

TRAINING AND DEVELOPMENT OF ENTREPRENEURS: A PANACEA TO YOUTH RESTIVENESS

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Abstract

The youths are the greatest assets that any nation can possess. Potentially, they are the greatest investments for a society's sustainable development. Entrepreneurship skill can be learned through training. Training is an activity which deliberately attempts to improve a person's skill in preparation for a career. Given entrepreneurship's potential to support economic growth, it is the policy goal of many governments to develop a culture of entrepreneurial thinking. Otuchikere (2012) described Nigerian youths as the engine room of the nation. He went further to say that the youths have also been accused of being the major perpetrators of violence and other crimes. It is believed that once they can be empowered with skills through training and development, they could become the nation's greatest assets for production and employment. This paper is an opinion paper which explores the definitions of the concept, Entrepreneurship training and development a way forward for curbing youth restiveness and its causes. The researchers recommend that adequate entrepreneurial training should be given to the youths, equitable distribution of necessary equipment and facilities should be provided by stakeholders and credit facilities should be assessable by the youth.

Entrepreneurship is the act of being an entrepreneur, which can be defined as "one who undertakes

innovations, finance and business acumen in an effort to transform innovations into economic goods". The

youths remain one of the greatest assets that any nation can possess. Potentially, they are the greatest investments for a society's sustainable development and future. This is why it is universally acknowledged that positive fundamental and meaningful changes across cultural settings are usually engineered, fostered and or shaped by the generation of youths in a society. Therefore, a nation that allows a good percentage of her youths to be misdirected, risks her future viability and survival.

Training is a preparation for a particular task and is concerned with the application of knowledge and acquisition of technically oriented skills. In other words training is an activity which deliberately attempts to improve a person's skill in preparation for a job. Training can also be linked to learning.

Cole (2002) defined training as any learning activity which is directed towards the acquisition of specific knowledge and skills for the purpose of occupation or task. Johnie (1990) defined training as a systematic development of attitude/aptitude, knowledge and skills pattern required by an individual in order to perform adequately in a task.

Otuchikere (2012) described Nigerian youths as the engine room of the nation. He went further to say that the youths have also been accused of being the major perpetrators of violence and other crimes. It is believed that once

they can be empowered with skills through training and development, they could become the nation's greatest assets for production and employment.

Definition of Concepts

According to the Oxford Advanced Learners Dictionary, youth restiveness means 'a situation when the young individuals in a society are unable to be still or quiet, difficult to control, especially because one is not satisfied with something.' No individual was born or destined to be a rebel and certainly not even an incompetent government will want to see her youths in a restive state; what then is responsible for youth restiveness in Nigeria? (Ogbe, 2008).

Entrepreneurship is a skill that should be learned. Given entrepreneurship's potential to support economic growth, it is the policy goal of many governments to develop a culture of entrepreneurial thinking. This can be done in a number of ways: by integrating entrepreneurship into education systems, legislating to encourage risk-taking, and national campaigns. This entrepreneurial skill can cause drastic change any economy.

Cole (2002) defined learning as a complex process of acquiring knowledge, understanding, skills and values in order to be able to adapt to the environment in which one lives. Learning is relatively a permanent change in behavior which occurs as a result of experience. The trust of this

definition is that learning is an interior process that is believed to influence behavior and the behavior is relatively permanent over time. Learning is one of several factors that influence behavior.

Learning is unique as a source of behavior because it comes about as a result of a person's experience within an environment. Many learning scientist feel strongly enough about this point to aim that learning cannot take place unless the owner actually experiences what has to be learned.

An adequately managed entrepreneurship training and development would bring about efficient and effective entrepreneurs which will ultimately transform the economy.

Entrepreneurship training and development programme helps to change the way people think about business (Omaghomi & Ekaruwa, 2011). It is to this extent that another school of thought believes that a vibrant economy is the driving force of proper entrepreneurial training and practice (Adiotomire, [Ekwevugbe & Eguegu](#), 2008).

Entrepreneurship training and development is believed by this school of thought that if youths are not exposed to the necessary techniques and atmosphere and their interest is not stimulated by transferring the right information, there is every tendency that the Youths will continue to be restive.

Youth Restiveness

Elegbeleye (2005) defined youth restiveness as "a sustained protestation embarked upon to enforce desired outcome from a constituted authority by an organized body of youths." It is marked by violence and disruption of lawful activities.

Youth restiveness is a disgraceful act being perpetrated by a significant proportion of youths, it is a combination of any action, conduct or act that constitutes unpleasant socially and intolerable activities engaged in by the youths in a nation. It is an occurrence which in practice has led to a near breakdown of law and order, low productivity due to distraction of production activities, obvious increase in crime rate, intra – ethnic conflict, harassment of potential developers and other various criminal tendencies.

Relevance of Youth

The youths occupy a prominent place in any society. Apart from being the owners and leaders of tomorrow, they outnumber the middle-aged and the aged (Onyekpe, 2007). Besides numerical superiority, youths have energy and ideas that are society's great potentials (Onyekpe, 2007). The National Youth Development Policy (2001, p.1) asserts that: Youth are the foundation of a society. Their energies, inventiveness, character and orientation define the pace of development and security of a nation. Through their creative talents and labour power, a

nation makes giant strides in economic development and socio-political attainments. In their dreams and hopes, a nation finds her motivation; on their energies, she builds her vitality and purpose. And because of their dreams and aspirations, the future of a nation is assured.

The statement above acknowledges the role of the youth in the peace and security of a nation. As the most active segment of any society, youth are the major determiners of peace and stability of a nation (Ozohu-Sulaiman, 2006). Conversely, the degree of disorderliness and instability in society is also determined in part by the youths.

Peace is a precursor of development. The absence of peace means that no meaningful development can take place. The National Youth Policy (2001) affirms that the extent of the youth's "responsible conduct and roles in society is positively correlated with the development of their country".

Causes of Youth Restiveness in Nigeria

According to Solomon Ogba (2012) youths tend to resort to restiveness due to a number of reasons viz.

Youths want a piece of the action: For some time now, the notion appears to have gained ground that the youths resort to restiveness because of their

perceived marginalization by the selfish elders and leaders in the scheme of things in the communities. It is believed that the elders in these communities have for long sidelined the youths without an appreciable benefit accruing to them. So in order to get attention, partake and or get their "share", they resort to taking on these selfish elders headlong culminating in the restiveness rampant in most of the Nigerian communities today.

Youths want to Rebel: The youths constitute a large army of the unemployed. Therefore, there is a tendency for them to look at their plight as the making of a cruel society that does not seem to care for them since the society places high premium on money and on those who have "made it", there is a strong negative feeling of dissent which drives them to rebel against society. Tied closely to this, is the issue of availability and accessibility of drugs in street corners, which predispose the youths to abnormal behaviours when they come under their influence.

Youths want to express Exuberance: Very often, the youths are described as full of youthful exuberance. This raw energy has of late been channelled into unwholesome and socially unacceptable venture that threaten the very fabrics of the community. It is also believed that some disgruntled leaders, elders and politicians in the communities resort to recruiting youths for settling scores or

using them against, perceived enemies. With this trend, the activities of these youths have degenerated bordering on outright criminality. The problem here is, once these youths get mobilized for these nefarious activities, they become uncontrollable and the communities are worse for it.

It is also believed that the activities of some of the oil prospecting companies predispose these youths to restiveness. This is because, these oil companies come, destroy the environment, disrupt production and economic activities, dislodge social structures without commensurate compensation and or programme of sustainable rehabilitation. The result is that while the oil companies make huge profits, nothing appears to change in the lives of communities. Instead, they leave behind; low productivity, intra – ethnic hostilities, unemployment, poverty, prostitution and environmental degradation.

According to Anasi (2010) factors responsible for youth restiveness are:

Bad Governance: Good governance is required for the growth and development of any nation. Unfortunately, in Nigeria bad governance is more common than good, resulting in disjointed development. The World Bank (1992) identifies the main characteristics of bad governance to include:

1. failure to properly distinguish between what is public and what is private, leading to private

appropriation of otherwise public resources;

2. inability to establish a predictable frame work for law and government behaviour in a manner conducive to development, or arbitrariness in the application of laws and rules;
3. excessive rules, regulations, licensing requirement and so forth which impede the functioning of markets and encourage rent-seeking;
4. priorities that are inconsistent with development, thereby resulting in misallocation of national resources; and
5. Exceedingly narrow base for, or non-transparent, decision making.

These and more are the features of most administrations in Nigeria. For instance, Onyekpe (2007) observed that successive administrations in Nigeria have not allocated much to the needs of the youth, and, worse still, the meager allocation are often diverted by government officials to their private accounts and projects. Thus, the youth are restive and agitated when they perceive that resources meant for them are being wasted by those in authority.

Unemployment: Unemployment is a hydra-headed monster which exists among the youth in all developing countries. Experts believe that the number of jobless youth is twice as high

as official estimate. Ozohu-Suleiman (2006) noted that Nigerian youths are trapped by unemployment. Zakaria (2006) believed that “the rising tide of unemployment and the fear of a bleak future among the youth in African countries have made them vulnerable to the manipulations of agents’ provocateurs”. These include aggrieved politicians, religious demagogues, and greedy multinationals that employ these youths to achieve their selfish ambitions. Zakaria (2006) strongly believed that the absence of job opportunities in developing countries is responsible for youth restiveness with disastrous consequences.

Poverty: Poverty connotes inequality and social injustice and this traumatizes the poor. More than 70 percent of people in Nigeria are in abject poverty, living below the poverty line, and one-third survive on less than US \$1 dollar a day (Zakaria, 2006). This figure includes an army of youth in urban centres in Nigeria who struggle to eke out a living by hawking chewing sticks, bottled water, handkerchiefs, belts, etc. The sales-per-day and the profit margin on such goods are so small that they can hardly live above the poverty line. Disillusioned, frustrated, and dejected, they seek an opportunity to express their anger against the state. Aworawo (2000) and Zakaria (2006) agreed that there is a link among poverty, loss of livelihood, inequality, and youth restiveness as evidenced by the numerous violent

protests against the wielders of power in Nigeria.

Inadequate Educational Opportunities and Resources: Quality education has a direct bearing on national prestige, greatness, and cohesion. The knowledge and skill that young people acquire help determine their degree of patriotism and contribution to national integration and progress. Between 2000 and 2004, about 30 percent of Nigerian youth between 10 and 24 were not enrolled in secondary school (Population Reference Bureau, 2006). Perhaps the prohibitive cost of acquiring education is responsible.

The after effect of this situation is that thousands of young people roam the streets in cities in Nigeria. Those who manage to complete secondary school have no opportunities for tertiary education. Having been denied the chance to reach their potential, they are disorientated and readily available for antisocial actions (Onyekpe, 2007).

Worse still, some who struggle to enroll in various educational institutions drop out due to lack of basic learning facilities. This situation is attributable to the dwindling resources of government at both federal and state levels as a result of an economic meltdown.

Lack of Basic Infrastructure: Most rural communities and urban slums in

Nigeria have no access to potable water, health facilities, electricity, communication facilities, industries and commercial facilities, etc. Behind social unrest and youth restiveness in the country is the agitation for equitable distribution of resources.

Inadequate Communication and Information flow: Communication creates room for sharing information. It helps people express their thoughts and feelings, clarify problems, and consider alternative ways of coping or adapting to their situation. Such sharing promotes social cohesion.

People must have access to communication facilities, to communicate with the people making the decisions that affect them. Sadly, rarely do people in Nigeria participate in decision-making processes on issues that affect their lives. Ifidon and Ahiauzu (2005), in their study of Niger Delta, revealed that inadequate communication and information flow is one factor responsible for youth restiveness in the area.

Training and Development of Entrepreneurship: Panacea to Youth Restiveness

Entrepreneurship training and development programme helps to change the way people think about business.

Omaghomi & Ekaruwa (2011) agreed that Entrepreneurship training and development is a necessary tool used to

be liberated from the shackles of poverty and misconceptions of economic stagnation. Whenever development has been initiated and sustained, the agent has been entrepreneurs (Anyanwu, 1999).

Ogba (2012) observed that lack of training in Nigeria plagues both the urban and rural area and as such, it is not an over statement, if it is said that the highest social and economic problem of youth restiveness in this country is putting effort toward encouraging entrepreneurship which will bring a lasting solution to the youth restiveness in Nigeria.

Otuchikere in an interview said “We at the Nigeria-China Business Council have studied the situation and have come out with a finding that if the Nigerian youths could be engaged in skill acquisition programmes and entrepreneurship training, especially borrowing the technical know-how and expertise of the Chinese, in no distant time, Nigeria would not only have a large army of youths that are armed with skills which they could convert to contribute positively to the nation instead of being instruments of destruction of other people’s lives and property but they would have redirected the focus of the youths from violence to production”, he said. *Chika Otuchikere* 2012.

Entrepreneurship plays a vital role in wealth generation. Entrepreneurship is

the critical economic resource for developmental change in today's world (Omaghomi and Ekaruwa, 2011). Youth must be economically empowered through access to business and economic training. They need entrepreneurship training for employment opportunities and even be employer of labour.

Nigerian youth as leaders of the future need access to a wide range of training which will help reposition them to take their rightful place in the comity of nations. Such training, according to Onyekpe (2007), should be geared towards:

1. creating the awareness that the future belongs to them and that it must not be destroyed by them;
2. sensitizing them to the fact that the future and its nature depend on the decisions and choices they make;
3. sensitizing them to embrace the rule of law and democratic ideals;
4. Liberating them psychologically and mentally from the control of self-seeking business and political elites.
5. encouraging them to raise issues relating to unresolved problems of nation building and the problem of neglect of the youth in the development process at every fora;
6. mobilizing them against abuse of the system through sanctions;
7. sensitizing them to seek greater employment and educational opportunities as a means of redirecting their energy and ideas from anti-social activities to creative efforts.

Conclusion and Recommendations

This paper has attempted to capture the place of Entrepreneurship Training and development of entrepreneurs: A panacea to youth Restiveness. The future belongs to youth who make productive use of entrepreneurial knowledge acquired. With adequate training and development, Nigerian youth can achieve their potential and participate actively in the Nigerian economy in a manner that shuns violence.

To Control Youth Restiveness Stakeholders Should

1. enhance adequate entrepreneurial training among youth through seminars, workshops, and lectures;
2. ensure equitable distribution of necessary equipment and other facilities in both urban and rural areas;
3. integrate available resources to enhance accessibility and visibility of youth training needs;
4. Ensure that every entrepreneurial development policy is focused on the youth.
5. increase opportunities for entrepreneurial development among youth;

6. give access to credit facilities and other support mechanisms to young investors;
7. increase allocations for youth development and youth-related programme;
8. partner with multinationals to ensure the development of functional and well-equipped entrepreneurship training;
9. Ensure accessibility of training for skill acquisition, self employment, job opportunities, and self-reliance among youth.

The level of restiveness witnessed among youth will be drastically reduced if they have access to the right entrepreneurship training at the right time.

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