

IMPACT OF ENTREPRENEURIAL SKILLS IN REDUCING YOUTH UNEMPLOYMENT IN NIGERIA

Muogbo Uju, S. PhD

Entrepreneurship Studies Department
Faculty Of Management Sciences
Chukwuemeka Odumegwu Ojukwu University Igbariam, NIGERIA

&

John-Akamelu Chitom Racheal

Entrepreneurship Studies Unit
Faculty Of Management Sciences
Nnamdi Azikiwe University Awka, NIGERIA

ABSTRACT

This study examined impact of entrepreneurial skill in reducing youth unemployment in Nigeria with reference to ABC Transport Company in Anambra State. The broad objectives of this study is to examine the possibly ways of eradicating unemployment through the introduction of entrepreneurial skills. The study is a descriptive survey design. Questionnaire items were distributed to 160 respondents to gather factual information about the topic. Their responses were tested using appropriate statistic tools like the simple percentage and the chi-square method. The study found that there are roles entrepreneurial skills and businesses play in youth employment in Nigeria through entrepreneurial development. Furthermore, it also shows that youths in Anambra state can be given basic training on how best to establish and grow business enterprise in local communities within the state. The study therefore recommends that government should remove corruption and greed and formulate policies that will promote the success of entrepreneurship and free enterprise; government should assist entrepreneurs through regular marketing workshops and seminars in conjunction with the manufacturers association of Nigeria (MAN) and chambers of commerce and industries.

Keywords: Unemployment, Training, Employment, business enterprise, Entrepreneurial skill.

INTRODUCTION

Before embracing the colonial government in Nigeria unemployment was a rare phenomenon because people were highly entrepreneurial and productivity engaged. In pre and post independent in Nigeria, the Igbo ethnic groups were recognized internationally for its culture of entrepreneurship and enterprise development (Dana, 1995). The Yoruba's and Hausas were not left out too. Nigeria like most developing nations of the world is faced with myriad of problems and realities which include poverty, unemployment, conflicts and diseases. These situations pose great challenges to the very existence of individual in most developing nations thereby, calling for the training of educated youths, men and women who can function effectively in the society in which they live in.

However, successive administrations in Nigeria introduced formal education which enabled people to have the opportunity to being employed in the civil service after graduation. As such, the system destroyed self-reliance, self-employment and entrepreneurial skills of Nigerians as they became permanently dependent on the colonial masters (Nicks, 2008; Raimi, 2010) this led to massive unemployment and Craze in the contemporary times for "all

–ready-made jobs. It is on this premise that this study seeks for the development of entrepreneurship in order to sustain an economy of high level unemployment reduction. Nigeria is a blessed country with numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. Nigerians have made remarkable achievements in diverse fields such as science, technology, academics, business and entertainment. Thus, entrepreneurship activities and innovative ingenuity in Nigeria have developed enterprises in following areas; Agriculture/ agro-allied activities where there are foodstuffs, restaurants, fast food vending etc. In the area of solid minerals, there are quarrying, perm stone Cutting/ Polishing and Gushing engineering, In power and transport, there are power generations, haulages business (cargo and passengers), in the area of information and telecom business, there are manufacturing an repairs of GSM accessories, in hospitality and tourism business, there are hotels, accommodation, resorts centers, cinemas, film and home video production; in oil and gas business, there are construction and maintenance of pipelines, drilling, refining by-products, etc). In spite of the fact that entrepreneurship development has been regarded as the bedrock for employment generation and technological development in Nigeria, the sector nevertheless has had its own fair share of neglect with concomitant unpleasant impacts on the economy.

Against this backdrop, entrepreneurship when and if gallantly developed in Nigeria will take his pride of place in reducing unemployment and thus generating employment among Nigerian youths especially the graduates and place the economy on a proper footing. It is in this respect that this paper seeks to investigate the connection between entrepreneurship, unemployment and employment generation in Anambra state.

Statement of the Problem

There exist diverse economic, social and political problems at different magnitudes facing nations of the world and the third world countries are not excluded. These diverse economic, social and political problems have adversely affected the sustainable development of the countries, including the high unemployment rate they are currently facing (Williams and Michael, 2012). Unemployment has become a global phenomenon of the 21st century; the problem is becoming more complex each passing year in Nigeria. Unemployment, underemployment and rural-urban migration have enveloped the Nigerian labour market. This has been compounded by frightening number of graduates from polytechnics, colleges of education, mono-technics and universities that leave school each year. This has increased the rate of social vices like robbery, kidnapping, prostitution, human trafficking, child abuse and unfair labour practices experienced in Nigeria by the unemployed youths.

National Manpower Board, (2009) opined that Nigerian labour market could barely absorb 10% of the over 3.8 million persons turned out by the Nigeria educational system annually. The problem of this study revolved around the high rate of unemployment and low productivity among the citizens of Nigeria. The present situation seems to give an impression of economic insecurity as a result of failure to properly engage people in the production process. This study was therefore necessary to fill the gap by examine the entrepreneurial development and urgent social intervention for all government strategies/ programmes to have employment generation as an output towards economic security. The question remains: given that the economy of Nigeria is producing below its potential, can entrepreneurship education and urgent social intervention guarantee high unemployment reduction?

Objective of the Study

The objectives of this study are:

1. To examine the possibility of eradicating unemployment in Anambra State through entrepreneurial development
2. To also examine the level at which different entrepreneurial development programmes have been able to lessen the unemployment problem in Anambra State.
3. To determine the extent in which basic training can motivate the youths to establish and grow business enterprises in their communities.

Research Question

1. Is there any possible way of eradicating unemployment in Anambra State?
2. To what level can different entrepreneurial development programmes reduce unemployment rate in Anambra State?
3. To what degree can youth be given basic training on how best to growth and establish business enterprises in local communities?

Research Hypothesis

For the purpose of this study, the following hypotheses were formulated to guide this study:

H₀¹: there is no possibility of curbing youth unemployment problem in Anambra state through entrepreneurial development.

H₀²: Different entrepreneurial development programmers cannot be able to reduce unemployment problem in Anambra state.

H₀³: Entrepreneurship basic training cannot motivate the youths to establish and grow their business enterprises

REVIEW OF RELATED LITERATURE

Concept of Entrepreneurship

The word entrepreneur is derived from the French word “entrepreneur” meaning “to undertake”. Since its beginning in the middle ages, when it was used in relation to specific occupations, the notion of the entrepreneur has been refined and broadened to include concept that are related to the person rather than the occupation.

An entrepreneur is one who combines the land of one, the “labour of another and capital of yet another and thus, produce a product. By selling the product in the market, he pays interest on capital, rent on land and wages to labourers and what remains is his or her profit. The entrepreneur has been described by Collins, 1964 as a “risk taker” a person who braves uncertainty, strikes out on his own through native wit, devotion to duty and singleness of purpose somehow creates an industry where none existed before.

Mbaegbu (2008) submitted that there is, therefore no “one-best” definition for the entrepreneur. He however stated, “Anyone who creates a business, establishes it, and nurses it to growth and profitability or takes over an existing business because the founder is dead or has sold it, on a man who inherited it and continues to build and innovate on it, or a man who runs a franchise qualifies as an entrepreneur in our usage.

The Concept of Unemployment

Every economy is characterized by both active and inactive populations. The economically active ones are referred to as the population willing and able to work, and include those actively engaged in the production of goods and services and those who are unemployed. According to Fajana (2000), unemployment refers to as a situation where people who are willing and capable of working are unable to find suitable paid unemployment. It is one of the macro-economic problems which every responsible government is expected to monitor

and regulate. The higher the unemployment rate in an economy the higher the poverty level and associated welfare challenges. Fajana (2000), Alao (2005) and Wikipedia (2010) identify the following types of unemployment.

1. Structural Unemployment

This occurs when there is a change in structure of an industry or the economic activities in the country. This may be because people's tastes have changes or it may be because technology has outmoded and the product or service is no longer in demand.

2. Frictional unemployment

This is caused by industrial friction in which jobs may exist yet the workers may be unable to fill them either because they do not possess the necessary skills or because they are not aware of the existence of such jobs. The employable may remain unemployed working of plants.

3. Seasonal unemployment

This occurs due to seasonal variations in the activities of particular industries caused by climatic changes, changes in fashion or by the inherent nature of such industries. In the tropical region, ice factories are less active in rainy season because demand for ice is low.

4. Technological unemployment

This is caused by changes in the techniques of production technological changes are taking place constantly, leading to the increased mechanization of the production process

5. Residual unemployment

This is caused by factors such as old age, physical or mental disability, poor work attitudes and inadequate training

6. Open unemployment

This is the type of unemployment where there are categories of young men and women who are roaming the streets looking for the job, but there is job for them to do. They refused to do job(s) they see because of reasons best know to them

Conceptualizing Entrepreneurship

Entrepreneurship has been defined by various professions to mean many things since the middle age. The entrepreneur has been seen as an actor, innovator or a developer of technology. Ossai (2008) defined entrepreneurship as the process of creating some new or different values by developing the necessary time, assuming the accompanying financial, psychic and social risks, and receiving the resulting rewards of most personal satisfaction. Entrepreneurship is the process of bringing together creative and innovative ideas and coping them with management and organization skill in order to combine people, money and resources to meet an identified need and thereby, creating wealth. Although, each of these definitions or description views entrepreneur from a slightly different perspective, they all contain similar notions such as risk taking, organizing, creating wealth, initiative and newness.

Causes of Youth Unemployment in Nigeria

In the study unemployment in Nigeria, Adebayo (1999), Alanana (2003), Echebiri (2005), Ayinde (2008), Morphy (2008) and Awogbale and Iwuamadi (2010) have identified the main causes of growth employment in Nigeria.

The first is the rapidly growing urban labour force arising from rural urban migration. Rural – Urban migration is usually explained in terms of push–pull factors. The push factors include the pressure resulting from man-land ratio in the rural areas and the existence of serious under employment arising from the seasonal cycle of climate. The factors are further exacerbated in Nigeria by the lack of infrastructural facilities, which makes the rural –life unattractive. In addition to this, youth move to the urban area with the probability of securing lucrative employment in the industries.

The second is the rapid population growth in Nigeria. Going by the 2006 census in Nigeria, the nation’s population was put at 140,431, 790 and projections for the future indicates that the population could be over 180million by the year 2020. The accelerated growth of population, Nigeria’s unemployment problem is multi-faceted. It affects the supply side through a high rapid increase in the labour force relative in the absorptive capacity of the economy

The third is the outdated school curricula and lack of employed skill and the fourth is the rapid expansion of the educational system which directly leads to increase in the supply of educated manpower above the corresponding demand for them. This contributes to the problem of the youth unemployment in Nigeria.

In a nutshell, Nigeria is a country with numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. Corruption, which has permeated the entire social structure of Nigeria, has robbed the country of developing a vibrant economic base. Funds meant for development projects have been misappropriated, diverted or embezzled. Thus crippling the economy and engendering and exacerbating unemployment which creates abject poverty, hunger and frustration, killing the zeal and means for entrepreneurship development on the Nigeria youths.

The Role of Entrepreneurship Education on Job Creation among Youths

Education is the key to national development. This is because it unlocks the economic potentials of the people; empowers and equip individuals in the society to participate in, and benefit from there national economy; facilitates economic development and provides the basis for transportation. Education is the essential tool for sustainability. Quality education plays a vital role in the social, political and economic development of any nation. This is possible when jobs are created for the citizenry by establishing a lot of businesses that will accommodate the unemployed youth in Nigeria. A qualified graduate of entrepreneurship education would have acquired enough skills relevant to management of small business centre. Through entrepreneurship education, a pool of potential entrepreneurs who are well equipped with skills and technical know how to manage small/medium scale industries are produced. This will equally help in job creation. Through quality entrepreneurship education, Nigeria will provide a lot of entrepreneurs who could establish and manage business on their own. This will help in reducing poverty in Nigeria.

Theoretical Framework

Several theories are bound to serve as platform for the explanation of the nature, processes, manifestations and variables of entrepreneurship. Schumpeter’s theory developed in the 1934 dwells on the “concentric circles” of economic boom and depression which generates the “social climate” that determines societal attitudes, encouragement and rewards to business endeavors. The creative imitation theory espoused by the likes of drucker, on the other hand, stressed the issue of change which in turn informs the search, response and exploitation of

opportunities by people in a particular society at a given time. Proponents of the economic survival theory are adopted by this study as the framework for presentation and better understanding of this research work. The proponents of this theory's argument focuses on what Gilder (1981) referred to as the "movement from poverty to wealth. The theory assumes that entrepreneurship is prevalent among people who are oppressed by marginalization, suppressed by discrimination, victimized by circumstances and affected by political upheavals. According to Mbaegbu (2008), various theories have been advanced to explain the nature of entrepreneurship and the factors of variables that drive entrepreneurship in a given society.

METHODOLOGY

This section discusses the research design of the study, instrument of collection, validation of research instrument, reliability of the research instrument and method of data analysis.

Research Design

The study used a descriptive survey design. The study adopted both the primary and secondary sources which have to do with first hand information. Questionnaire items were carefully drawn and sent to collect factual information from the respondents concerning the topic at hand then to achieve the personal observation, personal interview as well designed questionnaire which was administered on the respondent. The questionnaire was designed in an open ended and close ended question that was distributed to members of ABC Transport Company limited and some selected ABC transport company workers in Awka. This approach was adopted to ensure that respondents fill the questionnaires without making it officials; this will enable reliable information and favorable returns. The questions were designed to reflect the problems and objectives of the study.

Population of the Study

The population of the study was conducted in ABC Transport Company limited, Anambra state. The population of the study was made up of forty-five (290) workers all staff of ABC transport company limited. Management staff (134) and junior staff (156).

Determination of Sample Size

It was impracticable to study the whole population therefore the study settled for a sample size using Taro Yamani formula stated below

$$S = N$$

$$I = N (e)^2 \text{ (Taro Yamane's formula)}$$

Where N = population if the accounted staff as estimated

E =level of error as estimated = 100

S = sample size to be determined

Note: That the staff are grouped into senior and junior staff here:

Senior staff = 34

$$1 + (34) (0.1)^2 = 25.37$$

Junior staff = 54

$$1 + (54) (0.1)^2 = 35.07$$

Population of senior staff was estimated to 34 and sample size at 25 and 42% of accounting staff while junior staff was estimated to 54 and sample size of 35% and 58% of the strength.

Validation of Instrument

The validity of questionnaire was carried through content validation. This was done through the help of experts. These experts were requested to critically, analytically and logically examine the questionnaire instrument for relevance of content and clarity of statement; comment from these is experts are reflected in the modification of the instrument

Reliability of the Instrument

Reliability was established by administering questionnaire to greater number of the staff of ABC Transport Company limited comprising of both junior staff. Some weeks later, the same questionnaire was re-administered; to the same people, using the relevant score of the first and second score of the administration of the instrument as test retest.

Method of Data Analysis

The findings from the study are represented in percentages. To test for the relationship between the finding and formulated hypothesis the Chi square (χ^2) method of data analysis was used the formula states as follows

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

When $\chi^2 =$ Chi-square

F_O – observed frequency

F_2 – expected frequency

This is calculated as; $EF = \frac{TR \times TC}{GT}$

Where EF = Expected frequency

TR = Total Row

TC = Total Column

GT = Grand Total

DATA PRESENTATION AND ANALYSIS

This section presents and analyses the data accepted from the research. A total number of one hundred and seventy one (171) questionnaires were distributed and 160 copies were returned and completed. This analysis based on the answers from the questionnaire collected back whose percentages is 93% returned and 7% not returned.

Socio-Demographic characteristics of the respondents**Table 4.1: Educational Qualification of the respondents**

Academic questionnaire	Frequency	Percentages
Diploma	91	56.88
BSC, HND	58	36.25
MSC/MBA	11	06.88
Ph	0	0
Total	160	100

Source: Field Survey 2017

From the table, 4.1 it shows that 91 respondents or 56.8% were diploma holders, 56 respondents or 36.25% were BSC/HND holders and 11 respondents or 6.8% of respondents were Msc/MBA holders.

Table 4.2: sex distribution of respondents

Questionnaires sent	Frequency	Percentages
Male	110	68.75
Female	50	31.25
Total	160	100

Source: Field Survey, 2017

The table 4.2 shows the sex distribution /configuration of the respondents, 110 respondents or (68.75%) were male while 50 respondents or (31.25%) were female.

Table 4.3: Working experience of the respondents

Questionnaires sent 8	Frequency	Percentages
0-3years	70	43.75
3-6years	43	26.88
7-10 years	37	23.12
10 and above	160	100

Source: Field Survey, 2017

From the table above showed that responses of those that have worked from 0-3 years were 70 or 43.7%, 43 or 26.8% have worked with the organization for 3-6 year, 37 or 23.12 respondents have worked for 7-10 years while above 10 years recorded 6.25 percentage responses. In this case, it shows that the number of people who have worked for 0-3- years was higher than other years.

Analysis of Research Questions

Question 1 – are there possibility of curbing the youth unemployment problem in Anambra state through entrepreneurial development?

Table 4.5: Response from respondents

Question sent	Frequency	Percentages
Yes	133	83.12
No	27	16.88
Total	160	100

Source: Field Survey 2017

From the table above, 133 or 83.12% agreed that there are possibilities of curbing the youth unemployment problem in Anambra state through entrepreneurial development and 27 or 16.88 of the respondents said that there is no possibility. Therefore, the youth employment problem can be curbed.

Question 2 can youths be given basic training on how best to mobilize savings for growth and development of business enterprises in local communities with the state?

Table 4.6: Response from respondents

Questionnaire sent	Frequency	Percentage
Yes	121	75.62
No	39	24.38
Total	160	100

Source: Field Survey 2017

From the table above, 121 or 75.62% said that youths in Anambra state be give basis training on how best to mobilize savings for growth and development of business enterprises while 39

or 24. 38% of the respondent said vice-versa. With this, it means that youths in Anambra state can give basic training on how best to mobilize savings

Question 3- to what extent can different entrepreneurial development programmes be able to lessen the unemployment problem in Anambra state?

Table 4.7: Response from respondents

Questionnaires sent	Frequency	Percentages
Some	110	73.33
No	50	31.25
Total	160	100

Source: Field Survey, 2017

The table shows that 70 or 43.75% said that different entrepreneurial programmes have been able to lessen the unemployment problem in Anambra state to some extent while 50 or 31.25% of the respondents said to every extent and 40 or 25% of the respondents said to no extent.

Test of Hypothesis

H01: there is no possibility of curbing the youth unemployment problem in Anambra state through entrepreneurial development

Table 4.8

Questionnaires sent	Frequency	Percentages
Yes	133	83.12
No	27	16.88
Total	160	100

The chi – square calculation

Questionnaire sent	F ₀	F _e	F ₀ -f _e	(f ₀ -f _e) ²	$\frac{(f_0 - f_e)^2}{F_e}$
Yes	133	80	53	2809	35.11
Total	160	160	0	5618	70.22

Calculated chi-square $x^2 = 70.22$

For critical value

Degree of freedom = 1

Level of significant = 0.05

Critical value = 3.841

Decision rule

In the hypothesis ii, critical value is 3.841 while computed value 70.22, since the computed x^2 is greater than researcher therefore concludes that there are possibilities of curbing the youth unemployment problem in Anambra state through entrepreneurial development.

Summary of Result

The responses to questionnaire administered to the employees of ABC Transport Company reveals that the impact of entrepreneurial skill aids in reduction of youth unemployment in Anambra state. The research also ascertains that there are roles entrepreneurial skills or business play in employment of youths in Anambra State through entrepreneurial development. Furthermore, it also shows that youths can be given basic training on how best to mobilize savings for growth and development of business enterprise in local communities within the state and it also goes ahead to reveal that different entrepreneurial development programmes can be able to lessen the unemployment problem in Anambra State.

SUMMARY, CONCLUSION AND RECOMMENDATION

Unemployment problem like corruption in Nigeria is a hydra-head phenomenon and cannot effectively tackle through a mono-technology. Our study looked at the way the unemployment problems in Nigeria can be solved through entrepreneurial problem in Anambra state can be curbed through effective entrepreneurial development. This is in spite of government efforts aimed at reducing effort alone is not sufficient when compared with the magnitude of the unemployed in Nigeria. Our finding is in line with an assertion by Obanla. In Nigeria, unemployment rate has been found to be highly based on lack of entrepreneurial development. This justifies the need to increase entrepreneurial activities to reduce high rate of unemployment (and its negative effects). The youth through Training are said to learn to develop inner qualities for self and organizational improvement, they also learn the need to develop common sense creativity and wisdom. However, things may not be in order as planned, hence the need for psychological, sociological, economical and technological training to prepare the young entrepreneurs for the rainy day. Therefore, through a well planned and executed entrepreneurship development in Nigeria, unemployment rate (which is the case of the present kidnapping Boko Haram and other problems in our society) will reduced and become be a thing of the past.

CONCLUSION

There is evidence that young people are enthusiastic about starting business. However, it is clear that few young people actually start business relative to those who express an interest. This reflects a number of barriers affecting youth entrepreneurship in this area including skills, networks and financing; barriers that are often particular to youth or more severe for youth than for adults. In a period when Nigeria faces an economic crisis that has increased levels of youth unemployment and reduced youth participation in the labour market beyond the already harsh long run trends, public policies and programmes for entrepreneurship can play a role in addressing the challenges. Unarguably, youth entrepreneurship is not only solution to the youth unemployment problem but it does have represents a robust platform in facilitating a route into the labour market for young people with the ambition and wherewithal to become entrepreneurs. The evidence suggests that when designed appropriately, government programmes can have significant impacts on increasing the exit rate of young people from unemployment with reasonable results on value for public money. He youth entrepreneurship policy landscape in Nigeria and other African countries still needs to evolve in its coverage and comprehensiveness and the quality of the approaches used. Finally, sustained education and enlightenment programmes on the opportunities that abound in the environment should be put in place. If the Nigerian government must revitalize its economy, reduce unemployment progressively, and generate more employment opportunities, a paradigm shift in policy that is critical to effective entrepreneurship development becomes imperative.

RECOMMENDATIONS

Based on the research findings, the study will be incomplete without the following recommendations and suggestions to management of organization (RSCS) and other organizations that may find this research work relevant.

Following the finding of this work the authors make bold to recommend as following:

- I. That there should be a process of a program geared toward training youths in Nigeria in act of entrepreneurship. There should be the inculcation of entrepreneurial

development course in all higher institutions curriculum in Nigeria that still need to be done as these platforms are just being institutional. They ought to be proactive and pragmatic.

- II. Federal government should hasten the power sector reforms and re-stabilize it to end the looming energy crisis in Nigeria. This is to encourage entrepreneurial activities in the country as power is major factor in the economy, in terms of enterprise activities.
- III. Religious, ethnic and political violence and crisis should be controlled by all means necessary as it displaces people and causes serious harm on their means of livelihood. Many companies have left Nigeria because of violence in certain areas of the country. Therefore, any act of violence should be checkmate.

Our results of finding show that government efforts aimed at entrepreneurial development cannot solve the multi-dimensional nature of the Nigeria unemployment problem. As such, it will require the collective efforts of both the public and private enterprises to mitigate the unemployment problem in Nigeria i.e. a public private partnership in curbing the unemployment problem through entrepreneurial development.

Secondly, as it is currently being practiced in some Nigeria institutions of higher learning entrepreneurial programmes and curricula should be designed to meet with the current trends. Its content should be properly designed towards making a graduate in Nigeria skillful in a particular trade or enterprise of interest before he or she leaves the school. Finally, adequate fund should be set aside by both the public and private enterprise and channeled towards assisting graduates with entrepreneurial skill to set up their own privately-owned enterprises in the area of their skill.

REFERENCES

1. Chigunta .F (2002). The socio-economic situation of youths in Africa: problems, prospects and options. A paper presented at the youth employment summit, Alexandria, Egypt. Pp 1-13.
2. Entrepreneurship development in Nigeria. *Journal of sustainable development in Africa (volume 13, No. 4,2011) clarion university of Pennsylvania, clarion, Pennsylvania.*
3. Esomonu B.N (1998). The state of entrepreneurship education in Nigeria.
4. Fajana, S. (2000) Functioning of the Nigeria labor market, Lagos labonfin and company.
5. Idehen M, (2008). Infrastructure is the biggest challenge to business in Nigeria.
6. Igbo, B. C (2006). Understanding Entrepreneur Business. Nsukka, Fulladu Publishers.
7. Kanothi RN, (2009). The dynamics of entrepreneurship in ICT: case of mobilize phones downstream service in Kenya
8. Kuratka DF (2009). Introduction of Entrepreneurship. 8th ed. Australia: South Western.
9. Morphy R (2008). Nigeria: youth unemployment, poverty –a time bomb for country. Leadership, Wednesday, 27, August.
10. National Bureau of statistics. (2009). Statistical News: labour force statistic No. 476: The NBS
11. National planning commission (2005). National Economic Empowerment and Development Strategy (NEEDS). Reprinted by CBN.

12. Okafor E.E (2011) youth unemployment and implications for security and stability of democracy in Nigeria.
13. Onyebueke and Ochongo, (2002). Entrepreneurship and economic development Enugu: precision printers and publishers.
14. Ossai, (2008).” Entrepreneurs and Entrepreneurship in Nigeria” Lagos: Gold Land Business Co. Ltd.
15. Rami L. Adeleke (2010): Using Entrepreneurship development and corporate social responsibility as strategies for conflict resolution in the Niger-Delta region in Nigeria (A paper presented at the 43th Annual SPE International Conference in Tinupa-Calabar)
16. Salami CGE (2011) Entrepreneurship interventionism and challenges of youth unemployment in Nigeria. *Global journal of management and business research volume II Issues 7 version 10 July 2011.*
17. Schumpeter, P (1994). Tough times Never last but tough people do.
18. Thorton, PH (1999). “The sociology of entrepreneurship Authors: Annual Review of sociology Vol. 25.
19. Youth unemployment in Nigeria: Some implication for the third Millennium. *Global J. Soc. Sci.* 2 (1): 21-26.