EFFECTS OF ENTREPRENEURIAL TRAINING ON CAREER DEVELOPMENT AMONG YOUTHS IN OYO STATE, NIGERIA.

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Abstract

This study appraised the effect of entrepreneurial training on career development among the youths, examined the effect of career development programmes on youths and ascertained the roles of government towards career development and challenges facing it in Oyo state.

Purposive sampling technique was used to select a sample of 438 trainees of block moulding industries in all the constituencies of Oyo State. Data were collected with the aid of questionnaire. Frequency distribution table and simple percentages were used to analyze bio-data of the respondents. Regression analysis was employed to model the effect of entrepreneurship on career development and career development on youths. Chi-square and correlation analysis were used to evaluate the role of the government on career development on youths especially in career training and to examine the relationship between career development The study indicated that industrial training, graduate attachment programme and apprenticeship system significantly influence career development among the youths with R2 = 0.5536 at 0.05 level of significant. It also revealed that the effect of career development programmes on youths accounted for 55.3%. The study ascertained the roles of government such as establishment of youth empowerment scheme, introduction of career development programmes among others for the chi-square calculated values greater than Chi-square tabulated value of 31.41 at 0.05 level of significant. It found out that relationship existed between these challenges such as inadequate power supply (0.9549), lack of technical know-how (0.7376), education (0.8824), inadequate fund (0.9941), inadequate infrastructural facilities (0.6946) and carer development programmes. The study concluded that youth entrepreneurship education is key to career development leading to poverty alleviation. In addition, youths' involvement in career development programmes reduced the dependence on government for white-collar jobs

Introduction

The definition of successful entrepreneurship proposed by Moris, Kurako, and Covin (2019) stresses the important talents and competencies necessary for success. They include the capacity to identify and capitalize on opportunities, manage and develop a business enterprise. Also, innovate, take risks, and produce value for stakeholders. Entrepreneurship is an entity of people with the ability to see an opportunity, mobilizing necessary capital, labour and other input operating together and successfully along with know-how and have the willingness to take the personal risk of success or failure (Udechukwu, 2009).

Entrepreneurship is the procedure of developing something novel and valusable by investing time and effort. Also, taking on financial and personal risk, and reaping the benefits of financial and personal independence (Chrisman, Chua, J.H.A & Steier, L.P. 2015) According to Chrisman, Chua and Steier, entrepreneurship is the process of producing something new and useful by spending time and effort, taking risks and earning financial and personal freedom

SMEs are enterprise with a maximum asset base of 500 million naira excluding land and working capital, and with staff strength of not less than ten (10) and not more than 300 workers. On a broad note, SMEs operating in the Nigerian economy are mandated to operate under the legal system that regulates their operations. (Adelowo et al, 2012).

In the same vien, Small Scale enterprise was defined as an enterprise that operates with total share capital (including working capital and rent) of between 5million and 50 million naira and a workforce of not more than five people. Also Medium Scale Enterprise (MSE) on the other hand as an enterprise that operates with a total capital (including working capital and rent) of between 51 million naira and 500 million naira and a workforce of between 10 and 50 people. (Motilewa et al., 2015; Ihua, 2009; Central Bank of Nigeria, 2010; Alaye –Ogan, 2012)

Before independence, there was no legacy of investment policy on Small businesses by the colonial masters. As a matter of fact, industrial investment was believed to be in the exclusive competence of the multinationals. The history of industrial revolution in developed and developing countries have shown that small businesses are the driving force of industrial development. In order to encourage the growth of Small businesses after independence, successive governments in Nigeria over the years had employed monetary, fiscal and industrial policy measures and introduced career programmes at the macro level and financing arrangements at the micro level to assist the development of Small businesses in Nigeria. For example, the Central Bank of Nigeria Monetary Policy Guidelines directing the banks to allocate a minimum stipulated credit to sectors classified as "preferred", including the Small businesses whose allocation increased from 10% in 1979/80 fiscal year to 16% and 20% at total loans granted to domestic borrowers in 1980 and 1990 respectively (Barua, 2009). In the same manner, generous tax incentives were offered to investors in industries in the fiscal policy measures of the federal government announced with federal government annual budgets.

The increasing need to build new residential houses, factories and offices to accommodate Nigeria's large population seems to have made block moulding a very lucrative business in the country. For instance , 15 bags of cement yields about 500 cement blocks, with this a moulder can realize about #20,000 in a day and #500,000 monthly if 9 inches block is sold for #350 and 6 inches for #300. (Source: Nigerian Building and Road Research Institute (NBBRRI 2022).

The start-up requirement for block moulding industries in Nigeria is not difficult but it all depends on the scale the moulder wants to operate. As a result, one can set up a block moulding industry with less than #300,000 excluding land but it will be labour intensive. Alternatively, you can choose to set up machine-based block moulding industry but it is capital intensive. (Source: Nigerian Building& Road Research Institute (NBBRRI) 2023).

In effect, Small businesses were facing numerous problems in Nigeria, especially in Oyo State and its environs that have not enabled these enterprises to satisfy the needs of the customers. In particular, these enterprises had the following problems: (i) harsh government policy; (ii) inconducive environment, (iii) poor financing, (iv) insecurity of lives and property; (v) inadequate infrastructural facilities.

In his own view, Onwubiko (2008) noted that irrespective of the benefits associated with entrepreneurship, there were a lot of barriers that have prevented youths from fully acquiring the required skills for the intended career and which may mar their intention to be self reliant. Such include inadequate infrastructural facilities, inadequate security, inadequate working capital, low standard of education, and other economic, social and political factors.

In realization of the need to reduce employment problems in Nigeria, government established training programmes through which youth can learn and acquire the prerequisite skill on certain career. Such training programmes include National Directorate of Employment (NDE), Graduate Attachment Programme (GAP), National Open Apprenticeship Scheme (NOAS), National Economic Empowerment and Development Strategies (NEEDS).

With these programmes, the youth will learn various entrepreneurship skills within a stipulated period under the tutelage of a particular entrepreneur. The aim of such training schemes was to enable the graduands to be self-reliant after graduation from the training programme.

The growth in entrepreneurship education across the country and increasingly around the world has been well recognized (Katz, 2003; Kuratko, 2005; Torrance, 2013). Over the past two decades, a proliferation of entrepreneurship programs, credentials, experiential and co-curricular activities have been made accessible to undergraduate students in a wide variety of academic disciplines beyond those enrolled in business schools. Programs vary widely, emerging from various academic units; employing tenured faculty, nontenured faculty, or practitioners; and taking the form of majors, minors, and certificates (Duval, Shartrand, & Reed-Rhoads, in press; Shartrand, Weilerstein, Besterfield-Sacre, & Golding, 2010). Engaging students on a wide variety of academic disciplines has expanded the discourse surrounding the value of entrepreneurship education beyond that of venture creation. Recognizing that starting a company is not an immediate goal for many students, today entrepreneurship programs tout associated benefits, including the development of leadership, communication, business literacy and intrapreneurial skills, in order to draw a broader audience to the programs.

Venkataramen (2017) submitted that Entrepreneurial process as adynamic procedure characterized by a blend of opportunity recognition, resource acquisition, and risk taking. This definition highlights the significance of opportunity recognition, resource acquisition and risk taking in the creation of successful businesses. Also, seeing opportunities require being mindful of industry trends, clients demands and emerging technology or business models. Oduma (2012) asserted that skill acquisition and employment generation have remained a focal point in the Nigeria government policy, between 1986 and now various administrations' initiatives to promote self-dependence and self -reliance in the generation of gainful self-employment have been profound. Oduma (2012) noted further that starting with the acquisition of career skills; it is believed that the education system operated since post-independence placed emphasis on academic excellence rather than skill acquisition which can prepare an individual for a more useful and fulfilling life within the society. Hence, a new National Policy on Education was promulgated in 1997 introducing vocational/ career courses in educational curriculum. From the fore going, career skill acquisition is more relevant to the development of Nigerian youths.

This study appraised the influence of Entrepreneurial Training on career development among the youths in Oyo State of Nigeria.

Statement of the Problem

In realization of the level of poverty and employment problem in Nigeria, entrepreneurship education has been included in the curriculum of schools right from the secondary schools up to the university. Apart from formal training, entrepreneurial non-formal training is being taught in several training centres. The attempt was to improve the career and skill development among youths and purposely to reduce the search for white-collar jobs but how effective were these attempts in promoting career development among the youths? Furthermore, what are the effects of these career development programmes on the youths?

Despite the roles of government in promoting career and entrepreneurial skill development among the Nigeria youths, but how effective are these roles in achieving the goals.

The introduction of different measures to curb career problems among youths seems to have been hindered by some factors. Due to the above, it has been observed by

Anyawu (2010) that the rate at which the youths roam the streets unproductively due to their idle hands is alarming.

From the foregoing, various studies exist on poverty reduction but the extent to which entrepreneurship has promoted career development among Nigeria youths require further empirical evidences. There is paucity of research in this regards in the Nigeria context.

Objectives of the study

The general objective of the study is to determine the effect of entrepreneurship on career development among the youths; while the specific objectives are to:

(i) identify the roles of government in career development among the youths

(ii) ascertain the effect of entrepreneurial training on career development of youths in Oyo state;

(iii) determine the challenges facing career development among youth in Oyo state.

Research Questions

(i) What are the effects of Entrepreneurial Training on Career Development among youths in Oyo State?

(ii) What are the effects of Career Development on youths?

(iii) How adequate are the roles of Government towards Career Development among youths?

(iv) What is the extent of the challenges facing the Career Development among youths in Oyo State?

Hypotheses

Ho_1: There is no influence of Entrepreneurial training on Career Development among youths in Oyo state.

Ho_2: Career Development programmes do not have effect on youths in Oyo state.

Literature Review

Entrepreneurship has become a key driver of economic growth and job creation in many countries around the world. It offers opportunities for individuals, particularly youths, to leverage talent, resources, and ideas towards creating new ventures that provide solutions to societal problems while also creating wealth and employment opportunities. Several studies have emphasized the positive impact of entrepreneurship on employment, GDP growth and overall development across nations. However, less attention has been given to the link between entrepreneurship and career development among youths. This literature review seeks to examine the current state of knowledge on the effect of entrepreneurship on career development among the youths.

Theoretical background

Theories such as Austrian economist Joseph Schumpeter's theory of creative destruction in 1942 characterized creative destruction as innovations in the manufacturing process that increase productivity, describing it as the process of industrial mutation that incessantly revolutionizes the economic structure from within, incessantly destroying the old one, incessantly creating a new one. Resource-based theory provides insights into entrepreneurship as a key factor that drives innovation, competitiveness and sustained economic growth in societies. According to Schumpeter's theory, entrepreneurs create new or better ways of doing things, including products or processes. Resource-based theory suggests entrepreneurs can leverage personal qualities such as competencies, networks, and resources towards achieving their goals.

Empirical Review

A study by (Gibson 2019) on small business owners in Kenya shows that running a business can develop specific skill sets that are valuable in other job sectors such as marketing, finance or operations. The study points out that entrepreneurs tend to be more flexible in developing their skills compared to non-entrepreneurs. The Gallup Organisation (2007), for instance, found that over 85

percent of owners of SMEs were delighted to have owned their own enterprises than working for another person.

In a study carried out by Akande (2013) among the members of National Association of Small-Scale Enterprises (NASMEs) across the twenty (20) Local Government Areas in Lagos State titled "Does entrepreneurship programs influence business performance? An empirical investigation of the Nigeria SMEs" The result of the findings reveals that there is significant relationship between government entrepreneurship program and SMEs business operation performance.

Also, in a study carried out by Onwubiko (2018) titled "Career Development and Graduate Entrepreneurship" carried out in five states in Nigeria examined and compared data from survey conducted in1980s on the entrepreneurial career aspirations of graduates. The findings of the study showed that the graduate when left to their own devices tend to develop small and unimaginative businesses, also the type of business started is significantly determined by the course studied

Summary of Literature Review

A cursory look at the various literatures reviewed revealed the significant effect of small business on career development among youths. These literatures showed that success in any small business operating is as a result of the previous career training undergone by the business operators. The literature viewed training as an important tool that must be well designed to suit the need of the trainees. Training is useful for both youths and adults as this will enable them to acquire the relevant skills for their future careers.

Moreover, the literature described the entrepreneurial skills as qualities and attributes required for an entrepreneur to start and successfully manage a business in a competitive environment. It was said that entrepreneurs face many obstacles which militate against successful operations and performance such as acute finance, inadequate infrastructural facilities, insecurity of lives and properties among others.

Coupled with the development of entrepreneurial skills, development of a nation has great effect on the acquisition of entrepreneurial skills of people in such a nation. It was observed by the literatures viewed that both the initial capital to start the business and the working capital to run it are significant factors that affect the establishment and success of most of the enterprises in Nigeria and west Africa.

Furthermore, the literatures identified the prospects of small businesses in Nigeria. Despite all the aforementioned problems that stand against the rapid development of small businesses in Nigeria, it could be seen that government and other stakeholders are making significant efforts to improve the performances of these businesses, such efforts include the training and vocational programmes like NDE, NOAS, GAP, NEEDS among others.

However, while the previous literatures were based on the existence and obstacles facing the success of the small businesses, this study will be based on the effect of small businesses on career development among youths, mainly to discover how relevant these businesses are in developing the career of youths in Oyo Township.

Methodology

The study was conducted on trainees of block making industries in the thirty-three local governments' area of Oyo state, these block molding industries were those that has being in operation for at least eight years. In addition, they were members of Association of Builders in Oyo State (Association of builders 2020). Block moulding enterprise can be a suitable option for youth who want to gain expertise in block making industry and become self-reliant. The study population consists of trainees who are registered with block making enterprises in Oyo State.

According to the Oyo State Association of builders in 2019, the number of registered block making enterprises in Oyo State is 1220, while the total number of trainees is 3,750. See Appendix II for the distribution of respondents in each Local Government Areas of Oyo State.

The sample size for this study is three hundred and sixty-one (361) trainees. This is selected using Yamane(1967) formula to derive the Local Governments with the highest number of trainees in all the Senatorial Districts in Oyo State namely Atiba, Ibadan North and Iddo Local Governments. See Appendix III for the sampling of the respondents. The data collection instrument for this study was structured questionnaire. It was developed after careful consideration of the related literature guided by the research objectives with five points likert scale

Methods of Data Collection

The researcher consulted the managers of each block making industries in Oyo Township to get permission to use their trainees to complete the questionnaires.

Model Specification

The model below was applied to establish the relationship between Entrepreneurial Training and Career Development.

YOI, RM & T = f (EA)……eq 3.1

YIT, GAP, AS =f(X1 + X2 +Xx3)……..eq 3.2

YIT, GAP, AS =α + b1 X1 + b2 X2 +b3 X3 + μ….eq 3.3

Where Y = Career Development among youths which is Dependent Variable measured by:

OI = Opportunity identification …… eq 3.4

RM = Resource mobilization …… eq 3.5

T = Technology ……....eq 3.6

α = intercept…….....eq 3.7

EA = Entrepreneurship Activities which are Independent Variable expressed in term of

X1 = Opportunity identification……..……..eq 3.8

X2 = Resource mobilization……...eq 3.9

X3 = Technology……..……..eq 3.10

b1, b2, and b3 are co-efficient……eq 3.11

μ = error terms……..eq 3.12

Methods of Data Analysis

The data collected on the respondents demographic information were analysed using simple percentage. On the other hand, the data collected on research objectives 1-3 were analysed using regression analysis and chi square (x^2). Regression analysis is a predictive analysis used to determine the relationship between a dependent variable and one or more independent variables. It is used when the dependent variable is continuous. Chi square analysis, on the other hand, is used to determine if there is a relationship between two categorical variables. It is used when the dependent variable is categorical. The Chi square test is used to compare what is observed with what is expected. This is shown in table 1

TABLE 3.1: Method of Data Analysis

	Research objectives	Analytical tools	Independent Variable	Dependent Variable
1	To determine effect of small businesses on the career development among youths in Oyo state.	Regression Analysis.	Entrepreneurship through industrial training, graduate attachment, apprenticeship.	Career Development in terms of opportunity identification, resource mobilization and technology.
2	To examine effect of career development programme on youths.	Regression Analysis.	Effect of Career Development programme.	Youths.
3	To describe the roles of government towards career development among youths.	Chi – square.	Roles of government.	Career development.

Source: Authors compilation

Discussion of Findings

The questionnaires had two sections; A and B. Section A consists of demographic (bio - data) profile of respondents while section B comprises the items that centers on core issues relating to effect of small businesses on career development, government roles on career development and challenges facing it in Oyo State.

Demographic Characteristics of Respondents (Trainees of block moulding industries)

From Table 1 below, we can see clearly that 34.33% of respondents fell within the age of 20-30 years, while

53.17% fell between 31-40 years and 12.5% of ages were above 41 years. The highest percentage of 53.17% was in active years of age with the mean age of 33years. This also shows that majority of the trainees are within the working age. Also, the table shows that there were more male than female trainees, that is, 90.48% of the respondents were male while 9.52% were female trainees. This implies that more of the men involve in career development activities.

Furthermore, it was shown on the table that 2.98% of trainees had spent less than a year on training, 18.85% spent 1 – 3years, 31.15% spent 3 – 5years, 37.5% spent 5 – 7years while 9.52% spent 7 – 10years. The result of the finding therefore revealed that the average years of experience was 4years 7months. From the table also, it was revealed that 31.35% had O'Level/NABTEB, 47.02% had OND/NCE, 15.48% had HND while 6.15% had bachelor degree. The result of the finding therefore revealed that most of the trainees had a minimum of OND/NCE in the study area.

Table 1: Distribution of Respondents (trainees of block moulding industries) by Demographic factors

Demographic factor	frequency	Percentage
Age (year)		
Below 20	-	-
20 – 30	113	34.33
31 – 40	230	53.17
41 and above	28	12.50
Sex		
Male	321	90.48
Female	40	9.52
Training experience (year)		
Less than a year	7	2.98
1 – 3	42	18.85
4 – 6	123	31.15
7 – 9	145	37.50
Academic qualification		
NABTEB/O'Level	126	31.35
DIPLOMA/NCE	210	47.02
HND	36	15.48
BSc/B.ed	17	6.15
Purpose of training		
To be self-reliance	275	84.33
To work with govt.	-	-
To form entrepreneurship group	86	15.67

Source: Field Survey

Analysis from table 1 shows that, majority of trainees agreed that block moulding industries assist in development of career among youths through industrial training which was indicated by 81.15%, 18.85% also agreed to it. The table indicated that through graduate attachment programmes, block moulding industries assist to develop career among youths, 18.65% of the trainees strongly agreed to it, 59.52% of them agreed to it, while 21.83% were undecided. The table further revealed that another means by which block moulding industries assisted in career development among youths was apprenticeship. Indication came from the opinion of trainees where 21.83% strongly agreed to it, 65.48% agreed to it, while 12.7% were indifferent,. Finally, to know the opinion of the trainees on whether block moulding industries operating as entrepreneurship influence career development among youths, 34.33% strongly agreed that indeed block moulding industries influenced career development, 56.15% agreed and 9.52% were undecided. This implies that entrepreneurial activities like opportunity identification, resource mobilization, technology know-how among others promoted career development among the youths.

This further conformed with the opinion of Lyve(2005) that says entrepreneurial activities are favourable to the basic skills required for starting, developing, financing and marketing business enterprise.

Table 2: Distribution of Perception of Trainees on Effect of Block Moulding Industries on career development among youths in Oyo State.

S/N	SA	A	U	D	SD	TOTAL
1	**(81.15)**	**(18.85)**	-	-	-	**(100)**
2	**(18.65)**	**(59.52)**	**(21.83)**	-	-	**(100)**
3	**(21.83)**	**(65.48)**	**(12.70)**	-	-	**(100)**
4	**(34.33)**	**(56.15)**	**(9.52)**	-	-	**(100)**

Source: Field Survey

Analysis from table 4.2 shows that, 6.35% of trainees strongly agreed that career development programmes enabled youths to be self-reliant, 59.52% agreed to it, 31.15% were undecided while 2.98% disagreed. The table

also indicated that career development programmes made youth to be job creators, 87.5% of the trainees strongly agreed to it, 6.35% agreed, 3.17% were undecided while 2, 98% disagreed. More so, the table revealed that 12.7% of respondents strongly agreed that career development programmes alleviated poverty among youths, 65.48% agreed to the statement, 15.48% were undecided and 6.35% disagreed. Conclusively, to know the opinion of the trainees on whether career development programmes influence the youths positively, 18.85% strongly agreed that indeed it influenced the youths while 81, 15% agreed. This implies that career development programmes which include graduate attachment programme, industrial training, apprenticeship, national open apprenticeship scheme, workshops and seminars on career development among others has a positive and significant effect on the youths. This conclusion is linked to the concept of employability and equipping people with the skills they need to manage their careers effectively (Jackson, 1996).

Table 3: Distribution of Perception of Trainees on effect of career development programmes on youths.

S/N	SA	A	U	D	SD	TOTAL
5	(6.35)	(59.52)	(31.15)	(2.98)	-	(100)
6	(87.50)	(6.35)	(3.17)	(2.98)	-	(100)
7	(12.70)	(65.48)	(15.48)	(6.35)	-	(100)
8	(18.85)	(81.15)	-	-	-	(100)

Source: Field Survey, 2023.

Analysis from table 3 shows that 2.98% of trainees opined that establishment of youths empowerment scheme by the government was highly adequate, 6.35% said that it was adequate, 59.52% agreed that it was fairly adequate, while 31.15% was of the opinion that the scheme was inadequate to promote career development among youths. The study also investigated on the adequacy of the introduction of career development programmes at the micro level by the government. 9.52% of the respondents agreed that it was adequate, 50% said that it was fairly adequate while 37.5% and 2.98% claimed that it was inadequate and highly inadequate respectively. Furthermore, 3.17% of the trainees opined that establishment of NDE, GAP. NEEDS and NOAS to cater for career development among the youths was highly adequate, 25% claimed that it was adequate, 40.48% said that it was fairly adequate while 31.35% claimed that it was not adequate. This implies that roles being played by the governments towards career development among the youths are still inadequate and this called for more effort or measures on the establishment and sustenance of career development programmes among the youths.

The table also reveals that 6.15% of the respondents agreed that the introduction of vocational and career courses in educational curriculum was highly adequate in promoting career development among the youths, 37.5% and 37.7% showed that it was adequate and fairly adequate respectively. However, 12.5% and 6.15% claimed that it was inadequate and highly inadequate respectively. This implies that vocational and career guidance is needed due to its emphasis on helping the trainees to choose career through their preferences for one occupation or the other. In the same vein, trainees accounted for 9.52% of the respondents insisted that organization of seminars and workshops for existing entrepreneurs by the government was highly adequate to provide necessary skills for existing entrepreneurs among the youths. 12.5% and 56.15% opined that it was adequate and fairly adequate, while 15.48% and 6.35% claimed that it was inadequate and highly inadequate respectively.

Finally, the perception of the trainees of block moulding industries on the extent of adequacy of the government' roles towards career development among the youths was presented in the table. 6.15%, 37.5% and 38.49% said it was highly adequate, adequate and fairly adequate respectively. However, 11.9% and 5.95% claimed that the roles of the government were inadequate and highly

inadequate respectively. This implies that governments (federal, state and local government) need to ensure their adequate and optimum roles towards career development among the youths. This is evidenced from the conclusion of SMEDAN (2015) that government at all levels and other stakeholders in the entrepreneurship sub sector should be involved in establishing and promoting career development programmes, policy formulations and implementation career development measures in other to yield effective, positive and significant results on youths.

Table 4: Distribution of Perception of Trainees on government roles towards career development among youths in Oyo State.

S/N	HA	A	FA	IA	HI	TOTAL
9	(2.98)	(6.35)	(59.52)	(31.15)	-	(100)
10	-	(9.52)	(50.00)	(37.50)	(2.98)	(100)
11	(3.17)	(25.00)	(40.48)	(31.35)	-	(100)
12	(6.15)	(37.50)	(37.70)	(12.50)	(6.15)	(100)
13	(9.52)	(12.50)	(56.15)	(15.48)	(6.35)	(100)
14	(6.15)	(37.50)	(38.49)	(11.90)	(5.95)	(100)

Source: Field Survey, 2023.

Analysis from the table 4 indicated that 43.65% of the trainees were of the opinion that power supply to large extent has affected career development among the youths in Oyo State. 40.67% said that it has affected career development moderately, 3.17% of the trainees are indifferent while 6.35% and 6.15% of the respondents are of the opinion that it has a little or no effect on career development. On the aspect of technical know-how, 50% of the trainees indicated that level of technology in Oyo State has affected career development among youths, 6.35% were undecided while 43.65% said that it has little effect on career development. More so, the effect of education on career development among youths in Oyo State was revealed in the table. 72.02% of the respondents said that education has greatly affected career development, 15.48% opined that it moderately affected career development, 6.15% were undecided while 6.35% agreed that it has little effect on career development on youths in Oyo State. This implies that governments at all levels has many roles to play to the career development of the youths, however this roles are inadequate which is adversely affecting the employability and self-reliance of youths operating in block moulding industries in you state. Moreover, the table also showed the responses of the respondents on the effect of availability of fund on career development among the youths in Oyo State. 46.83% indicated that lack or inadequate fund has to large extent affected career development among the youths, 40.48% opined that it has a moderate effect, 3.17% were undecided while 6.35% and 3.17% said that it has little and no effect on career development. 9.52% of the trainees were of the opinion that availability of infrastructural facilities has greatly affected career development among the youths in Oyo State, 46.83% agreed that infrastructures has a moderate effect while 43.65% believed that it has little effect. The table further showed the opinion of the trainees on the level of awareness on career development among the youths in Oyo State. 6.35% formed the opinion that lack of awareness on career development programmes to large extent has affected career development among the youths. 15.48% said it has a moderate effect, 34.52% were undecided while 43.65% believed that it has little effect. This implies that inadequate infrastructural facilities, low level of education, poor power supply, inadequate source of funds, lack of awareness among others has highly hindered career development initiatives among the youths. This is linked to the opinion of Arnold and Jackson (2007) that the introduction of different measures to curb career development among the youths has been militated by such factors like low level of education among the youths, inadequate capital, inconducive environment, change in government policies, low awareness of career development programmes among others.

Lastly, majority of the trainees to the tune of 47.22% concluded that the extent of challenges facing career development among the youths is large. 40.48% concluded

that the challenges are moderate, 3.17% were undecided, 5.95% and 3.17% concluded that it has little or no effect on career development. This implies that there is a significant relationship between these challenges (inadequate power supply, technical know-how, education, awareness inadequate or poor financing) and career development among the youths. The more all these variables are adequately present the more the youths would be able to develop in their career but lack of these variables would pose threat to career development among the youths in Oyo state. This can be linked to the assertion of Anyawu (2010) that says the rate at which youth roam about the street joblessly is at alarming rate claiming there are no jobs to engage themselves in.

Table 5: Distribution of Perception of Trainees on the effect of challenges facing career development among youths in Oyo State.

S/N	LE	ME	U	LE	NE	TOTAL
15	(43.65)	(40.67)	(3.17)	(6.35)	(6.15)	(100)
16	-	(50)	(6.35)	(43.65)	-	(100)
17	(72.02)	(15.48)	(6.15)	(6.35)	-	(100)
18	(46.83)	(40.48)	(3.17)	(6.35)	(3.17)	(100)
19	(9.52)	(46.83)	-	(43.65)	-	(100)
20	(6.35)	(15.48)	(34.52)	(43.65)	-	(100)
21	(47.22)	(40.48)	(3.17)	(5.95)	(3.17)	(100)

Source: Field Survey

Test of Hypotheses

Hypothesis One

There is no influence of Entrepreneurial Training on Career Development among youth in Oyo state.

The regression analysis results obtained in the determination of the effect of entrepreneurship (i.e. block moulding industries) on career development among youths in Oyo state shows that the R^2 Coefficient (0.6785) the coefficient of determination this indicates that the explanatory variables account for 67.8% of the variation of entrepreneurship that influences career development among youths. Given the adjusted R^2 of 67.6% with Prob>f = 0.0000 at 5% level of significant; it is an indication that the independent variables in the model jointly and significantly explain the entrepreneurship operation that affects career development on youths. Therefore, industrial training, graduate attachment programmes and apprenticeship were found to be significant at of 0.003, 0.000 and 0.000 respectively at 5% significant level. This implies that entrepreneurship organized as block moulding positively influenced career development among the youths. Null hypothesis is rejected and alternative hypothesis that entrepreneurships influenced career development among the youths accepted. This implies that block moulding industries through industrial training, graduate attachment programmes and apprenticeship positively influence career development among the youths in Oyo State. This result conforms to Orisanaiye, 2000; Okpara and Wynn, 2007) as revealed in the results of their studies that youths are better encouraged through their involvement in various graduate attachment programmes, career trainings and apprenticeship for them to possess appropriate skills and abilities to organize and run their own businesses.

Table 6a: Regression Analysis results showing effect of entrepreneurship on career development among the youths in Oyo State.

SBP	Coef	Std.Err	t	P>/t/	[95%conf.interval]	
IT	-.195076	.0655008	-2.98	0.003	-.3237667	-.0663853
GAP	.2123993	.0514836	4.13	0.000	.1112485	.31355
AP	.7630247	.0543185	14.05	0.000	.656304	.8697454
_cons	.1.100496	.1752767	6.28	0.000	.7561265	1.444866

Source: Author's computation.

Table 6b: Table showing the model summary

SOURCE	SS	DF	MS		
Model	128.920372	3	42.9734574		
Residual	61.0776436	500	.122155287		
Total	189.998016	503	.377729654		
R – squared	Adj. R – squared	Prob>f	Root MSE	F(3,500)	No. of obs
= 0.6785	= 0.6766	= 0.0000	= .34951	= 351.79	= 361

Source: Author's computation

Hypothesis two

Career Development programme does not have effect on youths in Oyo state.

In order to examine the effect of career development programmes on youths and to test the hypothesis, the regression analysis technique was applied to test the data collected and the result presented on the tables 4.6a and 4.6b shown below. The regression analysis results obtained shows that the R^2 Coefficient (0.4536) which is the coefficient of determination indicates that the explanatory variables account for 45% of the variation of the effect of career development programmes on youths. Given the adjusted R^2 of 45% with Prob>f = 0.0000 at 5% level of significant, is an indication that the independent variables in the model jointly and significantly explain the effect of career development programmes on youths. Therefore, self-reliance, job creation and poverty alleviation were found to be significant at 0.007, 0.000 and 0.000 respectively at 5% significant level. Null hypothesis is rejected and alternative hypothesis that career development programmes influence the youths in Oyo State accepted. This implies that career development programmes makes it easy for the youths to be self-reliant, job creators and alleviate poverty among others. This result is in line with (Asaolu 2001 and 2004, Parker 2004; Davidson, 2005;) that career development of youths are seen to be sacrosanct to stimulating entrepreneurial development, contributing to the transformation of the traditional sector into a modern one, creation of employment, poverty eradication, reducing rural and urban migration and serving as a training ground for managerial skill acquisitions.

Table 7a: Regression Analysis results showing the effect of career development programmes on the youths.

SBC	Coef	Std.Err	t	P>/t/	[95%conf.interval]	
SR	.0906941	.0333671	2.72	0.007	.0251372	.156251
JC	-.331117	.0297527	-11.13	0.000	-.3895727	-.2726613
PA	.4602422	.035147	13.09	0.000	.3911882	.5292962
_cons	3.667841	.1025099	35.78	0.000	3.466438	3.869244

Source: Author's computation

Table 7b: Table showing the model summary

SOURCE	SS	DF	MS		
Model	34.9711026	3	11.6570342		
Residual	42.1221514	500	.084244303		
Total	77.093254	503	.153266906		
R – squared	Adj. R – squared	Prob>f	Root MSE	F(3,500)	No.of obs.
= 0.4536	= 0.4503	= 0.0000	= .29025	= 138.37	= 361

Source: Author's computation

X^2 Tabulated Value Df = (6-1) (5-1) = (5)(4)=20 At 0.5 i.e. 5% level of significance=31.41

Decision rule: Pearson Chi-squares calculated were all statistically significant at 5% with 95% degree of freedom since all its values were greater than X^2 Tabulated Value of 31.41.

this is an indication that the independent variables jointly and significantly explained career development programmes that has influence on the youths in Oyo state which are: establishment of youth empowerment scheme; introduction of career development programmes; establishment and development of NDE, GAP, NEEDS and NOAS; and introduction of seminars and workshops for existing entrepreneurs. This is consistent with the findings of Udechukwu, (2007); Kanter, (2008); Kid and kileen, (2002); savickers, (2002) and Jackson, (2006) that says equipping people with the skills they need to manage their careers effectively goes a long way in promoting career development among the youths.

Table 8 Pearson Chi-square Analysis of the roles of Government towards career development among youths in Oyo State.

S/N	Relationship	Pearson chi-square value	Pr (value)	Re mark
9	Q_{14}vs Q_9	660.1766.	0.000(**)	Significant
10	Q_{14}vs Q_{10}	827.2323.	0.000(**)	Significant
11	Q_{14}vs Q_{11}	690.7527.	0.000(**)	Significant
12	Q_{14}vs Q_{12}	2.0e+03.	0.000(**)	Significant
13	Q_{14} vs Q_{13}	1.2e+03.	0.000(**)	Significant
14	Q_9vs Q_{10}	823.1717.	0.000(**)	Significant
15	Q_9vs Q_{11}	1.1e+03.	0.000(**)	Significant
16	Q_9vs Q_{12}	668.7359.	0.000(**)	Significant
17	Q_9vs Q_{13}	804.1872.	0.000(**)	Significant
18	Q_{10}vs Q_{11}	554.9714.	0.000(**)	Significant
19	Q_{10}vs Q_{12}	821.6992.	0.000(**)	Significant
20	Q_{10}vs Q_{13}	930.0389.	0.000(**)	Significant
21	Q_{11}vs Q_{12}	700.5048.	0.000(**)	Significant
22	Q_{11}vs Q_{13}	755.0797.	0.000(**)	Significant
23	Q_{12}vs Q_{13}	1.3e+03.	0.000(**)	Significant

Source: Author's Computation

**Significant at 5% level and 20 degree of freedom.

Table 9 shows the correlation matrix which is an indication of how the individual variables are related. It shows that the challenges facing career development which entails power supply (95.4%), technical know-how (73.7%), education (88.2%), finance (99.4%) infrastructures (69.4%), and inadequate awareness (62.8%) is significantly correlated to career development because in all the correlation coefficient between each individual variable (challenge) and career development among the youths is greater than 50%. This implies that these challenges to large extent have effect on career development among youths because the association between them is positive and significant. This is consistently in line with the findings of Tushabonwe-kazooba, (2006); Adeolu, (2003); Lussier 2006; Murphy, Shleifer and Vishny, (2006) and Akwani, (2007) who concluded that lack of finance, high interest rate, inexperience, lack of technical knowledge coupled with managerial skills, inadequate power supply and basic amenities, imperfection in the operation of the market mechanisms as stumbling block to career development among youths.

Table 9: Correlation Matrix showing relationship between career development among youths and its challenges.

	CD	PS	TK	ED	FD	IF	AW
CD	1.0000						
PS	0.9549*	1.0000					
TK	0.7376*	0.7119	1.0000				
ED	0.8824*	0.9080	0.5943	1.0000			
FD	0.9941*	0.9600	0.7361	0.8844	1.0000		
IF	0.6946*	0.6825	0.9478	0.5932	0.6945	1.0000	
AW	0.6284*	0.6268	0.8320	0.5033	0.6297	0.9044	1.0000

Source: Author's Computation.

Conclusion

Based on the findings of the research, the study concludes as follows.

This study has provided both empirical as well as statistical evidence that shows that indeed there is a positive and significant relationship between small businesses and career development among youths. The result shows that small businesses operating as block moulding industries have contributed immensely to career development among the youths in Oyo State. Through youths' enrollment as trainees in block moulding industries, it has assisted them to establish their own businesses, be self-sufficient and be improving their standard of living.

Furthermore, this study has established that government has been playing some roles towards career development among the youths in Oyo State such as establishment of youth empowerment scheme; introduction of career development programmes; establishment and development of NDE, GAP, NEEDS and NOAS; and introduction of seminars and workshops for existing entrepreneurs.

Lastly the study confirmed that amidst of the significance of career development to the youths and the roles which the government is being played to sustain it, it has faced with some challenges among which are erratic power supply, lack of technology, low education on the part of trainees

and trainers as well, inadequate finance, inadequate infrastructures and limited awareness on career development programmes. These limiting factors to large extent have limited the effectiveness of career development among the youths.

Recommendations

Based on the findings made in the course of this study, the following recommendations were hereby suggested:

There is need for the government to support and embrace small businesses activities through provision of adequate infrastructural facilities, credit facilities, increase in patronage of locally produced goods, reduction of multiplicity of regulatory agencies and taxes among others because small businesses have remained as much important and relevant economic catalyst in industrialized countries in developing world.

One of the findings of the study was that the trainees of the small businesses lack technical and computer knowledge. Therefore, study would recommend that the government in conjunction with NASME, NASSI and SMEDAN should organize sensitization programmes through exposure drafts or discussion papers, computer programmes, symposiums or conferences to equip them so as for them to be able to compete with their colleagues in the world.

Apart from formal training, entrepreneurial non-formal training should be encouraged in all training centres to improve the career skill development among youths and purposely to reduce the search for white-collar jobs.

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