$

Table 16. Descriptive Statistics of Adoption of Entrepreneurship in the Experimental and Control Groups

Statements	Responses	Experimental group n= 44		Control group n=44	
		F	%	F	%
I can become entrepreneur	SA	27	61.4	23	52.3
	A	15	34.1	16	36.4
	D	2	4.5	3	6.8
	SD	-	-	2	4.5
	U	-	-	-	-
I encourage entrepreneurs around me	SA	24	54.5	19	43.2
	A	19	43.2	22	50.0
	D	-	-	3	6.8
	SD	-	-	-	-
	U	1	2.3	-	-
I can encourage my friends and family members to become entrepreneurs	SA	26	59.1	17	38.6
	A	17	38.6	24	54.5
	D	-	-	3	6.8
	SD	-	-	-	-
	U	1	2.3	-	-

### Descriptive Statistics of Participants' Adoption of Entrepreneurship in the Experimental and Control Groups

As shown in Table 6.6a regarding participants' adoption of entrepreneurship, the result of the analysis revealed that the majority of the participants in the experimental group 27(61.4%) and more than half of the participants in the control 23(54.5%) group strongly affirmed that they could become an entrepreneur. More than half of the participants in the experimental group 24(54.5%) and less than half of the participants in the control 19(43.2%) group strongly concurred that they encourage entrepreneurs around them. More than half of the participants in the experimental group 26(59.1%) and less than half of the participants in the control 17(38.6%) group encouraged their family and friends to become entrepreneurs.

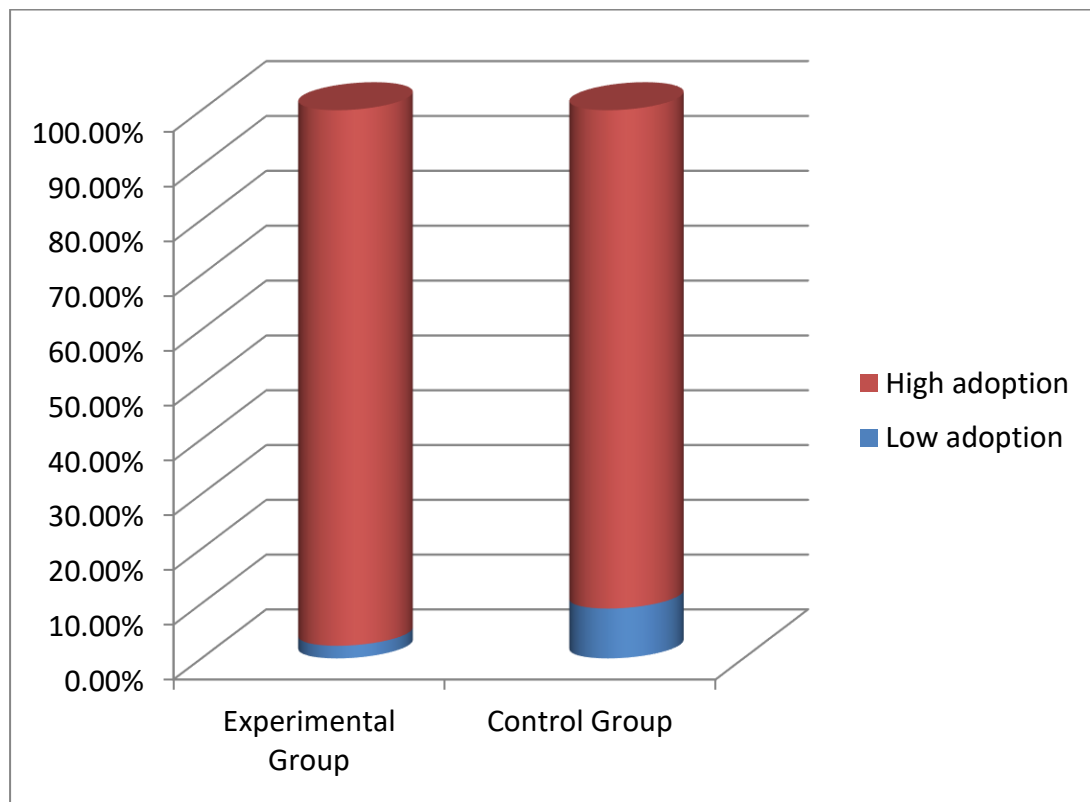


Figure 6. Participants Adoption of Entrepreneurship at Baseline in the Experimental and Control Group

*Table 17. Baseline Comparison of Participants Adoption of Entrepreneurship*

Variable	Category	Experimental group		Control group		t-test	P
		F	%	F	%		
		Adoption Measured on a 6-point rating scale	Low	1	2.3		
	High	43	97.7	40	90.9		
Mean score		4.66±1.24		4.09±1.49			

### **Baseline Comparison of Participants' Adoption of Entrepreneurship**

As shown in Table 6.6, the participants' adoption of entrepreneurship was measured on a 6-point rating scale, and subdivided into low (0-2.99), and high (3.0-6.0). The result of the analysis revealed that the majority of the participants in the experimental group 43(97.7%) and control 40(90.9%) group had high adoption towards entrepreneurship. The participants in the experimental group had a mean adoption score of 4.66± 1.24, and the participants in the control group had a mean adoption score of 4.09±1.49. An independent t- test revealed that there was no statistically significant difference in the adoption score of the participants in the experimental group and control group at the baseline,  $t(86) = 1.95, p = 0.06$ .

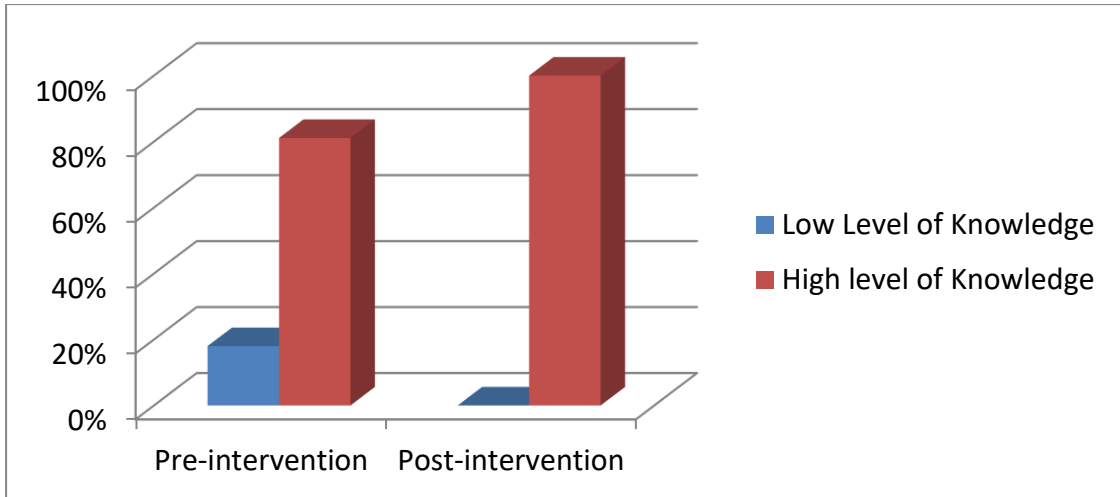


Figure 7. Comparison of the Participant's Level of Knowledge before and after the Intervention in the Experimental Group

Table 18. Comparison of Participants' Level of Knowledge in the Experimental Group Before and After the Intervention

Variable	Category	Experimental group				t	P
		Baseline		Post Intervention			
		F	%	F	%		
Baseline and post intervention knowledge measured on 7-point rating scale	Low	8	18	-	-	-4.47	.00
	High	36	81.8	44	100		
Mean score		4.75±1.37		5.93±0.85			

**Comparison of Participants' Knowledge in the Experimental Group before and After Intervention**

As shown in Table 6.7, participants' knowledge was measured on a 7-point rating scale. The result of the analysis revealed that all 44(100.0%) of the participants in the experimental group had a high level of knowledge of unemployment after the intervention. The participants in the experimental group had a mean knowledge score of 5.93±0.85. The result from the pre-test (M = 4.75, SD = 1.37) and post-test (M = 5.93, SD = 0.85) of knowledge indicate that the apprenticeship training resulted in an

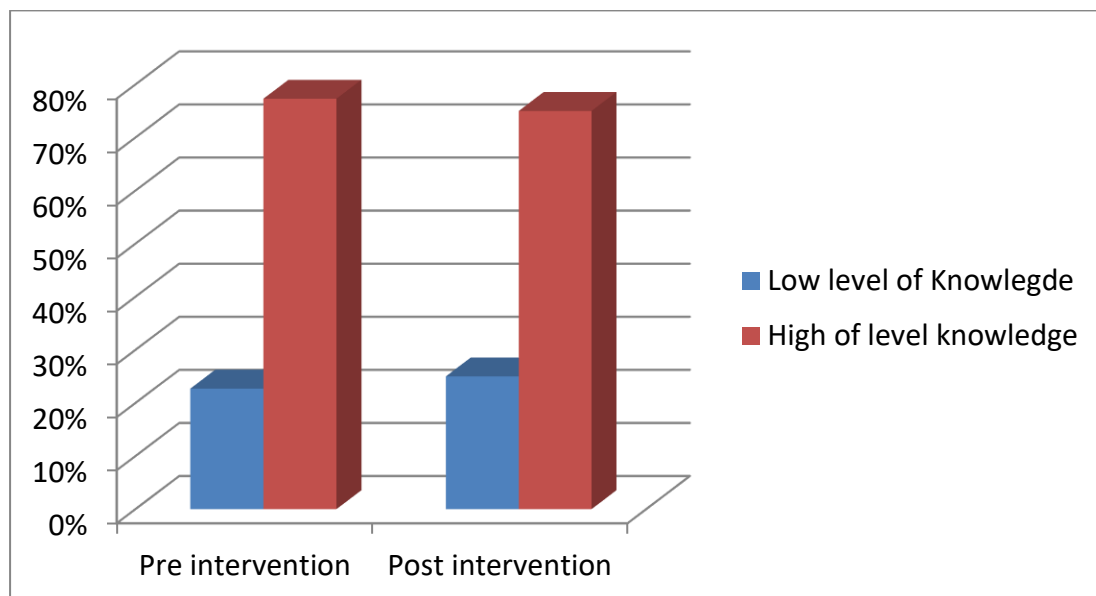
improvement in the level of knowledge among the participants in the experimental group,  $t(43) = -4.47, p = .00$ .

*Table 19. Impact of Apprenticeship Training on the Level of Knowledge of Participants*

Variable	Experimental group				*ES (95% CI)	p-value
	Baseline N= 44		Post intervention N=44			
	$\bar{x}(SE)$	$\pm SD$	$\bar{x}(SE)$	$\pm SD$		
Mean score	4.75 ()	1.37	5.93 ()	0.85	-1.05 (-1.28 to 0.81)	.00

### Impact of Apprenticeship Training on the Level of Knowledge of Participants

As shown in Table 6.7.1 the mean score of the respondents increased significantly from  $4.75 \pm 1.37$  before the intervention to  $5.93 \pm 0.85$  after the intervention,  $t(43) = -4.47, p = .00$ . The mean difference showed an effect size of 1.047 with a p value of .00.



*Figure 8. Comparison of the Participants' Level of Knowledge before and after the Intervention in the Control Group*

*Table 20.* Comparison of Participants' Level of Knowledge in the Control Group Before and After Intervention

Variable	Category	Control group				t	P
		Baseline		Post Intervention			
		F	%	F	%		
Baseline and post intervention knowledge measured on 7-point rating scale	Low	10	22.7	11	25.0	1.41	.17
	High	34	77.3	33	75.0		
Mean score		4.75±1.28		4.39±1.33			

**Comparison of Participants' Knowledge in the Control Group Before and After Intervention**

As shown in Table 6.7.2, the majority 33(75.0%) of the participants in the control group had a high level of knowledge of unemployment after the intervention. The participants in the control group had a mean knowledge score of 4.39±1.33. There was however no statistically significant change in the level of knowledge among the participants in the control group after the intervention,  $t(43) = 1.41, p = .17$ .

*Table 21.* Comparison of Participants' Perception in the Experimental Group Before and After Intervention

Variable	Category	Experimental group				T	P
		Baseline		Post Intervention			
		F	%	F	%		
Baseline and post intervention perception measured on 16-point rating scale	Low	44	100	3	6.8	-3.31	.002
	High	-	-	41	93.2		
Mean score		11.39±3.32		13.77±3.21			

**Comparison of Participants' Perception in the Experimental Group before and After Intervention**

As shown in Table 6.8 the participants' perception was measured on a 16-point rating scale. The result of the analysis revealed that majority 41(93.2%) of the participants in the experimental group had high perception after the intervention. The respondents had a mean perception score of  $13.77 \pm 3.21$ . The result from the pre-test ( $M = 11.39$ ,  $SD = 3.32$ ) and post-test ( $M = 13.77$ ,  $SD = 3.21$ ) of knowledge indicate that the apprenticeship training resulted in an improvement in the perception among the participants in the experimental group,  $t(43) = -3.31$ ,  $p = .002$ .

*Table 22. Impact of Apprenticeship Training on the Perception of Participants*

Variable	Experimental group				*ES (95% CI)	p-value
	Baseline N= 44		Post intervention N=44			
	$\bar{x}(SE)$	$\pm SD$	$\bar{x}(SE)$	$\pm SD$		
Mean score	11.39 ()	3.32	13.77 ()	3.21	-0.737 (-1.41 to -0.06)	.00

**Impact of Apprenticeship Training on the Perception of Participants**

As shown in Table 6.8.1 the mean score of the respondents increased significantly from  $11.39 \pm 3.32$  before the intervention to  $13.77 \pm 3.21$  after the intervention,  $t(43) = -3.31$ ,  $p = .002$ . The mean difference showed an effect size of -0.737 with a p value of .002.

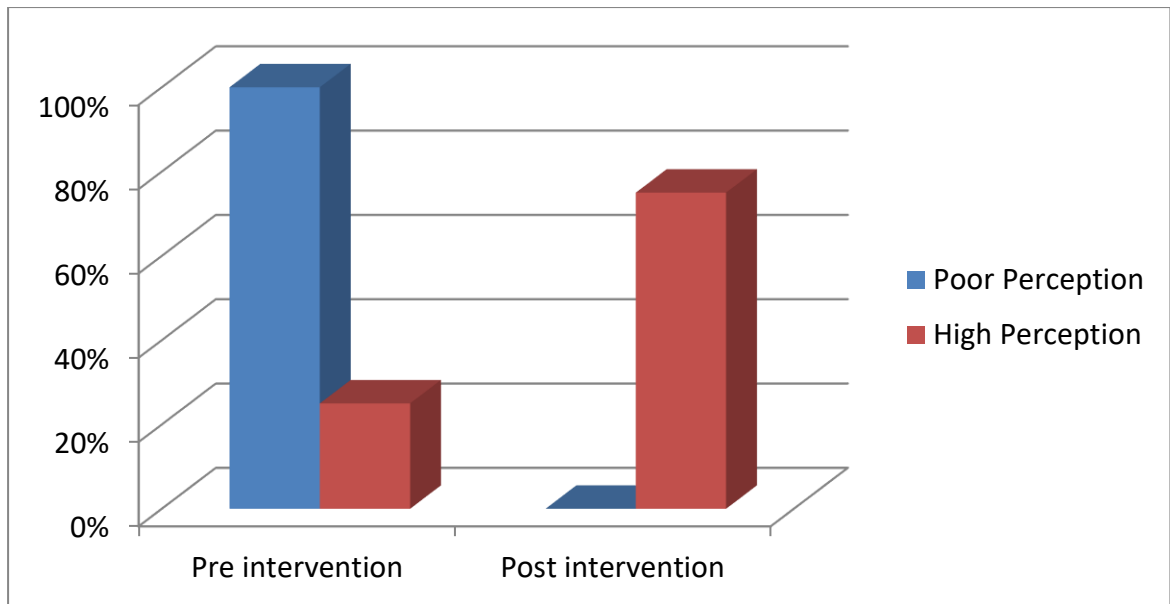


Figure 9. Comparison of the Participant's Perception before and after the Intervention in the Control Group

Table 23. Comparison of Participants' Attitude in the Control Group Before and After Intervention

Variable	Category	Control group		T	P
		Baseline	Post Intervention		
		F	%	F	%
Baseline and post intervention perception measured on 16-point rating scale	Low	44	100	11	25.0
	High	-	-	33	75.0
Mean score		9.45±2.74		9.52±2.72	

### Comparison of Participants' Attitude in the Control Group Before and After Intervention

As shown in Table 6.8.2, the majority 33(75.0%) of the participants in the control group had a high perception towards entrepreneurship after the intervention. The participants in the control group had a mean perception score of 9.52±2.72. There was however no statistically significant change in the perception among the participants in the control group after the intervention,  $t(43) = -1.77, p = .08$ .

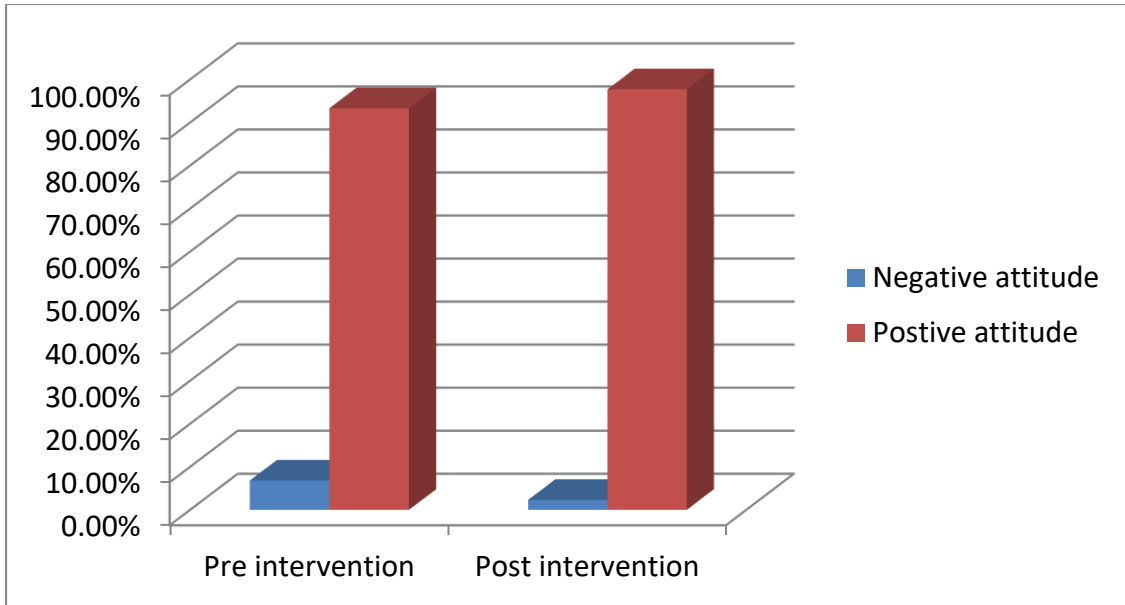


Figure 10. Comparison of the Participant’s Attitude towards Entrepreneurship before and after the Intervention in the Experimental Group

As shown in figure 10, the participants’ attitude towards entrepreneurship changed after the intervention. Majority 43(97.7%) of the participants in the experimental group had positive attitude towards entrepreneurship after the intervention.

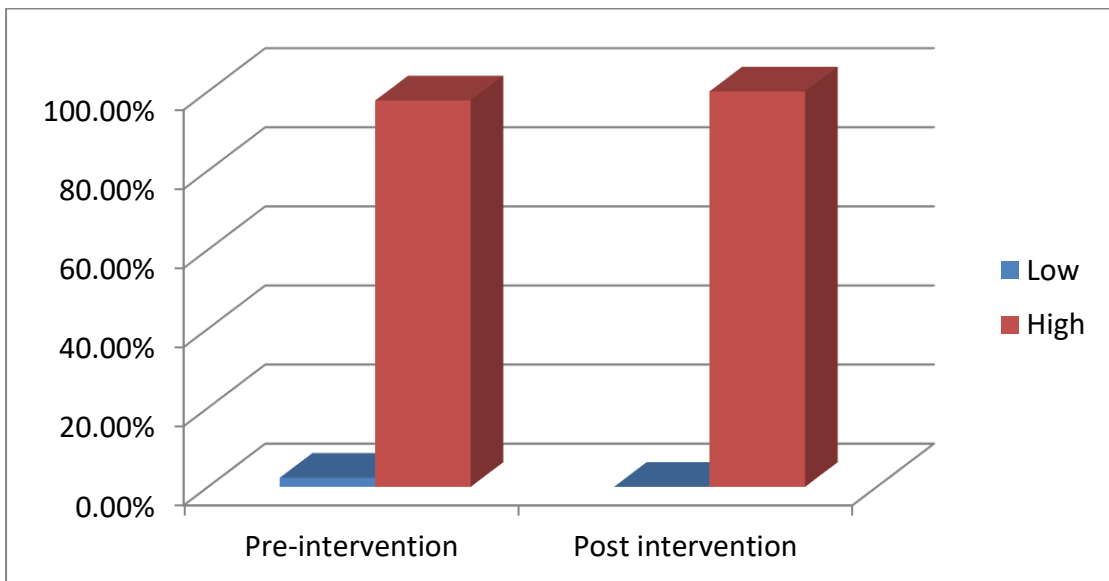


Figure 11. Comparison of the Participant’s Adoption of Entrepreneurship before and after the Intervention in the Experimental Group

As shown in figure 11, the participants' adoption of entrepreneurship increase after the intervention. All 44(100%) of the participants in the experimental group had positive attitude towards entrepreneurship after the intervention.

**Comparison of Participants' Attitude in the Experimental Group Before and After Intervention**

As shown in Fig 15, the participants' attitude was measured on a 10-point rating scale. The result of the analysis revealed that majority 43(97.7%) of the participants in the experimental group had positive attitude towards entrepreneurship after the intervention. The respondents had a mean attitudinal score of 8.63±1.74. The result from the pre-test (M = 7.07, SD = 1.98) and post-test (M = 8.63, SD = 1.74) of attitude indicate that the apprenticeship training resulted in an improvement in the attitudinal disposition of the participants in the experimental group,  $t(43) = -3.76, p = .001$ .

*Table 24. Impact of Apprenticeship Training on the Attitudinal Disposition of the Participants*

Variable	Experimental group				*ES (95% CI)	p-value
	Baseline N= 44		Post intervention N=44			
	$\bar{x}$ (SE)	$\pm$ SD	$\bar{x}$ (SE)	$\pm$ SD		
Mean score	7.07 ()	1.98	8.63 ()	1.74	-0.847 (-1.23 to -0.46)	.001

Source: Field work 2023

**Impact of Apprenticeship Training on the Attitudinal Disposition of the Participants**

As shown in Table 4.9.1 the attitudinal mean score of the respondents increased significantly from 7.07±1.98 before the intervention to 8.63±1.74 after the

intervention,  $t(43) = -3.76, p = .001$ . The mean difference showed an effect size of  $-0.847$  with a  $p$  value of  $.001$ .

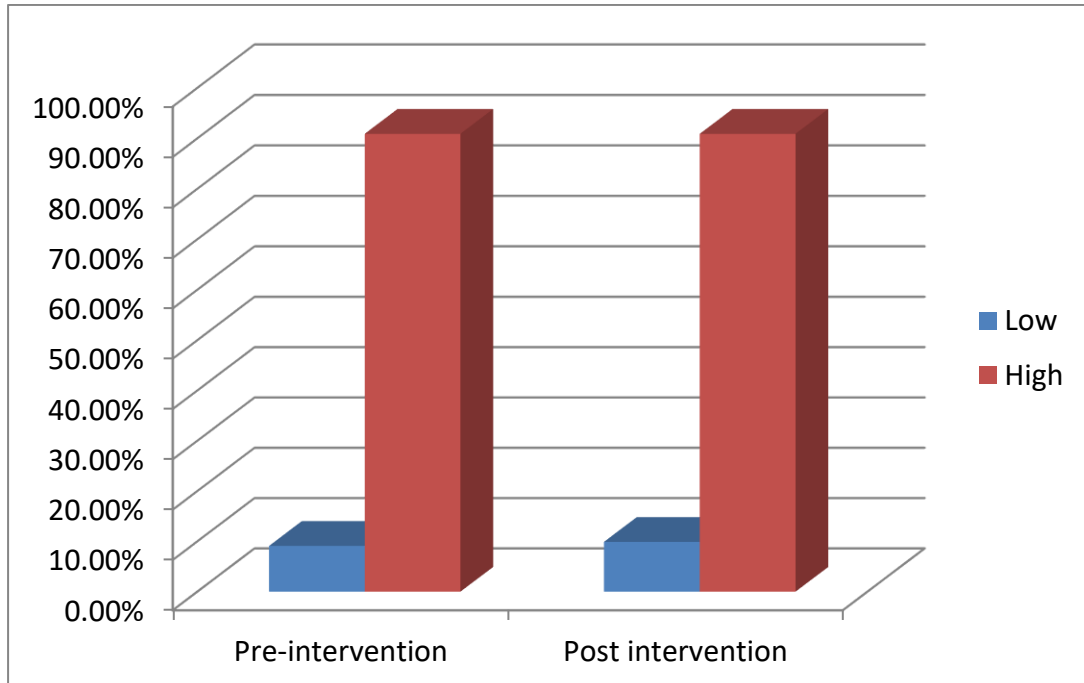


Figure 12. Comparison of the Participant's Adoption of Entrepreneurship before and after the Intervention in the Control Group

As shown in figure 16, the participants' adoption of entrepreneurship did not improve after the intervention in the control group. The majority 40(90.9%) of the participants in the control group had high adoption of entrepreneurship after the intervention.

Table 25. Comparison of Participants' Attitude in the Control Group Before and After Intervention

Variable	Category	Control group		t	p
		Baseline	Post Intervention		
		F	%	F	%
Baseline and post intervention attitude measured on 10-point rating scale	Negative	11	25.0	9	20.5
	Positive	33	75.0	35	79.5
Mean score		6.45±2.37		6.68±2.23	

**Comparison of Participants' Attitude in the Control Group Before and After Intervention**

As shown in Table 6.9.2, the majority 35(79.5%) of the participants in the control group had a high attitudinal disposition towards entrepreneurship after the intervention. The participants in the control group had a mean attitude score of  $6.68 \pm 2.23$ . There was however no statistically significant change in the attitudinal disposition of the participants in the control group after the intervention,  $t(43) = -1.70, p = .096$ .

*Table 26. Comparison of Participants' Adoption of Entrepreneurship in the Experimental Group Before and After Intervention*

Variable	Category	Experimental group				t	p
		Baseline		Post Intervention			
		F	%	F	%		
Baseline and post intervention adoption measured on 6-point rating scale	Low	1	2.3	-	-	-7.19	.000
	High	43	97.7	44	100		
Mean score		4.66±1.23		6.00±0.00			

**Comparison of Participants' Adoption of Entrepreneurship in the Experimental Group Before and After Intervention**

As shown in Table 6.10, the participants' adoption was measured on a 6-point rating scale. The result of the analysis revealed that all 44(100%) of the participants in the experimental group had positive attitude towards entrepreneurship after the intervention. The respondents had a mean attitudinal score of  $8.63 \pm 1.74$ . The result from the pre-test ( $M = 4.66, SD = 1.23$ ) and post-test ( $M = 6.00, SD = 0.00$ ) of adoption indicate that the apprenticeship training resulted in an improvement in the

adoption of entrepreneurship among participants in the experimental group,  $t(43) = -7.19, p = .000$ .

*Table 27. Impact of Apprenticeship Training on the Adoption of Entrepreneurship among the Participants*

Variable	Experimental group		Post intervention		*ES (95% CI)	p-value
	Baseline N= 44		N=44			
	$\bar{x}(SE)$	$\pm SD$	$\bar{x}(SE)$	$\pm SD$		
Mean score	4.66 ()	1.23	6.00 ()	0.00	-1.558 (-1.74 to -1.38)	.001

### **Impact of Apprenticeship Training on the Attitudinal Disposition of the Participants**

As shown in Table 6.8.1, the adoption mean score of the respondents increased significantly from  $4.66 \pm 1.23$  before the intervention to  $6.00 \pm 0.00$  after the intervention,  $t(43) = -7.19, p = .000$ . The mean difference showed an effect size of  $-1.558$  with a p value of  $.001$ .

*Table 28. Comparison of Participants' Adoption of Entrepreneurship in the Control Group Before and After Intervention*

Variable	Category	Control group		t	p
		Baseline	Post Intervention		
		F	%	F	%
Baseline and post intervention adoption measured on 6-point rating scale	Low	4	9.1	4	9.1
	High	40	90.9	40	90.9
Mean score		4.09 $\pm$ 1.49		4.02 $\pm$ 1.44	

### Comparison of Participants' Adoption of Entrepreneurship in the Control Group Before and After Intervention

As shown in Table 6.10.2, the majority 40(90.9%) of the participants in the control group had high adoption towards entrepreneurship after the intervention. The participants in the control group had a mean adoption score of  $4.02 \pm 1.44$ . There was however no statistically significant change in the attitudinal disposition of the participants in the control group after the intervention,  $t(43) = -1.77, p = .083$ .

*Table 29. Differences in Mean Knowledge Score Across Gender*

Variables	Groups	Mean	Std dev.	T	Df.	Sig.
Gender	Male	4.36	1.35	-1.77	86	.08
	Female	4.90	1.28			

### A Subgroup Analysis

A subgroup analysis was conducted using independent t-test to compare the mean scores for knowledge for male ( $\bar{x} = 4.36, SD = 1.35$ ) and female ( $\bar{x} = 4.90, SD = 1.28$ ) as shown in table 6.11. There was no statistically significant difference in mean scores ( $t(86) = -1.77, p = .080$ ). This implies that both male and female participants had equal level of knowledge on entrepreneurship.

*Table 30. The Compared Means and One Way ANOVA Results Across Age Groups, and Income*

Variables	Groups	Mean	Std dev.	F	Df.	Sig.
Age group	Less than 25 years	4.67	1.36	.603	2	.55
	26-35 years	4.62	1.36			
	36-45 years	5.00	1.22			
Level of income	10,000-15,000	5.08	1.00	.472	3	.70
	16,000-21,000	4.83	1.19			
	22,000-27,000	4.52	1.44			
	Others	4.74	1.38			

A one- way ANOVA was done to compare the mean knowledge score across three age groups less than 25 years ( $\bar{x} = 4.67$ ,  $SD = 1.36$ ), 26-35 years ( $\bar{x} = 4.62$ ,  $SD = 1.36$ ), 36-45 years ( $\bar{x} = 5.00$ ,  $SD = 1.22$ ). The test of homogeneity of variance was not violated ( $p = .59$ ), and there is no statistically significant difference in knowledge scores across the three age groups ( $F(2, 85) = 0.603$ ,  $P = .55$ ). A one-way ANOVA was also conducted to compare the mean knowledge score across participants income level 10,000- 15,000 ( $\bar{x} = 5.08$ ,  $SD = 1.0$ ), 16,000-21,000 ( $M = 4.83$ ,  $SD = 1.19$ ), 22,000-27,000 ( $\bar{x} = 4.52$ ,  $SD = 1.44$ ), others ( $M = 4.74$ ,  $SD = 1.38$ ) and there is no statistically significant difference in knowledge scores across participants income ( $F(3, 84) = 0.472$ ,  $P = .70$ ). (See, Table 6.12). This implies that the participants had the same level of knowledge of entrepreneurship irrespective of their income and age.

*Table 31. Differences in Mean Perception Score Across Gender*

Variables	Groups	Mean	Std dev.	T	Df.	Sig.
Gender	Male	9.64	2.86	-1.46	86	.15
	Female	10.73	3.27			

A subgroup analysis was conducted using independent t-test to compare the mean scores for perception for male ( $\bar{x} = 9.64$ ,  $SD = 2.86$ ) and female ( $\bar{x} = 10.73$ ,  $SD = 3.27$ ) as shown in Table 6.13. There was no statistically significant difference in mean scores ( $t(86) = -1.46$ ,  $p = .15$ ). This implies that both male and female participants had the same perception of entrepreneurship.

*Table 32. The Compared Perception Mean Score and One Way ANOVA Results Across Age Groups, and Income*

Variables	Groups	Mean	Std dev.	F	Df.	Sig.
Age group	Less than 25 years	9.98	2.77	4.002	2	.02
	26-35 years	9.62	3.32			
	36-45 years	11.92	3.36			
Level of income	10,000-15,000	9.58	2.23	2.24	3	.09
	16,000-21,000	8.58	2.54			
	22,000-27,000	10.95	3.22			
	Others	10.91	3.39			

A one- way ANOVA was done to compare the mean perception score across three age groups less than 25 years ( $\bar{x} = 9.98$ ,  $SD = 2.77$ ), 26-35 years ( $\bar{x} = 9.62$ ,  $SD = 3.32$ ), 36-45 years ( $\bar{x} = 11.92$ ,  $SD = 3.36$ ) There is a statistically significant difference in perception scores across the three age groups ( $F(2, 85) = 4.002$ ,  $P = .02$ ). This implies that the perception of entrepreneurship changes with age. A one-way ANOVA was also conducted to compare the mean perception score across participants' income level 10,000- 15,000 ( $\bar{x} = 9.58$ ,  $SD = 2.23$ ), 16,000-21,000 ( $\bar{x} = 8.58$ ,  $SD = 2.54$ ), 22,000-27,000 ( $\bar{x} = 10.95$ ,  $SD = 3.22$ ), others ( $\bar{x} = 10.91$ ,  $SD = 3.39$ ) and there is no statistically significant difference in perception scores across participants income ( $F(3, 84) = 2.24$ ,  $P = .09$ ) (See Table 4.14). This implies that the participants' level of income does not change their perception of entrepreneurship.

*Table 33. Differences in Mean Adoption Score Across Gender*

Variables	Groups	Mean	Std dev.	T	Df.	Sig.
Gender	Male	4.64	1.44	1.127	86	.26
	Female	4.27	1.37			

A subgroup analysis was conducted using independent t-test to compare the mean scores for adoption for male ( $\bar{x} = 4.64$ ,  $SD = 1.44$ ) and female ( $\bar{x} = 4.27$ ,  $SD = 1.37$ ) as shown in Table 6.15. There was no statistically significant difference in mean scores between gender ( $t(86) = 1.127$ ,  $p = .26$ ). This implies that the adoption of entrepreneurship is the same in both genders.

*Table 34. The Compared Adoption Mean Score and One Way ANOVA Results Across Age Groups, and Income*

Variables	Groups	Mean	Std dev.	F	Df.	Sig.
Age group	Less than 25 years	3.98	1.47	4.05	2	.02
	26-35 years	4.57	1.36			
	36-45 years	4.92	1.06			
Level of income	10,000-15,000	4.00	1.54	2.62	3	.06
	16,000-21,000	3.58	0.52			
	22,000-27,000	4.86	1.39			
	Others	4.47	1.44			

A one- way ANOVA analysis was conducted to compare the mean adoption score across three age groups less than 25 years ( $\bar{x} = 3.98$ ,  $SD = 1.47$ ), 26-35 years ( $\bar{x} = 4.57$ ,  $SD = 1.36$ ), 36-45 years ( $M=4.92$ ,  $SD= 1.06$ ). There is a statistically significant difference in adoption scores across the three age groups ( $F(2, 85) = 4.05$ ,  $P = .021$ ). This implies that the adoption of entrepreneurship varies with age. A one-way ANOVA was also conducted to compare the mean adoption score across participants' income level 10,000- 15,000 ( $\bar{x} = 4.00$ ,  $SD = 1.53$ ), 16,000-21,000 ( $\bar{x} = 3.58$ ,  $SD = 0.52$ ), 22,000-27,000 ( $\bar{x} = 4.86$ ,  $SD = 1.39$ ), others ( $\bar{x} = 4.47$ ,  $SD = 1.44$ ); and there is no statistically significant difference in adoption scores across participants income ( $F(3, 84) = 2.62$ ,  $P = .06$ ). See Table 4.16 above. This implies that the adoption of entrepreneurship is not determined by the participants' income level.

## Discussion of Findings

The inability of young people to contribute to the economy has made it more difficult for the economy of the Church and by extension, the nation's economy to expand. There has previously been economic stagnation in Nigeria, which has resulted in a decline in white-collar jobs. Entrepreneurship is viewed as a cure for unemployment and a catalyst for economic growth on a global scale. A competitive environment that is essential for local and national economies appears being created by globalization and entrepreneurial phenomena<sup>1</sup>. Growth is facilitated by entrepreneurship because it encourages innovation, change, and the sharing of knowledge. Thus, at a period of intensified globalization, knowledge-based economic activity is becoming more and more beneficial in contemporary economies.

Therefore, starting one's own business is currently a smart idea for growing and improving the economy. In order to determine if an intervention programme is effective in influencing the knowledge, perception and attitude of youths to entrepreneurship in the three select districts within Ogun Conference of the Seventh-day Adventist in Nigeria, the current study employed a non-randomized experiment methodology.

Findings from this study revealed factors such as laziness, waiting for the government to create jobs, having half-baked graduates, lacking soft skills, having academic credentials without practical experience, lacking capital, lacking drive, and waiting for white collar jobs, are among those that contribute to low level of knowledge, perception and attitude of youths in Ogun Conference of the Seventh-day Adventist in Nigeria towards entrepreneurship. This result is consistent with the

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<sup>1</sup> Gabriel Anidiobu, Ezinwa Clifford and Bertram Onyebuchi Agu, "Entrepreneurship Education: A Panacea for Unemployment in Nigeria," *NG-Journal of Social Development* 5, no. 2 (2016): 1-11.

findings of another study<sup>2</sup> where they reported that lack of marketable skills and experience among young people were the main causes of youth unemployment. As some scholars have also argued, “when the youths are empowered with entrepreneurial skills and are able to set up functional businesses and create jobs, the rate of poverty in the country would be reduced likewise the level of criminality.”<sup>3</sup> In line with the results of the current study, an author contended that the root causes of young unemployment in Nigeria were outmoded educational programs and a deficiency of employable skills.<sup>4</sup> The report in a national newspaper<sup>5</sup> on unemployment in Nigeria further corroborates the findings of this study as it reported that illiteracy is probably one of the causes of unemployment in Nigeria; as out of 200 million Nigerians, about 65 million to 75 million are illiterates.

The result of the analysis revealed that all 44(100.0%) of the participants in the experimental group had a high level of knowledge of unemployment after the intervention.

Previous studies have shown that entrepreneurship education, inventiveness, and an entrepreneurial mindset may develop young people's potential and desire to launch their own company.<sup>6</sup> The results of this study are consistent the

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<sup>2</sup> Ongbali, Afolalu and Udo, “Factors Causing Youth Unemployment Problem in Nigeria,” 1874-1879.

<sup>3</sup> S Kalagbor and Harry, “Entrepreneurship Development and Youth Employment in Nigeria,” 34.

<sup>4</sup> Emeka Emmanuel Okafor, “Youth Unemployment and Implications for Stability of Democracy in Nigeria,” *Journal of Sustainable Development in Africa* 13, no. 1 (2011): 258-373. [http://www.jsdafrica.com/Jsda/V13No1\\_Spring2011](http://www.jsdafrica.com/Jsda/V13No1_Spring2011).

<sup>5</sup> Aare Afe Babalola, “Unemployment in Nigeria: What Can Be Done?”

<sup>6</sup> P. Westhead and M. Z. Solesvik, “Entrepreneurship Education and Entrepreneurial Intention: Do Female Students Benefit? *International Small Business Journal* 34, no. 8 (2016): 979-1003; Rui Hu, Li Wang, Wei Zhang, Peng Bin, “Creativity, Proactive Personality, and Entrepreneurial Intention: The Role of Entrepreneurial Alertness,” *Frontiers in Psychology* 9 (2018): 1-10; Jingzhou Pan, Yanjun Guan, Jingru Wu, Lihong Han, Fei Zhu, Xinyu Fu, and Jinmeng Yu, “The Interplay of Proactive Personality and Internship Quality in Chinese University Graduates' Job Search Success: The Role of

aforementioned other researches, as they showed that the experimental group's members' level of knowledge grew considerably following entrepreneurship training. Corroborating the findings of this study is the finding that educational resources may be modified to support the formation of social entrepreneurs.<sup>7</sup>

The findings of some past studies are in tandem with the findings of this study; as they found that formal and informal institutions are capable of strengthening the relationship between entrepreneurship and economic growth.<sup>8</sup> This goes to confirm that with adequate training, the knowledge of the youths in entrepreneurship would increase with possible desire to engage in entrepreneurship. The results of this study also corroborate the findings of another study<sup>9</sup> which examined entrepreneurship education and employment stimulation in Nigeria. They discovered that entrepreneurship development could be effective tools for poverty reduction, creating employment as well as fast-tracking realization of universal primary education and discouraging gender inequality. However, other scholars<sup>10</sup> recommend making entrepreneurship socially desirable to encourage people to launch their businesses instead of opting for jobs.

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Career Adaptability,” *Journal of Vocational Behavior* 109 (2018): 14-26; R. K. Jena, “Measuring the Impact of Business Management Student's Attitude towards Entrepreneurship Education on Entrepreneurial Intention: A Case Study,” *Computers in Human Behavior* 107 (2020): 106275.

<sup>7</sup> A. C. Pache and I. Chowdhury, “Social Entrepreneurs as Institutionally Embedded Entrepreneurs: Toward a New Model of Social Entrepreneurship Education,” *Academy of Management Learning & Education* 11, no. 3 (2012): 494–510.

<sup>8</sup> B. Hussain, K. Ulla, G. Hameed and U. Muhammad, “Impact of Entrepreneurship on Economic Growth in Selected Developed and Developing Countries: Exploring the Role of Institutions,” *Turkish Online Journal of Qualitative Inquiry* 12, no. 8 (2021): 5751-5774.

<sup>9</sup> I. Akhemonkhan, L. Raimi and A. O. Sofoluwe, “Entrepreneurship education and employment stimulation in Nigeria,” *Journal of Studies in Social Sciences* 3, no. 1 (2013): 55-79.

<sup>10</sup> Sargani et al., “An Empirical Study of Attitude Towards Entrepreneurial Intention among Pakistan and China Agricultural Graduates in Agribusiness,” 21-34.

This study finding showed that, in comparison to the control group, participants' perceptions in the experimental group improved following the intervention. This result is consistent with that of other studies<sup>11</sup>, where they reported that when people are exposed to audiovisual stimuli that increase their awareness of the significant changes that can be achieved through the implementation of a socially motivated creative idea, they are more likely to take a chance on a new endeavor. Also, other scholars<sup>12</sup> reported that university students have an optimistic view of new business undertaking, which was reflected in the response of majority of the students' (63.38%) answers that they are attuned to starting novel business firms.

Furthermore, in the post-test, the experimental group's participants' attitudinal disposition showed a substantial rise above that of the control group. This result is consistent with that of previous work<sup>13</sup> where it was found that rural women's post-test mean scores on entrepreneurial aspiration (4.25), attitude (3.47), and ability (3.22) significantly increased. Also, in another study<sup>14</sup>, it was reported that while Oman's graduates have a favorable attitudinal disposition towards entrepreneurship, there is a low desire among them to found their own company after graduation. In relation to the findings of this study also, another previous study<sup>15</sup> reported a relationship

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<sup>11</sup> Hugo Kantis, Masahiko Ishida, y Mashahiko Komori, "Empresarialidad en economías emergentes: Creación y desarrollo de nuevas empresas en América Latina y el Este de Asia," accessed 27 March 2021, <http://ideas.repec.org/p/idb/brikps/56558.html>.

<sup>12</sup> Karim and Reddy, "An Empirical Study on the Attitudes of Students towards Entrepreneurship," 1-14.

<sup>13</sup> Leila Moghtadaie and Abdolrasoul Jamshidian, "The Effect of Entrepreneurship Education on the Entrepreneurial Attitude, Ability and Aspiration of Rural Women: A Quasi-experimental Study," *Journal of Entrepreneurship Education* 24, no. S2 (2021): 1-22.

<sup>14</sup> Ibrahim, Devesh and Ubaidullah, "Implication of Attitude of Graduate Students in Oman towards Entrepreneurship: An Empirical Study," 1-17.

<sup>15</sup> Sargani et al., "An Empirical Study of Attitude Towards Entrepreneurial Intention among Pakistan and China Agricultural Graduates in Agribusiness," 21-34.

between an individual's attitudes and their entrepreneurial intention in agribusiness. Furtherance to the support of the findings of this study is a comprehensive study<sup>16</sup> conducted to better understand college students' perceptions of entrepreneurship. The study found that students who had higher risk tolerance and a desire to be self-employed were more likely to have a positive perception of entrepreneurship. Additionally, students who had access to financial assistance, entrepreneurial education, and family support were more likely to perceive entrepreneurship as a viable career option. In another study on "How university entrepreneurship support affects college students' entrepreneurial intentions: An empirical analysis from China conducted in 2021<sup>17</sup>, the study found though not very strong, that there is a positive correlation between students' entrepreneurial intentions and university support for entrepreneurship. The study also shows that entrepreneurial attitude, subjective norms, and self-efficacy are positively influenced by university support, and that these factors in turn have an impact on students' intentions to become entrepreneurs.

The experimental group's adoption of entrepreneurship increased considerably following the intervention, according to the results of the current study. The results of this study are comparable to those of other scholars<sup>18</sup> who showed that entrepreneurial intention was highly influenced by entrepreneurial education. Similarly, a study<sup>19</sup> conducted on the attitude towards entrepreneurial intention among Pakistan and China

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<sup>16</sup> Anikta, "A Study on the Perception of Students toward Entrepreneurship," 12-16

<sup>17</sup> Genshu Lu, Yaping Song, and Bingchao Pan, "How University Entrepreneurship Support Affects College Students' Entrepreneurial Intentions: An Empirical Analysis from China," *Sustainability* 3, no. 6 (2021): 1-25.

<sup>18</sup> Gentjan Cera, Ahmad Mlouk, Edmond Cera, and Arjan Shumeli, "The Impact of Entrepreneurship Education on Entrepreneurial Intention. A Quasi-Experimental Research Design," *Journal of Competitiveness* 12 (2020): 39-56, 10.7441/joc.2020.01.03

<sup>19</sup> Sargani et al., "An Empirical Study of Attitude Towards Entrepreneurial Intention among Pakistan and China Agricultural Graduates in Agribusiness," 21-34.

Agricultural graduates in Agribusiness found that individual's competence, opportunity recognition, determinants of entrepreneurial network and self-efficacy, and a range of sociocultural perceptions are all variables that influence Entrepreneurial Intentions (EI) significantly.

Also, some scholars<sup>20</sup> wrote an article on "Willingness to Take Risk and Entrepreneurial Intention of University Students: An Empirical Study Comparing Private and State Universities." The study investigated the relationship between willingness to take risk and entrepreneurial intentions among university students and found that being a risk lover has positive effects on entrepreneurial intentions, while living risk-free has negative effects on entrepreneurial intentions. This finding is in tandem with the finding of this study where scientifically significant respondents affirmed that they can abandon university education for entrepreneurship and would not feel inferior amongst their peers who have university degrees. The findings of this study are in tandem with the findings of other scholars<sup>21</sup> in a study on the determinants of students' entrepreneurial intention: Empirical research corroborated the findings of this current study. The study found that, among Croatian students, attitudes and a tendency to take risks have a significant impact on entrepreneurial intentions. The study also shows that entrepreneurial attitude, subjective norms, and self-efficacy are positively influenced by university support, and that these factors in turn have an impact on students' intentions to become entrepreneurs.

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<sup>20</sup> Yurtkoru, Acar and Teraman, "Willingness to take Risk and Entrepreneurial Intention of University Students: An Empirical Study Comparing Private and State Universities," 834-840.

<sup>21</sup> Rakib et al., "The Influence of Entrepreneurship Training, Individual Commitment and Business Motivation Toward the Small Business Performance in City of Parepare," 135-141.

Also the findings of other scholars<sup>22</sup> which identified that pupils' attitude will help in shaping their behavior for accomplishing tasks and achieving the desired goal of education (changing them into useful commodity beneficial for society development) is in agreement with the findings of this study.

This study finding revealed no significant gender difference in knowledge about entrepreneurship; this finding was at variance with the finding of another study<sup>23</sup> which reported significant gender difference in knowledge. This disparities in finding may be due to the difference in study population as the Chovwen and Babalola study focuses on people who are business owners; as such, this may influence their knowledge.

The finding of this study showed no significant difference in the male and female perception of entrepreneurship. This finding is similar to that of another study<sup>24</sup> which reported no difference in how male and female perceived entrepreneurship. These similarities in findings may be because of the recent love for white collar jobs by the youth as opposed to be self-employed which is not prestigious; although another study<sup>25</sup> reported positive attitude to entrepreneurship among females as compared to male. Also it was found in another study<sup>26</sup> that female students have a better attitude towards entrepreneurship when compared to their male

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<sup>22</sup> Makhdoom, Bhatti and Munshi, "Students' Attitude Towards Business Studies," 60-70.

<sup>23</sup> Catherine O. Chovwen and Sunday Samson Babalola, "The Influence of Gender and Operational Locality on Entrepreneurial Knowledge and Business Performance," *Journal of Risk governance & control: financial markets & institutions* 6, no. 2 (2016): 14-20.

<sup>24</sup> Sargani et al., "An Empirical Study of Attitude Towards Entrepreneurial Intention among Pakistan and China Agricultural Graduates in Agribusiness," 21-34.

<sup>25</sup> Ibrahim, Devesh and Ubaidullah, "Implication of Attitude of Graduate Students in Oman towards Entrepreneurship," 1-17.

<sup>26</sup> Rajput, "An Empirical Study of the Attitude of First Degree Students Towards Entrepreneurship in Relation to their Academic Achievements," 61-76.

counterparts. This may not be surprising as female are more inclined to partake in buying and selling compared to male. Likewise, the finding of this study revealed that irrespective of the income being made by the youths, it does not influence their perception of entrepreneurship. Similar result was reported by some researches<sup>27</sup> in related fields.

However, this study finding revealed a significant difference in the adoption of entrepreneurship with age. This means that as they grow older the tendency to seek for white collar job reduces as they will be more concerned with a means of livelihood. This finding corroborates the report of an earlier study<sup>28</sup> that the older youth category has a relatively high level of actual entrepreneurial activity compared to younger youths. Young men engage in early-stage entrepreneurial activity compared to young women who mostly get into entrepreneurship out of necessity.

Also, this study finding showed no significant gender difference with the adoption of entrepreneurship. This finding corroborates the reports of other researchers<sup>29</sup> where they reported that gender does not impact the likelihood of entrepreneurship. This deviation from the expected gender-based trend in entrepreneurship is surprising. As female were expected to have more entrepreneurship propensity. Conversely however, a later study in 2019<sup>30</sup> reported that females had higher motive for business than males.

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<sup>27</sup> Rajput, "An Empirical Study of the Attitude of First Degree Students Towards Entrepreneurship in Relation to their Academic Achievements," 61-76.

<sup>28</sup> Thomas Schött, Penny Kew and Maryam Cheraghi, "Future Potential; A GEM perspective on youth Entrepreneurship," accessed 27 December 2023, <https://www.theark.ch/media/document/0/gem-2015-youth-report-1438012592.pdf>

<sup>29</sup> SMajumdar and Varadarajan, "Students' Attitude Towards Entrepreneurship," 278-293.

<sup>30</sup> Alexander Ward Brizeida R. Hernndez-Snchez, and Jose C. Sánchez-García "Entrepreneurial Potential and Gender Effects: The Role of Personality Traits in University Students' Entrepreneurial Intentions," *Frontiers in Psychology* 10 (2019): 1-18, 10.3389/fpsyg.2019.02700.

Also, this study revealed that the adoption of entrepreneurship not related to income; this finding is at variance with the report of<sup>31</sup> where the authors reported that higher income lowers the probability of necessity entrepreneurship whereas higher income motivates opportunity for entrepreneurship. This disparity in finding may be due to difference in study population and study location.

### **Conclusion**

This chapter presents the implementation of the intervention programme and analysis of data. Results showed that the respondents' knowledge, perception and attitude to entrepreneurship significantly increased after the intervention programme used to train youths, in Ogun Conference of the Seventh-day Adventist Church.

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<sup>31</sup> Yu-Yu Chang, Daniel A Sanchez-Loor, Hui-Ching Hsieh, and Wei-Shiun Chang, "How Aging Affects Opportunity-Necessity Entrepreneurship: Demographic and Perceptual View," *Australian Journal of Management* 48, no. 1 (2022): 67-89

## CHAPTER 6

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### **Summary of Dissertation**

This study was borne out of the understanding of the prevalence of unemployment among employable youths in Nigeria and the youths' knowledge, perception and attitude to entrepreneurship especially in Ogun Conference of the Seventh-day Adventist Church where the researcher serves as a Pastor; and the desire to influence youths' knowledge, perception and attitude to entrepreneurship through the use of a self-designed intervention programme to train unemployed youths in select districts in Ogun Conference of the Seventh-day Adventists. The spate of unemployment probably consequent on the negative perception of entrepreneurship among other factors in the cities where the select districts are domiciled has led many youths to many criminal activities including internet fraud, money rituals, robbery and many other heinous activities. To this end, Ilishan-Remo in Ogun Conference of the Seventh-day Adventist has been nicknamed "the headquarters of the yahoo (internet fraud) business. Unreliable source also has it that there is an association of yahoo boys' mothers in the town. Interactions with the youths and their parents during ministry duties revealed that many of the unemployed youths in Ogun Conference of the Seventh-day Adventist also lacked the required funds to go for certified entrepreneurial training.

This study therefore sought to find out the effectiveness of an intervention programme for training youths to influence youth unemployment in selected districts

in Ogun conference of Nigeria. It further examined the respondents' knowledge, perception of unemployment; and attitude to adoption of entrepreneurship before and after exposure to the entrepreneurship intervention/training. It also determined the difference between socio-demographic characteristics of the Seventh-day Adventist youths in Ogun Conference (age, gender, income) and knowledge, perception of unemployment; and attitude to adoption of entrepreneurship before and after exposure to the entrepreneurship intervention/training.

The study was done in alignment with the words of Apostle Paul in 2 Thessalonians 3:10 -----“that if any man would not work, neither should he eat.” The study is also of the opinion that Seventh-day Adventist youths are to follow the example of Apostle Paul and be able to say with him that they labour, working with their own hands. (1 Corinthians 4:12).

When Seventh-day Adventist youths are gainfully employed, the study believes they would be able to support the mission work as exemplified by the disciples of Jesus Christ who all had their vocations (some were fishermen, tent makers etc) and were able to support themselves and other ministers.

The intervention was carried out at the Entrepreneurship centre, Babcock University under the able leadership of Dr. Ayo Ajibade; and supervision of Professor Philemon Amanze. The parents and elders in the select churches prayed earnestly for the success of the intervention because according to them, the training was needed by most youths in the conference not only in the select districts.

### **Summary of the Chapters**

Chapter one gave a vivid description of the ministry context and succinctly presented the research procedures. Biblical concepts and Ellen G. White's views of employment and entrepreneurship were thoroughly examined. These greater and

lesser lights provided wholistic review of both entrepreneurship and who an entrepreneur should be. Theological foundation provided revealed God as Creator of work for Adam and Eve in the Garden of Eden; and that man was created as an active being.

The third chapter provided a review of existing literature to establish a context for which the study was being conducted, provide theoretical backing, and understand empirical evidence available in this field of study. The reviewed literature revealed high rate of unemployment in Ogun state and Nigeria generally. Also revealed was the fact that entrepreneurship is not so fashionable among Nigerian youths as many of them with university education wait for years to get white-collar jobs. With entrepreneurship training, many Nigerian youths can be taken out of the labour market.

The conceptual review addressed concepts and variables relevant to understanding the use of apprenticeship model for training youth entrepreneurs with a view to reducing unemployment in Ogun Conference of the Seventh - day Adventist Church in Nigeria. The study aimed that if the intervention developed for this study is replicated in other fields in the Seventh-day Adventist Church, it would help in reducing unemployment in those fields; and would bring down the unemployment index of the nation Nigeria. Expectedly, this would bring about economic and national development. The methodological trend observed in similar empirical studies is predominantly survey and few quasi-experiments.

Consequently, this study thereby employed the quasi-experimental design to study the effect of the apprenticeship model/intervention (vocational training) on knowledge, perception of unemployment; and attitude to adoption of entrepreneurship before and after exposure to the entrepreneurship intervention/training. Chapter IV

provided a more detailed description of the research procedures; focusing on the design, population, sample size, sampling technique, data collection procedure, instrument of data collection and method of data analysis.

Thereafter, the programme design, implementation and evaluation were presented in chapter V. Using questionnaire as instrument of data collection, the respondents' knowledge, perception of unemployment and attitude to the adoption of entrepreneurship were gathered at the baseline (first week) of this study. Thereafter, the respondents were trained on the production of multi-purpose liquid soap. In the second week, the participants were trained on how to produce disinfectant (Dettol). In the third week, they were exposed to the production of liquid air freshener. The knowledge of the participants on how to produce the three items earlier taught was tested in the fourth week. All the 44 youths at the training were shared into eight sub-groups. Each group was given materials for the production of the three products. This was with the aim of testing their level of knowledge on how each of the items is produced. Each group demonstrated high level of competence during the examination and they joyfully walked away with samples of the products. Participants in the control group (youths in Ijebu-Ode District) did not receive any treatment. Both pre-test and post-test were carried out among all participants to ascertain the effect of the apprenticeship model on the respondents' knowledge, perception of unemployment; and attitude to adoption of entrepreneurship. The study made the following findings:

### **Summary of Findings**

1. The respondents were aware of the high rate of unemployment in Nigeria
2. The knowledge of the respondents in Ogun Conference of the Seventh-day Adventist in Nigeria about entrepreneurship, increased after exposure to the entrepreneurship training.

3. The training on the multi-purpose liquid detergent increased the respondents' knowledge of liquid soap making as a way of becoming entrepreneurs.
4. The training on the making of disinfectant increased the respondents' knowledge of disinfectant making as a way of as a way of becoming entrepreneurs and possibly having a positive knowledge of entrepreneurship.
5. The training on the making of liquid air freshener increased the Seventh-day Adventists' youths' knowledge of air freshener making as a way of becoming entrepreneurs.
6. The perception of the youths in the select districts in Ilishan-Remo about entrepreneurship greatly improved after exposure to the intervention (vocational training).
7. Youths of Ogun Conference of the Seventh-day Adventist exhibited a high practice intention of entrepreneurship after exposure to the intervention in the entrepreneurial training.
8. The attitude among the youths from the select districts to entrepreneurship after the vocational training intervention improved significantly.
9. This study finding revealed no significant gender difference in knowledge of the youths from the select Churches in Ilishan-Remo about entrepreneurship before and after the intervention.
10. The finding of this study showed no significant difference in the perception of male and female youths from the select Seventh-day Adventist Churches in Ogun Conference towards entrepreneurship before and after the intervention.

11. At post-test, the experimental group's participants' attitudinal disposition to entrepreneurship showed a substantial rise above that of the control group.
12. This study finding revealed a significant difference in the adoption of entrepreneurship with age of the youths from the select youths in Ogun Conference of the Seventh-day Adventist
13. This study revealed that the adoption of entrepreneurship among the youths from the select Churches in Ogun Conference of the Seventh-day Adventist is not related to income.

### **Conclusion**

Findings of this study conducted in recognition of the fact that man was created to be an active being as contained in Genesis 2:15 provide clear evidence that the knowledge, perception and attitudinal disposition of the youths to entrepreneurship can be influenced through entrepreneurial training using experimental method.

The current study revealed that a significant proportion of the participants were less than 25 years old. The study also revealed that the reasons for unemployment among youth were: being lazy, waiting on government to provide jobs, half-baked graduates, lack of soft skills, lack of practical experience, lack of capital, lack of motivation, among other reasons.

The study further reported that at baseline both the control and experimental groups had insufficient level of knowledge regarding how entrepreneurship can be a veritable tool for reducing unemployment; however, participants' level of knowledge in the experimental group increased considerably after the intervention. Similarly, participants' perception regarding entrepreneurship was low at the baseline but increased after the intervention.

Correspondingly, participants' attitudinal disposition towards entrepreneurship improved among the experimental group after the intervention. The result also revealed that there was an increase in the willingness to adopt entrepreneurship as a form of employment among the experimental group after the intervention. The result finally revealed that there was a statistically significant difference between the pre-test and post-test in the level of knowledge, perception, attitude and adoption between the experimental group and the control group.

### **Lessons Learnt**

The empowerment programme which involved using a well-designed experimental programme for training youths to become entrepreneurs was an eye opener for the researcher to discover the yearnings of the youths in having hands-on experience in the production of the products focused on during the training.

All the participants expressed satisfaction with the way the training was handled. The trainers displayed great expertise in the knowledge of the production of the products and teaching. Considering the magnitude of the program, and the money involved, the participants thought the programme was organized by the administration of Ogun Conference of Seventh-day Adventist Church for the youths within the Conference. They expressed satisfaction with the training because according to some who had had such training in the past, even though paid for, the training was not as intensive; and the trainers did not expose them to all the things they need to know to be proficient in the vocation. This was quite surprising but the attendees believed this attitude stemmed out of the fear of the trainees becoming their trainers' competitors after acquiring requisite knowledge in the vocations. The researcher also learned that not all the attendees were unemployed. Some attended the training to have multiple streams of income or to be able to train others.

## **Replication of the Project**

One attendee (Miss Okere) who is a teacher in Babcock University High school particularly said she attended the training because she works in the arts and crafts department of the school and needed the knowledge gained from the training to be able to teach her students better. She expressed dissatisfaction with the training she earlier acquired.

Many of the attendees also expressed their willingness to make use of the training to gain economic freedom and be a blessing to many other people by training them.

## **Recommendations**

Based on the above findings, the following recommendations were made:

1. Since education was found to have contributed to increased knowledge in entrepreneurship as a major way of reducing unemployment, the Seventh-day Adventist Church in Nigeria and Ogun Conference in particular should invest in organizing entrepreneurship training for her youths as a way of tackling unemployment and increase revenue for mission work by the Church.
2. Since the study found that knowledge about entrepreneurship increased significantly after the intervention, entrepreneurship education should be considered as an effective step towards enhancing entrepreneurial activities and starting small businesses among the youths.
3. Also, the study found lack of startup capital as one of the reasons many youths do not consider entrepreneurial activities. The study recommends that Government at all levels should provide soft loans/ grants and enabling environment to unemployed youth to start-up businesses.

4. The study found that with education, knowledge of the youths about entrepreneurship increased significantly at the endline. Entrepreneurship studies should therefore be added to the school curriculum at all levels.
5. Since startup capital is a major constraint for many youths that want to engage in entrepreneurial activities, non-governmental organisations, philanthropies as well as established entrepreneurs should offer free entrepreneurship trainings for unemployed youths.



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## APPENDICES

APPENDIX A

LETTERS

 **BABCOCK UNIVERSITY**  
**HEALTH RESEARCH ETHICS COMMITTEE**

Our Ref. NHREC/24/01/2020 Your Ref. BUHREC 700/23 Date: February 07, 2024

**NAME OF PRINCIPAL INVESTIGATOR: JEJEDE JOSEPH O.**

**TITLE OF STUDY: APPRENTICESHIP MODEL FOR TRAINING YOUTH  
ENTREPRENEURS TO REDUCE UNEMPLOYMENT IN OGUN  
CONFERENCE OF SEVENTH DAY ADVENTIST CHURCH,  
NIGERIA.**

**RESEARCH LOCATION: OGUN STATE, NIGERIA.**

**NOTIFICATION FOR ETHICAL APPROVAL**

Babcock University Health Research Ethics Committee has approved your research proposal and other related materials after the necessary reviews and corrections.

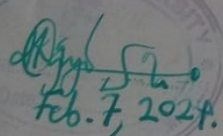
The National code for Health Research Ethics requires that you comply with all institutional guidelines, rules and regulations. All forms and questionnaire must carry the assigned BUHREC number. No changes are permitted in the research without prior approval by the Committee.

Please, note that the Committee will monitor the research study. All data collection must be completed within twelve calendar months (One year), from the date stated on this approval.

You are expected to give a progress report of the investigation and submit a final copy of the research to the Committee.

This approval is with effect from October 25, 2023.

Thank you.

  
Feb. 7, 2024.

Professor K. O. Ogunwenmo  
Chairman, Babcock University Health Research Ethics Committee  
09133507122

Forwarded message -----

From: **AUA IERC** <[ethics@aua.ac.ke](mailto:ethics@aua.ac.ke)>

Date: Mon, Sep 18, 2023 at 10:53 AM

Subject: Re: MY RESEARCH WORK SIR.

To: Philemon, Amanze <[amanzep@babcock.edu.ng](mailto:amanzep@babcock.edu.ng)>

Cc: Joseph Jegede <[jegedej@aua.ac.ke](mailto:jegedej@aua.ac.ke)>

Dear Prof. Amanze,

Greetings from AUA. Since the student is at Babcock University, he can use the services of the BU Ethics Board for ethics clearance. Alternatively, he can apply to the Adventist University of Africa Institutional Scientific and Ethics Review Committee (AUA-ISERC).

It's the student's responsibility to apply for an ethics review and submit a clean proposal (remove all edits) by following the steps below:

1. Read the attached research ethics guideline for your information and submit the following:
2. Complete the AUA-ISERC Application Form (attached) and email it directly to [ethics@aua.ac.ke](mailto:ethics@aua.ac.ke) with the following documents (soft/electronic copies) attached:
  - AUA-ISERC submission checklist [fill out attached Form]
  - Research proposal [including research instruments and informed consent]
  - Correction confirmation form [your primary adviser and program coordinator must sign].
  - Ethics training e-certificates [after completing the online course]
  - Also check out <https://www.aua.ac.ke/ethics-and-review-board/>

Let me know if you have any questions or concerns.

Best Regards

Secretariat, AUA Institutional Scientific and Ethics Committee

<https://www.aua.ac.ke/ethics-and-review-board/>

*Research integrity matters!*

APPENDIX B

INFORMED CONSENT FORM

My name is JEGEDE JOSEPH OLUSOLA from the Adventist University of Africa (AUA) Kenya. The title of my research is AN APPRENTICESHIP MODEL FOR TRAINING YOUTH ENTREPRENEURS TO REDUCE UNEMPLOYMENT IN OGUN CONFERENCE OF NIGERIA

The purpose of this study is to identify the problem of unemployment among youths in Ogun Conference of SDA; and to develop an entrepreneurship model to proffer solution to the problem of unemployment within the conference. Please be informed that the time you will spend for participating in this study will be only about, two hours per week. There is no risk in participating in the study. This research work will be used for academic purposes only and will serve to empower unemployed youths in Ogun Conference.

Please bear with me that I would only serve snacks during the period of the study. No other incentive, no transportation. Your participation to the research is voluntary. Should you decide to discontinue participating in the study after you have started, there will be no penalty or loss of benefit, for choosing not to continue to participate. Please also note that your identity will be kept confidential. Any information you give will be assigned a code number which will be kept confidential. You will be required to give answers to some questions. When the study is completed and the data have been analyzed, your response sheet will later be destroyed. Your name will not be used on any report or publication. Please note that there is no conflict of interest in the study.

If you have any question about the study, please feel free to contact:

Name: JEGEDE JOSEPH OLUSOLA

Phone number: 07039166045

Email address: jegedej@aua.ac.ke

If you wish to participate in this study, please sign in the space provided below. Your signature will indicate willingness to participate.

Participants name (in capitals): \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Witness' name, (in capitals): \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

APPENDIX C

QUESTIONNAIRE

**SECTION A – Demographic Information**

1. Age: (a) Less than 25 years ( ) (b) 26 – 35 years ( ) (c) 36 – 45 ( )
2. Gender: (a) Male ( ) (b) Female ( )
3. Educational Attainment: (a) Primary School Leaving Certificate( )  
(b) Secondary School Certificate ( ) (c) Tertiary

Education (Please specify) -----  
-----

4. Employment Status: (a) Unemployed ( ) (b) Employed ( )
5. Income per month(a) 10,000-15,000 (b) 16,000-21,000 (c) 22,000-27,000 (d) Others (please specify)

**SECTION B - What are the possible causes of unemployment in Ogun Conference of Nigeria?**

*(Instruction: Please respond by ticking the appropriate response for each item: SA = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree, U = Undecided)*

S/N		SA	A	D	SD	U
1	Youths from Ogun conference are unemployed because they are lazy					
2	Youths from Ogun State are waiting for the state government to provide jobs for them					
3	Youths are waiting for the Nigerian government to provide job opportunities					
4	Youths from Ogun Conference are unemployed because they come out of school half baked					
5	A lot of youths lack soft skills					
6	Youths of Ogun State only possess academic knowledge, not practical					
7	Youths in Ogun Conference are unemployed because they have no capital to start their own businesses					
8	Youths in Ogun Conference are unemployed because there is no one to motivate them to start their own businesses					
9	Youths in Ogun Conference are unemployed because many of them are from poor background					

10	Youths in Ogun Conference are unemployed because they see entrepreneurs as second class citizens					
11	Youths in Ogun Conference are unemployed because they believe so much in white collar jobs					

**SECTION C – What is respondents’ knowledge of unemployment before and after the intervention?**

*Instruction: Pick what represents your opinion from the options provided = Yes (Y) or No (N)*

S/N		Y	N
1	I know unemployed people are those that are employable but are unable to find a job		
2	I am aware that unemployed people are those available for work		
3	I know unemployment rate indicates a nation’s economic status		
4	I know that not all people out of jobs are unemployed		
5	I know retired people are not unemployed		
6	I know entrepreneurs are unemployed		
7	I know those who are engaged in white collar jobs are the employed people		

**SECTION D – What is the respondents’ perception about entrepreneurship before and after the intervention?**

*(Instruction: Please respond by ticking the appropriate response for each item: SA = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree, U = Undecided)*

S/N		SA	A	D	SD	U
1	I believe entrepreneurship is not only for poor people					
2	I feel entrepreneurs make profit as much as white collar job owners					
3	I believe entrepreneurs can earn daily living from their business profit					
4	Entrepreneurs are the lower part/level of the society					
5	Entrepreneurs are over worked					
6	Entrepreneurs are people with low academic ability					
7	Entrepreneurship would make one not be able to compete with one’s colleagues who are educated					
8	Entrepreneurship is for the uneducated					

**SECTION E – What is the respondents’ attitude to adoption of entrepreneurship before and after the intervention?**

*(Instruction: Please respond by ticking the appropriate response for each item: SA = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree, U = Undecided)*

S/N		SA	A	D	SD	U
1	I can become an entrepreneur					
2	I encourage entrepreneurs around me					
3	I can encourage my friends and family members to become entrepreneurs					
4	Entrepreneurship is a solution to unemployment in Nigeria					
5	Startups and small businesses in Nigeria should be encouraged					
6	I don’t need to have large capital to start my own business					
7	Even if I have the opportunity of going to the university, I can choose to go to a vocational school when my mates are going to the university					
8	I won’t feel inferior among my mates with university education if I’m an entrepreneur					

APPENDIX D

RELIABILITY RESULT SUMMARY

Variable	Cronbach's Alpha	Number of items
SECTION B	.912	11
SECTION C	.754	7
SECTION D	.801	8
SECTION E	.932	8

**Scale: COMBINED**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.854	34

**Scale: COMBINED**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.854	34

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B1	127.00	128.500	-.081	.858
B2	125.60	110.300	.622	.841
B3	125.60	110.300	.622	.841
B4	126.00	102.500	.865	.829
B5	125.00	110.000	.906	.833
B6	125.20	101.700	.898	.827
B7	125.20	115.200	.615	.842
B8	125.60	113.800	.895	.837

B9	125.20	115.200	.615	.842
B10	126.20	115.700	.440	.848
B11	125.20	115.200	.615	.842
C1	125.60	127.800	.000	.855
C2	125.60	127.800	.000	.855
C3	125.20	127.700	-.016	.857
C4	125.80	118.700	.913	.843
C5	125.80	102.200	.689	.838
C6	127.00	122.500	.412	.849
C7	127.60	113.800	.895	.837
D1	125.80	118.700	.913	.843
D2	126.00	128.500	-.081	.858
D3	125.20	119.200	.694	.844
D4	127.40	122.800	.484	.849
D5	125.20	119.200	.694	.844
D6	127.40	122.800	.484	.849
D7	126.80	138.200	-.564	.873
D8	126.80	138.200	-.564	.873
E1	125.40	127.300	.030	.855
E2	125.60	127.800	.000	.855
E3	125.40	136.800	-.496	.871
E4	125.80	137.700	-.432	.876
E5	125.00	119.500	.668	.845
E6	124.80	128.700	-.108	.857
E7	125.00	128.500	-.081	.858
E8	124.80	118.700	.913	.843

**Scale: SECTION B**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.912	11

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B1	41.20	72.700	-.353	.934
B2	39.80	53.700	.808	.896
B3	39.80	53.700	.808	.896
B4	40.20	54.700	.665	.906
B5	39.20	55.700	.989	.890
B6	39.40	49.300	.987	.883
B7	39.40	57.800	.816	.898

B8	39.80	60.700	.771	.902
B9	39.40	57.800	.816	.898
B10	40.40	65.300	.168	.931
B11	39.40	57.800	.816	.898

**Scale: SECTION C**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.754	7

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C1	20.60	11.300	.000	.775
C2	20.60	11.300	.000	.775
C3	20.20	9.200	.542	.717
C4	20.80	8.700	.910	.676
C5	20.80	3.200	.919	.713
C6	22.00	8.500	.783	.678
C7	22.60	8.300	.614	.694

**Scale: SECTION D**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.801	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
D1	22.40	10.300	-.279	.861
D2	22.60	6.800	.910	.721
D3	21.80	7.200	.748	.745

D4	24.00	8.000	.593	.773
D5	21.80	7.200	.748	.745
D6	24.00	8.000	.593	.773
D7	23.40	6.800	.504	.789
D8	23.40	6.800	.504	.789

**Scale: SECTION E**

**Case Processing Summary**

		N	%
Cases	Valid	5	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.932	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
E1	27.40	84.800	.158	.951
E2	28.20	63.200	.999	.906
E3	27.80	60.200	.918	.911
E4	28.00	61.500	.946	.909
E5	27.80	59.700	.941	.909
E6	27.60	57.800	.968	.906
E7	27.60	57.800	.968	.906
E8	26.80	88.700	-.309	.960

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
31.60	86.300	9.290	8

## APPENDIX E

### EMPOWERMENT LECTURE NOTE

#### PRODUCTION OF MULTI-PURPOSE LIQUID SOAP

Liquid soap stands as a prevalent washing substance in Nigeria today which is likely to be found in almost every home. It has gained popularity for various tasks such as washing clothes, cleaning kitchen utensils, mopping floors and handling numerous household cleaning duties. Beyond homes, its utility extends to car wash centers, hotels, restaurants, hospitals, cleaning and laundry establishments, among other locations. This widespread usage can be attributed to its efficiency, minimal energy requirement, enjoyable washing experience and superior effectiveness on fabrics and surfaces compared to other forms of soap.

The diverse application of liquid soap coupled with its high demand, offer a lucrative business opportunity for individuals equipped with the right training. With minimal capital, one can delve into this venture and capitalize on substantial profits through bulk supply. Liquid soap as an essential product for everyday use transcends seasons. The increasing preference for liquid soap among Nigerians for domestic purposes emphasizes the rapid and sustained profitability of liquid soap production as a lucrative business opportunity.

Materials needed to produce 25 litres of multi-purpose liquid soap are:

- Nitrosol - 125g
- Caustic soda - 50g
- Sulphonic acid - 1 litre
- Texapon - 250g
- Sodium lauryl sulfate (SLS) - 250g
- Soda ash - 500g
- STPP - 250g
- Colour - as desired
- Perfume - 70ml

#### PROCEDURE

1. Measure 15 litres of water into a large basin/bowl, add nitrosol and mix for about 15 minute non-stop.
2. In another small bowl, dissolve caustic soda in 1 litre of water.
3. Add sulphonic acid and texapon together in a dry bowl and mix until the texapon is completely dissolved into the sulphonic acid.
4. Dissolve SLS in 2 litres of water

5. Dissolve soda ash in 3 litres of water
6. Dissolve STPP in 2 litres of water
7. Add all the dissolved chemicals together in the same order used in dissolving them
8. Use little quantity of water to dissolve the colour and add it to the soap solution as desired
9. Add the perfume and cover in air-tight container till the bubbles are cleared out.
10. Pack into bottles and start selling.

#### PRODUCTION OF DISINFECTANT (Dettol)

The widely known antiseptic disinfectant commonly known as “Dettol”, holds significant importance in various households and public spaces. However, its high cost prevents many from utilizing its benefits. This potent antiseptic eliminates 99.9% of germs, ensuring the protection of both your family and home. Recognized by medical professionals across generations, this versatile product offers comprehensive family protection against germs.

Its application includes

- First aid wound cleaning for cuts, grazes, bites and stings.
- Personal hygiene, where it can be added to bathing water to eradicate germs and used to treat pimples and dandruff.
- Household cleaning on hard surfaces to disinfect and eliminate germs.
- A small amount added to laundry aids in germs elimination during rinsing.

Producing antiseptic disinfectant is a straightforward process, involving the mixture of specific chemicals with water in correct ratio. The provided formula will enable you to create your own at home for personal use and with careful packaging, it can be supplied to various organizations.

Materials needed for production of 5 litres of disinfectants are:

- Texapon – 50g
- Pine oil -250ml
- Chloroxylenol -250 ml
- Isopropanol – 2.5 litres
- Water – 2 litres
- Colour – as desired

#### PROCEDURE

1. Measure 50g of texapon into a bucket
2. Add pine oil and stir together till texapon is completely mixed
3. Add chloroxylenol and mix
4. Add Isopropanol and mix.
5. Add water and mix
6. And few drops of colour and mix.
7. Pack into bottle. Your disinfectant is ready to be sold.

#### PRODUCTION OF PERFUME

The term "perfume" has its root in the Latin phrase "per fumum," which translate to "through smoke." It refers to a fragrant liquid applied by spraying or

rubbing onto the skin or clothing to impart a pleasing scent. The practice of extracting perfume from diverse plant sources has ancient origins. Indeed, inhabitants of various tropical regions worldwide have been extracting oils from numerous oil-bearing plants for an extended period. Throughout history, humans have possessed the knowledge of extracting oil from their natural resources.

The creation of perfumes is a meticulous and intricate process, involving the formulation of fragrant liquids to enhance personal scent and ambiance. This artistic craft, evolving over centuries, combines science, creativity, and technology. Key aspects of perfume production include the careful selection and blending of ingredients, extraction methods for essential oils, categorization into fragrance families, blending and aging processes, rigorous quality control, and attention to packaging and presentation. Additionally, the industry responds to market trends and consumer preferences, incorporating sustainability and ethical sourcing practices. In essence, perfume production represents a captivating fusion of art, science, and tradition, aiming to capture the essence of nature and human creativity.

The extracted essential oils from various plants comprise different types, and these variations play a crucial role in shaping the fragrance of a perfume over time. These oils can be categorized into three main types, each exerting a distinct influence on the scent profile:

1. Base oils (Base notes): These oils, such as vanilla, cinnamon, sandalwood, and mosses, contribute to the perfume's long-lasting fragrance on the skin. They are typically added in larger quantities to the mixture.
2. Middle oils (Middle notes): Examples like lemongrass and Ylang Ylang influence the perfume's scent for a considerable duration, although not as enduring as the base notes.
3. Top oils (Top notes): Orchid, rose, bergamot, lemon, and others fall into this category. Added after the middle notes, they are often followed by other substances that help harmonize the various scents.

The formulation or recipe plays a crucial role in achieving the right blend with these oils, thereby determining the pleasantness of the fragrance. The diversity in perfumes arises from the unique formulations or recipes chosen during production. To create the final perfume, alcohol serves as the primary solvent added to the fragrance or essential oils. This addition helps reduce the volatility of the oils. Fixatives, used in conjunction with water, essential oils, and alcohol, serve to slow down the evaporation rate of the fragrance. The quantity of fixative used during the perfume preparation significantly affects how long the fragrance lasts. Therefore, selecting an appropriate recipe with the right balance of ingredients is essential for crafting a long-lasting and appealing perfume.

Formulation below will produce 1 litre of perfume

1. Industrial perfume oil- 480ml
2. Propylene glycol -20ml
3. Ethanol- 500ml

#### Procedure

Combine all the three constituents and mix until it's thoroughly blended. Put in air tight container and keep in a cool dark place for about 7 days for proper fermentation and maturation. Package in bottles and sell.

## VITA

Name: Jegede, Joseph Olusola  
Marital Status: Married with three children  
Position: Executive Secretary, Ogun Conference of the Seventh-day Adventist Church

### ACADEMIC QUALIFICATIONS

Masters in Pastoral Theology: 2010-2013  
Bachelors of Arts Degree in Theology 2000  
Nigeria College of Education (NCE) 1993

### AREAS OF INTEREST

Youth Ministry, Visitation and Administration

### WORK EXPERIENCE

	DATE
Church Pastor- Arakale Church, Akure District	March-Sept2001
Church Pastor- Sango Church, Ilaro District	Sept 2001-2002
Church Pastor- Ilaro Church, Ilaro District	2002-2003
Church Pastor- Alapere and Ketu Churches, Ketu District	2003-2004
Church Pastor- Maryland Church, Maryland District	2004-2007
Church Pastor- No 2 and Beautiful Gate Churches, Ilishan District	2007-2009
District Pastor, Ilishan-District	2009-2010
District Pastor, Ilishan-North District	2010-2015
Associate Stewardship Director	2012 - 2015
Stewardship Director	2016 - 2020
District Pastor, Ijebu-Ode District	2015-2019
Executive Secretary, Ogun Conference of the Seventh-day Adventist Church	2019 till date