

YOUTH UNEMPLOYMENT AND HUMAN CAPACITY BUILDING IN NIGERIA: THE IMPERATIVES OF ENTREPRENEURSHIP EDUCATION

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Abstract

Youth unemployment and human capacity building is one of the greatest challenges facing Nigeria today and has maintained a rising trend over the years. Within the framework of social constructionist theory, the paper examines the nexus between youth unemployment and human capacity building in Nigeria and the imperatives of entrepreneurship education. This study utilized data derived from primary and secondary sources. It argues that human capacity building is a continuous process of development that could be accomplished through entrepreneurial education. Technical human capacity building will serve as leverage for youth unemployment in the country. While the Nigerian government policies have not been able to effectively galvanize the private sector and Non-Governmental Organizations (NGOs) to create more jobs for the youths, however, the missing link is the negative correlation between the nation's educational system and the kind of technical skills needed to achieve youth employability in the country. This study concludes that the dynamics of development at national, state and local levels in the country should involve the exposure of government change agents to participatory learning and action methodologies. This study therefore, recommends among others that, in the new global economy, young people need to acquire more than just basic education and curricula. They should be influenced by the current trends in globalization, entrepreneurial studies and technological transformation. Micro and Small Enterprises should be strengthened and supported both technically and financially by government, private sectors and NGOs. Also, appropriate monetary and fiscal policies are necessary for Nigeria to effectively address its youth unemployment and human capacity development problems.

Keywords: Ability, curricula, knowledge, sustainability, transformation

INTRODUCTION

Nigeria with an estimated population of about 200 million (NBS, 2018) people is the most populous African country and among the top six most populous countries globally. With an annual population growth rate of 2.8percent, the country is yet to experience the demographic transition. One of the greatest challenges facing Nigeria today is youth unemployment. Arguably, and from the context of our subject of analysis, eliminating youth unemployment is more challenging where there is no demographic transition and human capacity development programmes. Unfortunately, this challenge comes amidst unfavorable economic and environmental renaissance. Indeed, the economic recession should serve as a catalyst for economic growth, bringing affordable energy, jobs creation, revenues and an accompanying resurgence of manufacturing and agricultural products (United Nations Human Development Index, 2018). The emergence and persistence of massive youth joblessness, declining wellbeing of majority of Nigerians despite significant endowment of human and natural resources calls for serious concerns.

The extent to which the Nigerian government has been able to address the sustainability challenges of human resource capacity as well as a holistic approach to a diverse workforce has not been encouraging. The development of entrepreneurship in Nigeria has been faced with a lot of challenges such as technical skills, inadequate funds, incentives, well-equipped vocational and technical training institutions, progressive educational system and poor managerial skills (Igbokwe-Ibeto, Mac-Ozigbo & Osakede, 2020). Many of the unemployed youths in the country today are creative but they are incapacitated because they do not have enough funds to start a business that could make them self-reliant (Dibie, 2014).

According to Igbokwe-Ibeto, Agbodike & Umeifekwem (2015); Aiyedogbon, & Ohwofasa, (2012), millions of Nigerians especially the youth and women are either unemployed or underemployed. The National Bureau of Statistics (NBS, 2016) employment survey reported that 54percent of Nigerian youths are unemployed. Youth's unemployment rate in Nigeria increased to 24percent in the second quarter of 2016 from 21.50 percent in the first quarter of 2016. Youth unemployment rate in Nigeria averaged 17.51percent from 2014 until 2016, reaching an all-time high of 24 percent in the second quarter of 2016 and a record low of 11.70percent in the fourth quarter of 2014 (NBS, 2016). According to the United Nations Human Development Index (2018) youths between 16 and 25years represent more than 60 percent of Africa's total population and account for 45percent of the total labour-force. In Nigeria, it is estimated that the youth represent 25percent of the nation's working-age population and this figure may increase in the next two decades. In addition to youth population growth, increased poverty and environmental degradation are problems confronting most countries in sub-Saharan Africa including Nigeria. It is expected that this increase in the number of youth will not decline in the next four decades or more.

To compound the human capacity problems in Nigeria is the high cost of seeking educational and vocational skills is increasingly causing millions of unemployed and underemployed youths in the country to turn into criminals (Eita & Ashipala, 2010). The underlying problems have resulted in large number of youths under 15years old to seek employment every year while several youths between the ages of 20-25 have also left the country in search of domestic employment in Western industrialized countries (Nebil, Gezahegn & Abebe & Alemu 2013, Hayat, 2010). Furthermore, the lack of employment opportunities in the country has given rise to other economic and social

problems in the society, such as increase in crime rate, kidnapping, suicides, poverty, alcoholism and prostitution (Rafik, Ahmad, Ullah, & Khan, 2010; Eita & Ashipala, 2010). There is also a causal relationship between high rate of unemployment and the spread of HIV/AIDS in Nigeria (Dibie & Dibie, 2015). Also, the lack of employment opportunities in the country has spilled over to health issues, low household income, and stagnated government revenue, hence, deplorable GDP and the inability to effectively implement strategic and sustainable development goals. The growing impact of unemployment exacerbated other economic problems such as bankruptcies among people who worked all their lives (Peters, 2013).

The Nigerian government in the past introduced measures to address the youth unemployment challenges most especially in the urban centers. These reform policies include: National Directorate of Employment (NDE), the introduction of entrepreneurship in the country's tertiary institutions, to improve the quality of education, stimulate innovation and develop skills through technical and vocational education, SURE-P etc. Despite these policies, the youth unemployment problems have not been effectively resolved. For example, in the past eight years, an average of 2 million youths entered the labour market despite the declining rate of job creation in the economy fuelling the massive joblessness in the economy (Iwayemi, 2013). Unskilled and semi-skilled workers dominate the structure of the labour market. Thus, the need for human capacity development to address this time bomb cannot be overemphasized. This policy dilemma has resulted in citizens' further demand for different approaches to address the unemployment issue in the country (Abebe & Alemu, 2013; Nebil et al., 2010). This study therefore, seeks to examine the challenges associated with youth unemployment and human capacity building in Nigeria as well as the imperatives of entrepreneurship education in economic recession.

METHODOLOGY

The study adopts the quantitative and qualitative research design. It utilized data derived through primary and secondary sources in Nigeria. Primary research instruments include interviews in cities and towns of Asaba, Awka, Enugu, Garki-Abuja, Ibadan, Ojo-Lagos, Port Harcourt, Kaduna and Kano which were randomly selected. The open-ended, in-depth and interactive interview approach gave the respondents opportunity to discuss reasons for youth unemployment and human capacity building issues in Nigeria and the importance of entrepreneurship education in economic recession. Focus group discussions and in-depth interviews were useful to capture the respondents' voice, experience and interpretation of their experiences of the effectiveness of government human capacity building policies in Nigeria.

On the other hand, the secondary data were derived through content analysis of government policy documents, annual reports produced by international agencies such: as the International Labour Organization (ILO), United Nations Economic Commission for Africa and the World Bank. Other data sources include Annual reports from the National Bureau of Statistical (NBS), and the Central Bank of Nigeria (CBN). Staff members of government agencies, departments and NGOs were interviewed to substantiate the cases in point.

Conceptual and Theoretical Framework

Conceptual clarifications in the social and management sciences have often formed the fulcrum of academic research. This is because it sets the framework for a better understanding of the issues under interrogation. Before defining youth unemployment, it is imperative to know what unemployment is. Unlike many other concepts, there is a

consensus among scholars on the definition of unemployment. The International Labor Organization (ILO) defines the unemployment or unemployed as numbers of the economically active population who are without work but are available for and seeking work, including people who have lost their jobs and those who have voluntarily left work (World Bank, 1998). However, youth unemployment on the other hand could be defined as the conglomerate of youths with diverse background, willing and able to work but cannot find any. Unemployed urban youths could be describe as those people who are not willing to take up any job opportunity but would prefer to wait until they find appropriate jobs with an acceptable salary consistent with their qualification and experience (Abebe & Alemu, 2013). When the supply of labor outstrips the demand for labor, it causes unemployment. Azikiwe (2006) argues that human capacity building entails the process by which an individual, irrespective of sex, is equipped with skills and knowledge they need to perform effectively and efficiently in their different callings. According to Echebiri (2005), given the lack of sufficient employment opportunities in the formal sector, young people may be compelled to engage in casual work and other unorthodox means of livelihood.

The youth unemployment rate can be expressed as a percentage of the total number of persons available for employment at any time but cannot get job. Youth unemployment has been categorized as one of the serious impediments to social progress. Aside representing a colossal waste of a country's manpower resources, it generates welfare loss in terms of lower output thereby leading to lower income (Raheem, 1993). After examining the youth unemployment situation, Igbokwe-Ibeto et.al (2015), Rama (1998) declared that youth unemployment is a very serious issue in Africa and especially in Nigeria (Umo, 1996). The need to avert the negative effects of youth unemployment has made the tackling of youth unemployment problems feature

prominently in the development objectives of many developing countries. Therefore, the need for human capacity building cannot be overstated.

Ikharehon (2007) contends that the necessity for human capacity building in Africa cannot be over emphasized. This is because for sustainable development to be realized in developing countries, such nations must be able to produce more skilled human capital and this can only be achieved by the government if it invests heavily in entrepreneurship and the acquisition of technical skills. The quality and relevant human capacity building in developing countries should be such that it should assist countries put in place strategies for sustainable development.

The World Bank (2012) described capacity development as a process of change and the systematic management of transformation. It involves the transformation of people, institutional and societal capacity. Capacity building according to Chambers (2005) requires commitment, visionary leadership, viable institution and respective organizations, material, financial and skilled human resources. According to Olivier de Surdan (2005) and Theron (2008), human capacity development takes place at three different levels: (a) the individual level; (b) the organizational level; and (c) the societal level. These three levels are interlinked and interdependent. An investment in the human capacity building must design and account for impact at these multiple levels.

A country should focus on those development policies and investments that could strengthen its abilities, networks, skills and their knowledge base. The bone of contention is that capacity building is about capable and transformational states, which enable capable and resilient societies to achieve their own development objectives over time. Ideally, the transfer of knowledge should be in both directions whereby a

mutually beneficial and empowering social learning process and a partnership in planning through which the change agent acts as a mediator between types of the knowledge system. The challenge of capacity building is to see what responsible wellbeing might mean for all people, in their relationship among themselves, with others and with their environment.

Theron (2008) described development linkage as a possible process in which to present a positive relation between top-down and bottom-up planning. Theron (2008) argues that development linkage model tends to show an appreciation for a social learning process, participation, empowerment and development partnership. The process helps both the change agent and the beneficiaries of development to conceptualize and contextualize the building block towards planning a development process. As a result, any micro-level development engagement should consider the value of a slow-fast and incremental process, following the principles embodied in the building blocks of development (Brown, 1997; Conyers & Hills, 1990). Chamber (2005) argues that there is a need for congruence in institutional and personal change in every human capacity building process. In this regard, institutional and personal transformation should ideally interact and reinforce each other. Rondinelli (1993) and Esman (1991) admonished developing countries to adopt a radical approach towards empowerment, participation and diversity. This prescription is a shift towards pro-poor realism (Chamber, 2005).

In social and management sciences, no one theoretical approach can adequately explain a social phenomenon. Nonetheless, we need a platform on which to investigate our subject of analysis. For this purpose, the study is anchored on social constructionist theory. The social constructionist theory presents an argument that change initiatives

do not come about as a result of due processes following the crafting of strategy and policy (Lehne 2012; Boxer 2011). The theory stipulates that without effective implementation, even the most creative policy will fail (Kraft & Furlong, 2013; Porter, 2006). It also suggests that attending to members' value systems and identifications may be one way of improving the likelihood that an organization or government will productively co-evolve with natural work environment.

According to Dye (2010), the lack of leadership could pose a major challenge and barrier to the implementation of any capacity development projects and sustainable policy. The social constructionist theory could be used to argue that the capacity building policy was enacted and implemented in Nigeria for the common good. Thus, conversation among stakeholders is the major instrument that could enable public policy towards the achievement of human capacity building.

According to Igbokwe-Ibeto (2019), Dibia (2014), the major principles on which human capacity building may create positive impact on people are in the areas of sustainability and equity. Human capacity building is all about whom, how as well as where the decisions are made, management takes place, services are delivered and results are monitored and evaluated. This is because the overarching ends are human well-being supported by capability and livelihood. The question in the case of Nigeria is: Do the beneficiaries experience a life-changing reality which builds their capacity, empowers them, and establishes honour, dignity and self-esteem? The action research conducted in the country does not show evidence of this kind of reality.

Fiscal and Monetary Policy as a Tool for Job Creation

Governments have numerous strategic options at their disposal to influence the performance of their economies. Analysts believe that the two most popular options are fiscal and monetary policies. Other options include regulation and tax policy. The first policy that the Nigerian government uses is fiscal policy. Chad (2012), observes that one of the factors that helps in determining a country's economic direction is fiscal policy. The government uses fiscal policy to influence the economy by adjusting revenue and spending levels.

Fiscal policy can also be used in combination with monetary policy. There are two main tools of fiscal policy. These tools include taxes and spending. Chad (2012) argue that taxes influence the economy by determining how much money the government can spend in certain areas and how much money individuals have to spend. For example, if the government is trying to spur spending among consumers, it can reduce taxes. A cut in taxes provides families with extra money, which the government hopes they will turn around and spend on other goods and services, thus spurring the economy as a whole (Chad, 2012).

Another tool that fiscal policy uses is spending. Spending allows for government money to spread to certain sectors (i.e., capacity building) that need technical skills and economic boost. Individuals who receive these dollars will have extra money and will likely spend it on other goods and services. It is therefore crucial for governments to strike a balance and to ensure that the economy doesn't lean too far either way.

There are two types of fiscal policy: expansionary and contractionary. The expansionary fiscal policy is designed to stimulate the economy. Expansionary fiscal policy is used during a recession and times of high unemployment or other low periods of the

business cycle as currently witness in Nigeria. It involves either the government spending more money, reducing taxes, or both. The goal is to place more money in the hands of the consumers so they can spend more and stimulate the economy. Contractionary fiscal policy on the other hand, is used to decrease economic growth, such as when inflation is growing too rapidly. Contractionary fiscal policy also raises taxes and cuts spending. Fiscal policies are tied into the federal budget each year. The federal budget gives an overview of the government's spending plans for the fiscal year and how it plans to pay for that spending through either new or existing taxes.

The monetary policy determines the amount of money flowing through the economy which can affect the direction of a nation's economy. Monetary policy is set by the Central Bank of Nigeria (CBN) which influences the economic activities by controlling the country's money supply and credit. The CBN can control monetary policy by fluctuating rates of interest and changing the amount of money banks must have in their reserves (Mandel, 2012; Mankiw, 2012). The monetary policy goal is to encourage maximum employment, stabilize prices and moderate long-term interest rates. According to Mankiw (2012) and Mandel (2012) when implemented correctly, monetary policy stabilizes prices and wages, which in turn leads to an increase in jobs and long-term economic growth. For example, the United States monetary policy plays a significant role not just in the economy as a whole, but in specific decisions consumers make such as: buying houses and cars, starting and expanding businesses and deciding where to invest money (Chad, 2012). The key to monetary policy is finding the perfect balance, if the money supply is allowed to grow rapidly; it increases inflation while letting it grow slowly stunts economic growth.

The problems with supply and the demand sides of the labour-market in the country as well the lack of a transparent labour market information systems have galvanized severe economic growth problems in Nigeria. According to Schiller (2011), supply side factors such as: demographic structure, education and training policies could affect the labour-market outcomes in any nations' economy.

Demand-side issues including aggregate demand of the economy and the absorptive human capacity of the economy through development of enterprises and job creation institutions are potential factors that affect unemployment rate in any country (Schiller, 2011; Lehne, 2012). In addition, the ineffective labour -market information system, the institutional and fiscal as well as monetary policies have major roles in the interaction of the supply and the demand sides of the labour market in Nigeria (Mangozho, 2002). The Phillips curve represents the relationship between the rate of inflation and the unemployment rate. Phillips in (Mankiw, 2012) believes that a consistent inverse relationship: when unemployment was high, wages increased slowly; when unemployment was low, wages rose rapidly (Mankiw, 2012; Hoover, 2008).

The International Labour Organization (ILO, 2008) declaration on social justice for fair globalization stipulated that an enabling environment for promoting employment is one in which individuals can develop and update the necessary capacities and skills they need to enable them to productively achieve their personal fulfillment and the common well-being. The quality and relevant capacity building in developing countries should be such that it must help the countries in question put in place strategies for sustainable development. According to Anderson (2015) and Dibie (2014), for Africa to tackle the unemployment and capacity gap between basic education, vocational training, and the job market life-long, learning these factors are

imperative: (1) skills provider and employers; (2) skills development and industrial investment, trade, technology and environmental policies. Furthermore, through institutions such as: (1) inter-ministerial mechanisms–linked to national development framework; (2) social dialogue; (3) skills forecasting and labour market information system; (4) value chain; (5) industrial clusters; (5) social inclusiveness; (6) maintaining employability of workers and sustainability of enterprises; (7) match demand and supply of skills; and (8) sustain a dynamic development process (Lehne, 2012; ILO, 2008; Jones, 2001). It could be argued therefore, that skills development can improve employability of workers, productive enterprises and inclusiveness of economic growth. Thus, human capacity building is a fundamental human right as well as a key driver for economic growth. It should therefore be considered a priority on the sustainable development agenda of Nigeria.

The Nigerian government have obligation to seek new and more effective ways of making tangible progress towards its human capacity development strategies. The attainment of the nation's sustainable development plans requires building human and organizational capacity. However, the government has often focused on creating new programmes instead of building the organizational and human capacity necessary to achieve their aspirations effectively and efficiently (Dibie, 2014). The nation should recognize that excellence in programme innovation and implementation is very important. Therefore, such programmes need great organizational and human capacity building measures (Miller, Benjamin & North, 2014).

Empirical Analysis of Youth Unemployment in Nigeria

The National Population Commission (NPC, 2019) states that half of the 200 estimated population of Nigeria is made of youth, defined as individuals between 18

and 35 years of age. Unfortunately, Akande (2014) stressed that as the youth population grows, so does the unemployment rate rise. Indeed, according to Oduwole (2015), unemployed youths in Nigeria as of 2012 numbered about 11.1 million while NBS (2020) puts the figure at 13.9 million.

Globally, the problem of unemployment basically arises from two essential dimensions of the labour market – the demand and supply sides of the market. On one hand, the demand side of the labour market is associated to the ability of the Nigerian economy to generate employment opportunity for various skill categories. On the other hand, the supply side of the labour market deals with whether the current labour force in the country matches with the type of skills that the economy demands. In addition to the labour market, public and private institutions such as the governance of labour market-industrial relations and labour market services play significant role in employment promotion. This implies that ineffective management of labour market institutions such as tertiary institutions has also led to high unemployment in Nigeria.

Table 1: Youth Unemployment in Nigeria by Gender

Year	Percentage (%)	
	Male	Female
2015	41.50	58.50
2016	42.18	57.82
2017	45.48	54.52
2018	49.15	50.85
2019	44.58	55.42

Source: NISER, 2020

An observation of table 1 above shows that 50percent of unemployed Nigerian youths between 2015 and 2019 were women. Empirical evidence reveals that some of the reasons adduced for higher female unemployment include: economic dependency, cultural issues, marriage, raising families in the sexual division of labour that come together to create a gendered vulnerability to deprivation (Abdullahi, 2004; Payne, 1991).

Table 2: 2012-2020 Nigerian Graduate Youth Unemployment by Residence

Year	Rural	Urban	Total
2012	8.3	17.3	25.6
2013	12.8	25.2	38
2014	13.3	19.0	32.3
2015	13.3	19.0	32.3
2016	13.4	18.8	32.2
2017	21.7	15.8	27.5
2018	19.8	19.2	39
2019	20.7	22.8	43.5
2020	25.6	17.1	42.7

Sources: The National Bureau of Statistics (NBS, 2020)

A careful examination of table 2 above indicates that youth graduate unemployment is critical in both rural and urban Nigeria. The major significant inferences from the above table is that, for a period of nine years compared in totality, graduate youth

unemployment was high in urban centers as compared to the rural areas. This could be attributed to migration indices—pull and push factors. In addition, considering 42.7percent as the total population of unemployed youth (graduate) as at the year 2020 compare with the current population of about 54percent (unemployed youth) of the total population of 186 million Nigerians gives credence to the statistics revealed as at 2013 as credible. This is because the total population of Nigeria as at 2021 has increased compared to 2013.

During the focus group meetings, the respondents revealed a number of factors and characteristics that they connect to their desire to contribute to the development efforts in Nigeria as well as their sense of employability. As a result of the above understanding of individual employment and appropriate skills required, our respondents were able to transform their practice, perceptions as well as thinking of the role of citizens in Nigeria.

Table 3: Focus Group Discussion with Respondents

Effectiveness of Government Policy	Positively Affected	Negatively Affected	Total
Employment Opportunities	12	138	150
Availability of Skills Acquisition Centers	22	128	150
Awareness of Human Capacity Development Policy	13	137	150
Provision of Training	14	136	150
Salary/Wage	64	86	150

Social Security	10	140	150
Working Condition	47	103	150
Employment Equity	28	122	150
Protective Labour Law			150
Crime due to Unemployment			
Prostitution	58	92	150
Theft and Cyber Crime	22	138	150
Drug Abuse/Alcoholism	18	132	150
Other forms of Crime	41	109	150
Family Relations			
Spouse Unemployment	27	123	150
Divorce	97	53	150
Separated	117	33	150
Reproduction	42	108	150
Child Custody/Guardianship	26	124	150
Economic Issues			
Business Ownership	52	108	150
Loan to Start Business	0	150	150
Property Ownership	14	136	150
Inheritance of Property	38	112	150

Source: Focus Group Meeting, 2021

This section provides a detailed discussion of statements made during the interview session. The interview findings reveal the gaps between employment of boys and girls. About 60percent of the boys interviewed indicated that they were graduates from high

school or vocational colleges and are employed in one form of private business or the other. In addition, 40percent of the girls interviewed stated that they have not been able to find jobs. What is interesting is that only 10percent of the respondents indicated that they like the job that they are currently doing. A total of 11percent of the girls interviewed pointed out that they could not find jobs because the recruitment officers preferred boys. Thus, there is consciousness of discrimination against women and girls in some industrial sectors in Nigeria. This study has some refreshing revelations regarding lack of appropriate equal employment opportunity policies in Nigeria. It is also interesting to note that 55percent of the female high school and some college graduates in the Northern part of the country indicated that their culture and religion would not allow them to work in the hospitality and tourism industry.

Respondents in the interview session contend that the barriers to women's empowerment and social consciousness are tied to self-efficacy, lack of self-esteem, lack of public trust, lack of appropriate policies, and disrespectful treatment of women by some culture. 80percent of the respondent indicated that if women are to become fully integrated into the economic and social sphere of life in Nigeria, certain acculturation must occur. About 60percent of the male respondent and 70percent respectively of the female respondent indicated that the labour laws of the country have not been the most pertinent area of the policies for working young graduates. A total of 80percent of the respondents stated that they do not know much of what the government of Nigeria was doing to encourage Small Business Development (SBD) in the country. They claim they did not know how to secure funding to start their own business after acquiring the appropriate skills from skills acquisition centers.

An Overview of National Youth Policy on Human Capacity Development

At the global level, youths are highly recognized. The youths are regarded as the greatest assets that any nation can have. They are seen as the center of reconstruction and development. According to the World Development Report (2007), there are 1.3 billion people in the age bracket (12-24) as the largest group ever. Close to 85percents of this 1.3 billion young men and women live in developing countries, this figure is projected to increase to 89percent by 2025.

To this end, Nigeria's population is predominantly young. One third of this population is conceived to be between ages 10 to 24 years. The recognition of this fact led to the development of the National Youth Policy and the subsequent reviews of the policy. Fundamentally, the overall policy goal of (NYP) is to provide an appropriate framework that will promote the enjoyment of fundamental human rights and protect the health, social, economic and political well-being of all young men and women in order to enhance their participation in the overall development process and improve their quality of life.

Consequently, in pursuant of this policy objective, the National Youth Policy seeks to approach youth problems from holistic perspective so as to ensure the coverage of the most critical elements. One of such critical element is what this paper considered to be "Unemployment and Poverty" that the youth is seriously contending with. Available empirical literature reveals that successive governments have played pivotal roles in this regard (solution to unemployment). But in spite of the myriad policies and programmes initiated by government such as: National Economic Empowerment and Development Strategy (NEEDS), Subsidy Re-Investment and Empowerment Programme (SURE-P), National Directorate of Employment (NDE), National Youth Service Corps (NYSC) schemes, Entrepreneurial Education, as lofty and laudable as

they seem to be, their inability to affect the real target group (youth) tremendously, reflects the lacuna between policy formulation and implementation.

Youth Unemployment & Human Capacity Building: The Imperatives of Entrepreneurial Education

In addressing the issue of human capacity building and youth unemployment in Nigeria through entrepreneurial education, the study will analyze the issue under demand-side and supply-side of the labour market in the country. This is based on the fact that for youth unemployment and human capacity building to achieve a degree of success, it's imperative to have a nexus between the two.

Demand-side: Demand-side interventions can only be successful with complementary efforts that help to expand job opportunities for the youth. In an environment with low labour demand, young people will have a hard time finding a job, no matter what their skills level and educational qualifications are. Thus, programmes that generate jobs and foster local businesses are vital to reduce the prevalence of youths unemployment (Ikatu, 2010). The following strategies are optional for the government to explore in addressing youths unemployment and capacity building in Nigeria:

1. Reduced entry barriers by reducing experience requirements; (ii). Avoided gender base discrimination during recruitment processes; (iii). Avoided discrimination during recruitment on the basis of relationships, economic status, ethnicity and disability; (iv) Financially or technically support entrepreneurship; (v). Organize and provide financial and technical support for youth to start their respective business; (vii). Increase interests for government organizations to hire youths; (viii). Provides incentives for private sectors and NGOs to encourage

them in hiring youths; and (ix). Promote investment in public works and labour-intensive infrastructure projects (Dibie & Dibie, 2015)

Supply-side Policy: The supply-side policies enable the youth to get prepared for the labour market demand. Thus, attention should be paid to entrepreneurial education in addressing the issue of youth unemployment and human capacity building in the country. Although, both employed and unemployed youth indicated minimal level of government efforts in job awareness creation, it is very important for the government to help the youths to gain skills and training or education that has high labour market demand for the sustainable future.

Furthermore, the Nigerian government should establish training institutions at national, state and local government levels that exclusively focus on providing the needed skills for young people in the country. This kind of vocational training institutions could galvanize young people to start their own businesses. Regarding government's commitment in encouraging the youths in skills development in technical and vocational training institutes, 88.8percent and 28percent of employed youth and unemployed youth agreed respectively. But, the majority 72percent of unemployed youths disagrees with such efforts by government. The differences in responses by respondents are also statistically at 5percent level of significance. From all these facts we can conclude that the issue of youth unemployment has not been effectively addressed to enable youths in the country to gain vocational skills. The following supply-side policy strategies could serve as options for the government to explore in addressing youth unemployment problem in the country:

1. Creating an opportunity for youth to easily join technical vocational educational training in order to gain education that leads to high skills in technological areas and experience in self-job creation; (ii) Establish national vocational and technical training institutions that could provide appropriate training in the utilization of advanced technologies; (iii) Awareness creation for unemployed youth on employment opportunities; (iv) Establish policy for youth to participate in apprenticeship or internship when they are still in school to gain practical skills; (v) Assist youth to get adequate training/education that has high demand in the market; (vi) Encourage youth to develop skill in technical and vocational training institutes; (vii) Give training that could assist the youths in starting their own business rather than searching for non-existing jobs in other sectors of the economy; (ix) Uses resources efficiently (land, water, energy); (x) Preserves the integrity of ecosystems; (xi) Produces enough food; (xii) Recycles nutrients; and (xiii) Uses renewable energy (Dibie & Dibie, 2015)

Youth Unemployment and Human Capacity Building in Nigeria: The Way Forward

Human capacity building is a continuous process of development that could be accomplished through the participation of citizens in their own development. Having identified the missing link between youth unemployment and human capacity building in Nigeria, we shall in this section proffer recommendations.

In order to increase job creation by the private sector, incentive packages such as special tax breaks to promote persistent youth-labour-intensive investments should be considered by the government. Strategies for creating an enabling environment for the private sector and NGOs should be clearly defined in the national youth policy. There should be periodical forums in which potential private sectors, NGOs and

government will discuss issues relating to youth unemployment (Nwazor, 2012). The youth employment policy should be revised to explore employment opportunities, not only domestically but also outside the country for expatriate by giving incentives to relevant agencies to engage in information sharing, promotion and the facilitation of youth employment abroad.

The need for technical workforce pool: In order to stimulate job creation in developing countries like Nigeria, a technical workforce pool is highly needed, made up of people who are specifically educated and read to engage in entrepreneurial start-up efforts that meet local needs. Development of indigenous science and technological capacity is needed to ensure enough pool of engineers that can enable the country to address the UN's Millennium Development Goals (MDG) effectively etc. External linkages and capacity development network will assist unemployed youths in establishing linkages and developing networks with external agencies. This is to enable the youths to acquire the skills, confidence and capacity required in establishing and maintaining such linkages.

The need for technical capacity training cannot be overstated: Technical capability is needed if developing countries are to effectively engage in the global economy; direct foreign investment, international trade, mobility of engineers, and the flow of work to countries with cost-effective talent (Igbokwe-Ibeto, 2018). This should be based on the needs and priorities defined by the people themselves. Training opportunities in various skills need to be arranged either externally or internally. The training in group dynamics should include simple book keeping and accounting, adult literacy, banking and proposal writing.

International experience is also emphasized: The formulation of policies and programmes for development not only requires ongoing work within the state, but also the capacity to rapidly learn from international experience. The objective of government in the medium term is to strengthen its engagement with society and with social partners. According to Igbokwe-Ibeto (2018), Dibie and Dibie (2015), this could be achieved by improving the function and capability of institutions, strengthening the participation of organised private sector and enhancing the capacity of representative bodies towards improving their research and representative support capacity on economic development and industrial policy. Without this capacity, it is more likely that the environment for engagement will be reactive rather than the emergence of productive partnerships. Also, youths should be assisted in arranging exchange visit with similar groups, projects, training and research centers as well as attending internships, on-the-job training, of-the-job, workshops and field-trips (Chambers 2002; 2005).

If Nigerian youths are to be relevant in this new era of very competitive global economy, all stakeholders including federal, states and local governments, the private sector, and Civil Society Organizations (CSOs), faith-based and youth-focused organizations should strengthen cooperation and partnerships to ensure that returns from both formal and non-formal education bring about highly productive outcomes in the labour market.

Conclusion

This study x-rayed the issue of youth unemployment and human capacity building in Nigeria, the imperatives of entrepreneurial education. It argues that the reason for the country's high rate of youth unemployment is the negative correlation between

educational systems and the technical skills needed in the labour-market. As a result of this, the private sector of the economy is unable to employ a large number of youths. Technically, human capacity building in Nigeria will serve as leverage for resolving youth unemployment and social development. This study observed that youth unemployment is a serious and critical problem in Nigeria with high incidence in the urban cities. The available empirical evidence indicates that youth unemployment tends to affect more female than male in the country.

Some of the reasons behind youth unemployment in the country include discrimination by employers towards young people on the grounds of lack of experience, labour-demand barriers, information gaps between job seekers and potential employers and barriers to the creation and development of business opportunities, particularly in gaining access to financial, physical and social capital. Equally important is the performance of the economy. The economy is structurally weak and dominated by the oil and agricultural sector that ought to create more jobs has been relegated to the background.

While numerous efforts have gone into developing young Nigerian Knowledge, Skills and Abilities (KSA) through the provision of basic education. However, in the new global order, while young people need to acquire more than just basic education, curricula should be influenced by the current rate of globalization, regional integration and technological transformation. Investing in education and technical skills for young people should therefore go beyond increasing basic literacy rates to assure dynamic, multifaceted knowledge development at college and tertiary levels. This will go a long way in preparing young people for the evolving labour market demand. Although, there has been a considerable increase in primary school enrolment especially in the

Southern Nigeria, achieving universal basic education and gender parity in education as well as access to quality tertiary education are still a challenge for young people.

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