

JOB CREATION THROUGH ENTREPRENEURSHIP TRAINING IN DELTA STATE

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Abstract

This paper is focused on job creation through Entrepreneurship Training in Delta State. Two research questions and two hypotheses were answered and tested respectively. The survey method was used for the study. The study made use of 625 respondents who correctly and completely filled the structured questionnaire out of 750 that was distributed in five towns. Data were analysed using the simple percentage and chi-square test (χ^2) at 0.05 level of significance. It was found that there was no significant difference between the opinion of youths who are job-seekers and those who are job-creators. It was also discovered that there was no significant difference between the responses of male and female regarding job creation and Entrepreneurship Training. Consequently, it was recommended inter alia that the government should put practical infrastructure in place to encourage youths to think of wealth creation through job creation/Entrepreneurship Training rather than focus on unrealistic poverty alleviation messages.

Introduction

The continuous high degree of unemployment and joblessness among youths in Delta State has reached an alarming state. It is now a major source of concern to both the State and the Nigerian government. We now have disabled-able-bodied youths roaming various streets in the state searching for jobs that are not there. The result of this idleness is the persistent restiveness and militant situation in the state. The Delta State government like most other state governments are now worried on how they can bring the situation under control.

In some cases, the government provides a handful of job opportunities. In other cases they try to use force to suppress various agitation and uprising. Sometimes, the government even look outside by trying to invite foreign investors to come and invest in the area.

The issue is who will invest in where militancy, kidnapping and other social vices occur frequently.

Issues on Job Seekers and Job Creation through Entrepreneurship Training

Job seeking is no longer a child's play in Delta State, Nigeria and in the

entire world. Bags of fine certificates/degrees are no longer a guarantee for immediate employment for job seekers. The Awake of July 2010 reported that as at 2008, three developed countries of the world, Japan, Spain and U.S are experiencing unemployed persons numbering 2,650,000, 2,590,000 and 8,924,000 respectively. The article further stated that this situation is causing the job seekers and the unemployed mental and emotional anxiety. Similarly, in Nigerian, Soludo (2007), gave a conservative official estimate of the increase in the rate of unemployment as at 2006 to be 5.3%. The breakdown of the youth unemployment was given as: primary school leavers (14.7%), Secondary school leavers (53.6%) and tertiary school leavers (12.4%). This unemployment trend is quite disturbing where the three categories of school leavers are job seekers (employee-oriented) rather than being job creators.

On the other hand, job creation is employer-oriented. Invariably, it is regarded as an aspect that is highly related to entrepreneurship. To become an entrepreneur or a job creator one need to have some traits and characters. These drives, traits and character leads to innovation and the spirit of production. Zimmerer and Scarborough (2005) stated that individuals with entrepreneurial spirit or drive are those who create new jobs or businesses for the purpose of achieving profit and growth for the society. Similarly, Uwameiye and Aduwa-Ogiegbaen(2006) and Eberechukwu (2009) maintained that a person with an entrepreneurial drive is the one with the

knowledge, skills and above all, the mindset needed to create jobs and start up new businesses for self employment, and reliance in the face of risks and uncertainties. This is very true for any job creator or new business developer in Delta State. This is because the state is laced with a lot of risk and uncertainty such as youth militancy, hostage taking and kidnapping etc. For example Arubi (2010), reported in the Vanguard newspaper that soldiers rescued a ninety-one year old man in Warri. Other ugly incidents include the kidnapping scourge in South-East and Asaba – Delta State (Amaize, 2010), militant planned attacks on oil facilities (DIagbare, 2010).

Job creation requires a peaceful environment that is crisis free to thrive. Bienhocker (2007) in the process of describing wealth-creation defined job creation as the process in which man through the power of his “will” and “work” creates added-value by transforming the natural environment from its primitive state into a changed (valued-added) state. This he expressed symbolically as:

Job creation = “will” + “work” = Added-value = Wealth-creation

The implication of the above equation is that, does a young graduate, secondary school leavers, first school leaving certificate holders in Delta State possess the will to work and add value to society by creating wealth through job creation or entrepreneurship activities? The answer lies in what we see in the society – majority are job seekers not job creators.

Another issue of concern among youths in Delta state is the syndrome of get rich quickly. This is fallout from mis-education by parents to their children. Parental education is now focused on wealth acquisition without wealth creation through legitimate work activities or job creation/entrepreneurship activities (Dalton, 2008). It is this orientation that is luring several persons into Nigerian politics, an area that does not create jobs for the people. It rather prepares the ground for youth restiveness, kidnapping and killing of opponents. In some cases the youths and young school leavers feel that they are too young to create jobs. But at the age of 19, Richard Branson found himself with the responsibilities of much older persons by employing ten people directly into his enterprises (Dick, 1995). Dick further describe Richard Branson (the owner of a Virgin Atlantic Airline) as a risk taker who love challenges and has the ability to identify opportunity and make use of them even as a youth.

Instrument Reliability

The instrument was administered to 20 persons in Abraka – a university town in Delta State. The Cronbach Alpha was used to test the internal consistency of the items in the instrument. A reliability index of 0.82 was achieved. This high index of reliability confirmed that the instrument was reliable for the study.

Data Collection, Presentation and Analysis and Interpretation

Copies of the instrument were administered with the help of five part-

time degree students who resides in the various towns selected. The students who were considered as research assistants were tutored on how to administer and retrieve the completed instruments. Out of 750 questionnaire (150 per town), 692 were returned while 625 were correctly filled by the respondents.

The data were presented in tabular form and analysed using the simple percentage technique to the research questions.

Table I: Responses of graduates and non-graduates concerning job creation (through entrepreneurship training) and job seekers in Delta State.

Options	Job Seekers (Employees)	Job Creators (Employers)	Total
Graduates	195 (57.7%)	143 (42.3%)	338 (100%)
SSCE Holders	104 (65.4%)	55 (34.6%)	159 (100%)
FSLC Holders	81 (63.3%)	47 (36.7%)	128 (100%)
Total	380	245	625

Source: Survey Data 2010

Assumptions:

Scope of the Study

The scope of the study covers able bodied youths that are capable of creating jobs or working for others. For the purpose of this paper, the research was limited to five major towns in the three senatorial districts of Delta states. The towns are Asaba, Agbor (north senatorial district), Sapele, Ughelli (central senatorial district) and Warri (south senatorial district). It was assumed that opinions in the selected major towns will reflect the views of youths in Delta state concerning jobs

creation through entrepreneurship training or education.

Purpose of the Study

The main purpose of this study was to highlight the fact that job creation through practical entrepreneurship training can enhance the living standard of the deprived and marginalized people of Delta state.

Research Question

This study was guided by two researcher questions focused on achieving the purpose of the study. The questions are:

1. Is there any difference between the opinions of graduates and non-graduates in Delta State regarding job creation and job seekers?
2. Is there any difference between the opinions of male and female Deltans regarding entrepreneurship training and job creation?

Hypotheses

Two hypotheses were derived from the research questions postulated above. They are to guide the study. The hypotheses are stated thus:

- Ho₁: There is no significant difference between the opinions of graduates and non-graduates regarding job creation and job seekers.
- Ho₂: There is no significant difference between the opinions of male and female Deltans regarding entrepreneurship training and job creation.

Methodology

Population and Sampling

The population of this study consists of all able-bodied youths who can work and create jobs for others in Delta State.

A random sample procedure based on the survey design method was used to extract the relevant information from 625 respondents in five major towns in the three senatorial districts of Delta State.

The sampled youths includes graduates from tertiary institutions (University, Polytechnic and College of Education graduates), holders of senior secondary school certificate as well as those with the basic first school leaving certificate.

Instrumentation

The instrumentation used for data collection was a structured questionnaire titled: Job Creation through Entrepreneurship Training (JCET). It was made up of two sections: Section A sought personal data while Section B sought data on job creation and entrepreneurship training/development

Instrument Validation

The instrument was face validated by five experts. Two instructors from Entrepreneurship and Women Development Centre Warri; two from Business Education Department, College of Education Warri and one from Business Administration Department, Delta State University Abraka. Their comments and observations formed the basis for

necessary modification of the original instrument.

- (i) Graduates includes university, polytechnic and NCE graduates
- (ii) Non-graduates were divided into two categories to accommodate more youths in this class – SSCE & FSLC Holders
- (iii) Employees are those who seek paid job while employers are those who wish to create jobs as entrepreneurs for others.

Data in table 1 above reveals that out of 338 tertiary institution graduates who filled the questionnaire, 195 (57.7%) of them are employee-oriented, that is they are those who are job seekers. The other 143 (42.3%) are entrepreneurship oriented. They are those who have the intention to be self reliant and create jobs for others. 104 (65.4%) of senior school certificate holders (SSCE) and 81(63.3%) of first school leaving certificate holders (FSLC) all showed that they were employee-oriented while 55(34.6%) of SSCE holders and 47(36.7%) of FSLC holder are entrepreneurship-oriented. The summary of the table reveals that both the tertiary institution graduates and the non-graduates are more in favour of seeking employment than creating jobs.

Table 2: Responses of male and female Deltans regarding entrepreneurship training and job creation

option Sex	Yes	No	Indifferent	Total
Male	202 (53.0%)	141 (37.0%)	38 (10.0%)	381 (100%)
Female	114 (46.7%)	98 (40.2%)	32 (13.1%)	244 (100%)
Total	315	241	69	625

Source: Survey Data

From table 2 above, 202 (53%) of male respondents favoured entrepreneurship training or education to enhance job creation in Delta State. 141(37%) don't believe that entrepreneurship training will lead to job creation, while 38(10%) were indifferent concerning the issue - perhaps for lack of knowledge. On the other hand, 114(46.7%) of female responded in the affirmative that entrepreneurship training will improve job creating ability. 98(40.2%) and 32(13.1%) said no and indifferent respectively concerning entrepreneurship training and job creation.

Test of Hypotheses

For the purpose of making inference and drawing valid and useful conclusion in this study, the research hypotheses proposed earlier are now tested with the chi-square (χ^2) statistical tool.

Hypothesis I

Ho₁: There is no significant difference between the opinions of graduates and non-graduates regarding job creation and job seekers.

Ho₂: There is significant difference between the opinions of graduates and non-graduates regarding job creation and job seekers.

Table 3: χ^2 contingency table

Categories	Jobseekers (Employees)	Jobcreators (Employers)	Total
Graduates	15 (25.5)	18 (32.5)	33
SSCE holders	10 (16.7)	5 (9.3)	15
NSIC holders	8 (13.3)	7 (13.7)	15
Total	33	40	73

DF (R)(C-1)	α	χ^2_{tab}	χ^2_{cal}	Decision	Remark
2	0.05	5.99	3.17	NS	Accepted H ₀

Note: * Figures in parentheses are frequency expected

* χ^2_{tab} = chi-square value from table

* χ^2_{cal} = chi-square calculated

* NS – not significant

Interpretation of Result

Since $\chi^2_{cal} < \chi^2_{tab}$ we accept the null hypothesis which states that there is no significant difference between the opinions of graduates and non-graduates in Delta

State regarding job creation and job seekers.

Hypothesis 2

H₀: There is no significant difference between the opinions of male and female Deltans regarding entrepreneurship training and job creation.

H₁: There is significant difference between the opinions of male and female Deltans regarding entrepreneurship training and job creation.

Table 4: χ^2 contingency table

Opinion	Yes	No	Indifferent	Total
Male	20 (19.6)	14 (14.6)	3 (2.6)	37
Female	14 (13.3)	8 (9.3)	3 (2.3)	25
Total	34	22	6	62

DF (R)(C-1)	α	χ^2_{tab}	χ^2_{cal}	Decision	Remark
2	0.05	5.99	2.86	NS	Accepted H ₀

* All symbols or abbreviations remain the same as shown under table 3 above.

Interpretation of Results

The result from the above table reveals that $\chi^2_{cal} < \chi^2_{tab}$, hence we are compelled not to reject the null hypothesis which states that there is no significant difference between the opinion of male and female Deltans regarding entrepreneurship training and job creation.

Discussion of Findings

The findings from this study revealed that there is no significant difference between the opinion of graduates of tertiary institutions and non-graduates in Delta State regarding creating jobs and seeking jobs. This finding might have stemmed from the "I wish to apply syndrome among students and young school leavers". This correlate with the findings of Dalton (2005) when he posited that the Nigerian Education system lay emphasis on traditionally job-based workplace rather than job creation and entrepreneurship.

Similarly, the study also revealed that there is no significant difference between the opinion of male and female concerning job creation and entrepreneurship. This result shows that job creation is highly a function of entrepreneurship drive and traits. Unfortunately the youths seems to lack these traits and drive for job creation through entrepreneurship.

Conclusion

Based on the findings of this study, we conclude that youths in Delta State should not be job-seekers alone (i.e employee-oriented) but should think of

what they can do for themselves and others. They should imbibe the spirit of entrepreneurs so that they can create jobs as well as wealth for themselves. For example, Kiyosaki (2002), said that the richest people are not those who work for others but those who work for themselves. Those who work for others earn fixed salary while those who work for themselves are entrepreneurs and fortune-earners.

Recommendations

Based on the findings and conclusion, the following recommendations are put forward:

- Dalton (2008), posited that government should think of wealth creation rather poverty alleviation, hence the Delta State government should put relevant infrastructures in place for its teeming youths, students and graduates to enable them think of wealth creation through job creation rather than preach empty messages of poverty alleviation.
- Educational curriculum should be job-creation-oriented through practical entrepreneurship training.
- The State Government should provide soft loans, grants and assistance to youths or any individual with a workable and achievable business/feasibility plan.
- The federal government through the Central Bank should encourage Commercial and Micro-Finance Banks to provide more affordable loans.
- Youths should consider creating jobs by opening small businesses such as

production of conference bags and materials, car wash, pure water production and sales, sales of art works, horticulture, soap production, hair and body cream production, organized waste disposal, photography, cane-weaving g, business centre, ice block production, laundry services, etc.

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