



ENTREPRENEURSHIP DEVELOPMENT AND EMPLOYMENT CREATIONS IN LAGOS STATE - NIGERIA

PhD Stella Toyosi DUROWOJU*
Lagos State University, Lagos, Nigeria

Abstract

Lagos state is the smallest and the most populous with about 22 million inhabitants. Lagos is a metropolitan city and one of the investors preferred destination for profitable business enterprises. That is why Lagos has about 37 million Small and Medium Enterprises in Nigeria (2017). This study looks at how entrepreneurship development will assist to reduce unemployment rates in Lagos State. Survey research design was used, 100 questionnaire copies were administered to registered SMEs owners. 71 valid questionnaire copies were analysed with two research hypotheses tested. Both descriptive and inferential statistics were used for the analysis of data collected. Findings revealed: there is a positive and significant relationship between entrepreneurial training programs and employment creations in Lagos State. Also, there is a significant contribution by government in term of policies for skill acquisition programs and entrepreneurial development in Lagos State. It was recommended that government should recognize the peculiarities of each divisions/local government councils in Lagos and create skill acquisitions towards the specific needs. In addition to government policies on unemployment reduction, Lagos state government should establish more technical colleges and also fund the existing ones in order to provide employment opportunities for graduates and mentoring for intrapreneurial skills in larger organizations.

Keywords: Employment creation, Entrepreneurship development, Intrapreneurship, Mentoring, Skills acquisition.

JEL Classification: M1, L2, M510

*Corresponding author: Stella Toyosi DUROWOJU, E-mail: stelladurowoju@gmail.com



I. Introduction

Various governments are taking an increased interest in promoting the growth of entrepreneurship so that students after graduation and out of job individuals will be empowered to be job creators and not job seekers. Individuals are encouraged to form new businesses and are provided government supports such as tax incentives, lands, vocational education, loans at low interest rates, infrastructural facilities for self empowerment and employment creation. Society support for entrepreneurship is of utmost priority because there are dwindling crude oil resources for exports that Nigeria economy depended upon for several years at the neglect of agriculture and other mineral resources for economic growth and development. Odigbo (2015) said that there is need for involvement of the business community in entrepreneurship education. This will foster mutually relationship between “Town and Gown” towards accomplishing needed trust and communication between the incubator entrepreneurs and the experienced skilled entrepreneurs.

The desirability of starting one’s own business is strongly influenced by stringent economic environment, culture, subculture, family, teachers and peers that may lead to encouragement for entrepreneurship development. Beyond the stage of seeing entrepreneurship as a good idea, the potential entrepreneur must possess or acquire the necessary empowerment skills, education, management skills and financial resources for launching the venture.

The study of entrepreneurship has relevance today, not only because it helps entrepreneurs better fulfill their personal needs but because of the economic contribution of the new ventures. In the opinion of Pride et al., (2002), “interest of owning or starting a small business has never been greater than it is today”. More than increasing national income by creating new jobs, entrepreneurship acts as a positive force in economic growth by serving as a bridge between innovation and the marketplace. Hisrich & Peters (2002) said that in order to start entrepreneurial venture there are decisions that must be followed logically such as: the decision to leave a present career to lifestyle, the decision that an entrepreneurial venture is desirable and also, is the decision that both external and internal factors make new venture creation possible to embark upon. Entrepreneurship development through the creation and support of SMEs will bridge the gap between the rich and the poor. At the neglect of entrepreneurship for job seekers, it became difficult for both government and private individuals to create employments for its citizens.



II. Problem of the study

Despite various supports from government– Federal, State and Local government, unemployment and empowerment of youths is prevalent in Nigeria. Vocational educations, entrepreneurship programs and government incentives after training are not yielding enough results. While many people said that the high unemployment rate could be due to high interest rates by banks, inadequate electricity supply and other social infrastructural development. Others believe that government only pays attention to entrepreneurial developments that do not add impacts to social and cultural values for the grass root development. In order to solve the problem of unemployment and entrepreneurship development, Ezeokoli (2011) suggested that Nigeria government should recognize additional tier of government instead of the three-tier system of government (National, State and Local levels) presently used in Nigeria to include Community levels (local leaders, groups, associations and consultations) in order to make it four-tiers. This will close the gap created between the grassroots people and the local, state and national governments.

Community government structure should be fully and meaningfully integrated into the national political frame. This will make entrepreneurship development more relevant at the grass-root levels. The question is how will the unemployed citizens be encouraged to go into entrepreneurship if the prospects of self empowerment and employment creation is minimal and grass root creativity and innovation found in micro/cottage, and medium business enterprises are neglected. There is no gainsaying that SMEs support the large enterprise through the provision of raw materials and skills needed for their productive activities. That is why this study identifies various ways in which unemployment can be reduced in Lagos State through necessary entrepreneurship development programs relevant to the yearning of people.

Hypotheses Testing

Ho₁: There is no significant contribution by government in term of policies for skill acquisition programs toward entrepreneurial development in Lagos State.

Ho₂: There is no significant relationship between entrepreneurial training programs and employment creations in Lagos State.

III. Literature review

Entrepreneurship development refers to the process of enhancing entrepreneurial skills and knowledge through structured training and institution-building programs.



Employment creation is the process of providing jobs to the people who are willing and capable of working at a particular time. Entrepreneurship development aims to enlarge the base of entrepreneurs in order to hasten the pace at which new ventures are created. This accelerates employment generations and economic development. It also focuses on the individual who wishes to start or expand a business. It is about helping people to start and grow dynamic businesses that provide high value added. In Nigeria, tertiary institutions are encouraged to include entrepreneurship training and education in their curricular. Training centers such as technical and vocational schools, and apprenticeship centers were also established to train the unemployed and intending public to eradicate poverty in the state.

III.1 Entrepreneurship Development

A country might remain backward not because of lack of natural resources or dearth of investment capital but because of lack of adequate entrepreneurial abilities in that society. Minniti & Levesque (2008) opined that entrepreneurship education refers to a specialized knowledge that inculcates in learners the traits of risk taking, innovation, arbitrage and co-ordination of factors of production for the purpose of creating new products or services for new and existing users within human communities. Hence, entrepreneurship development has been conceived by successive government in Nigeria as a program and attitudes of individual and groups to assume the role of entrepreneurs. While it is not absolutely necessary for an individual to obtain entrepreneurship training to be successful, obtaining an entrepreneurial education and training serves as a tremendous advantage to increasing the chances of success to be self-employed.

One trained entrepreneur can guide or mentor others on how to start their own enterprise and approach various financial institutions for assistance. The broaden outlook through the educational process of entrepreneurs could aid in accurate perception of opportunities and therefore affect entrepreneurial emergence, behavior and performance (Ogundele, 2007). The entrepreneurial development will motivate a person of perceiving and exploiting opportunities for profitable business.

The SMEs development facilitates the mobilization of human and capital resources that leads to employment generation. In Nigeria, most important macroeconomic objective remains how to achieve accelerated economic growth and reduce poverty (Durowoju, 2014). In order to maximize the benefits in terms of economic growth it is desirable that investment in physical capital be increased simultaneously with investment in human capital. Investment in human capital in Nigeria was embraced by successive



governments because a defective incentive system can result in a waste of human resources, higher incidence of poverty and greater inequality in the distribution of income.

Nigeria governments at all levels are intensifying efforts through the development of empowerment programme and technical education. In Nigeria the creativity and ingenuity of entrepreneurs in the utilization of the abundant non oil natural resources such as agriculture is a means to provide a sustainable platform, for industrial development and economic growth. Even though, technological development in Nigeria is not encouraging enough to afford the local entrepreneurs the needed equipment and machines for production in order to export their agricultural produce. Economic contributions are obvious in the mobilization of idle financial resources, conservative of foreign exchange and utilization of local raw materials.

III.2 Employment Creation

Employment has always been a central issue in development and in every sector of the economy because job creation helps a nation to achieve economic growth and development. Jobs represent the means by which individuals gain a sense of personal achievement, needs and satisfaction. The importance of employment to a healthy, productive and peaceful society cannot be overestimated because it gives economic freedom for women and prevents violence for idle men. Jobs promote social cohesion, reduce poverty and improve gender equality. In Nigeria, while the workforce is growing, the number of job opportunities is shrinking; large companies are increasing productivity and shedding jobs while small businesses are struggling to grow. Instability in the markets has made it more difficult for SMEs to access the financing necessary to grow their businesses. That is why Fajana (2000) opined that unemployment is a situation where people who are willing and capable of working are unable to find suitable paid employment. This shows that unemployment situation if not taken care of by government at all levels in Lagos state can lead to life threatening situation of youths as a result of frustration. But Osotomehin et al. (2014), opined that entrepreneurial opportunities to unemployed youths despite the harsh economic environment in Nigeria will increase economic activities that will generate higher income to the people if determinants such as global economic meltdown, cultural influence and educational factors are taken into cognizance. The poor quality of educational services is producing a workforce lacking the basic knowledge and skills needed for today's jobs. Improving the outlook for employment opportunities will require collaboration between multiple actors, including governments, the private sector and academic institutions. SMEs are important



mechanism for employment generation and are the largest contributors to formal jobs in low-income countries.

III.3 Factors Affecting Entrepreneurship Development

The emergence and development of entrepreneurship is not a spontaneous one but a dependent phenomenon of economic, social, political, psychological factors often serve as supporting conditions to entrepreneurship development. Positive influences constitute facilitative and conducive conditions for the emergence of entrepreneurship, whereas negative influences create inhibiting milieu to the emergence of entrepreneurship. Barde (2007) emphasized profit making as the bedrock of any business. But this cannot be achieved without a continuous supply and provision of capital to operate the required business. Raw materials and technological innovations will lead to maximization of production. In addition, there should be effective communication network and other infrastructures such as good road, water, electricity and available markets where the products will be sold. Cultural practices and values influence the actions of individuals where they live or do business. Successful business cannot be separated from the cultural values of the community where the business takes place. Despite the unpredictable political factors and other uncertainties in Nigeria, government is trying to support entrepreneurship through incentives and vocational educations/programs at Federal, State and Local government levels. This is because of the economic recession that makes white-collar job becomes scarce and not at the reach of every qualified, willing and capable human resource.

III.4 Recent Job Acquisition Programmes in Nigeria

Successive governments and private enterprises have contributed to assist citizens who are willing to go into entrepreneurship through financial contributions to the cottage, micro, small and medium enterprises in order to reduce unemployment crisis in Nigeria through the following ways:

1. N-Power Programme: 2-year voluntary service (N-Power) was introduced in 2015 by the Federal government of Nigeria for unemployed youths. It includes: N-Power Agro, N-Power Tax, N-Power Build, N-Power Creative, N-Power Health, N-Power Teach, N-Power Tech Hardware and N-Power Tech Software. The N-Power Volunteer Corps is a segment of the N-Power programme which has been set out to engage and train 500,000 young unemployed Nigerians. While the N-Power Build is an accelerated training and certification programme that engages and train 75,000 young unemployed Nigerians.



Youths are paid monthly for two years until they start their own business or gain desirable employments with the hope of curbing social vices and unemployment in the country.

2. *Ready Set Work Programme*: Ready Set Work program was launched in 2016. It is the initiative of Lagos State Ministry of Education in partnership with a network of stakeholders including corporate organizations, Lagos state-owned tertiary institutions and training partners. It is aimed at addressing the gaps in the skill of graduates of tertiary institutions in Lagos state in order to curb the current high level of graduate unemployment in the State through a strategic intervention.

3. *Ready Teachers*: The 2017 RSW introduces the teacher track for final year students at Lagos State teacher training colleges/colleges of education. It prepares students for the 21st century, borderless classroom by equipping them with global-standard teaching techniques and skills. Top performing students in the “Ready Teachers” were placed in internships with schools or education-focused businesses across Lagos state.

4. *Vocational and Skill Acquisitions Centres*: Awonuga (2011) said the development of vocational and technical education in Nigeria has its root in the pre-colonial education system. It was believed that there was informal education and training of the youths in the skills already acquired by the parent e.g blacksmith, crafts and arts etc. Where the training is long duration, youths serve as apprentices.

Stipends are given at the end of the month by their employer throughout the service period for self sustainability.

5. *Loan/Financial Support*: Financial Institutions such as Bank of Industry, Agriculture and development bank, Micro Finance Bank are also encouraged by Central Bank of Nigeria to give loans with less stringent collateral to SMEs in order to encourage entrepreneurial development in Nigeria. Areas like agricultural sectors are given utmost priority in order to boost GDP of Nigeria through exports and local consumption of foods by the citizenry e.g rice, cassava, yam, millet, cotton, groundnut, cocoa, palm oil, etc.

Other areas of financial assistance for entrepreneurial development from Non Governmental organizations with less collateral demand include: Tony Elumelu Fund, Cottage Agro Processing (CAP), Fund for the automotive industry (Aliko Dangote), Small and Medium Enterprises Development Agency of Nigeria (SMEDAN), GroFin Fund, Shell LiveWire, Lagos State Employment Trust Fund, Social Intervention Fund of FG, Oxfam, The Government Enterprise and Empowerment Programme (GEEP). GN special Intervention fund for MSMEs: the fund is a Federal Government initiative to provide subsidized loans to Micro, Small and Medium Enterprises (MSMEs) at single digit (9 per



cent per annum) all- inclusive interest rate, Social intervention fund of FG, YOUWIN Nigeria, National Directorate of Employment (NDE) etc.

III.5 Support for Technical Education

Technical education is good for acquisition of skills necessary to develop a nation especially for people who have potential for technical education to be an entrepreneur or gain employment opportunities where their skills can be useful. In Nigeria technical education is neglected especially for those who do not possess required qualification to gain admission to higher education (University and Polytechnic). Technical education was embraced by Nigeria governments several decades ago especially in the 70s and 80s. Students learned trades and awarded diplomas or certificates after duration of their education.

The diploma afforded graduates to gain employment opportunities in bigger manufacturing organizations where machines and equipment are used and repaired instead of imported materials. Trades and crafts were learned such as Catering and Hotel management, tourism, machine and fabrication, electrical and electronics, motor and machine mechanics, masons, printing, paintings to mention a few.

Mentoring of technical education graduates in existing entrepreneurial organization can also lead to individual skills acquisition. Mentoring involves not only hiring the needed skilled person but ability to develop the person (mentee) by an experienced superior (mentor) in a chosen field so that the mentee will be able to fulfill his passion for the assigned job.

Lagos state government can merge some of the skill acquisition centers and convert them to Technical colleges that will provide both full and part time education for students. Also, Nigeria government at all levels should consider the establishment and funding of existing and new technical colleges in addition to polytechnic education. Nigeria cannot afford to neglect this noble technical education that will be useful to its citizens all over the world.

Kale & Doguwa (2015), while considering the high rate of underemployment of youths (25-34 years) between 2010– 2014 Q4, said “policies that will address youth and graduate unemployment phenomenon in the country are required”. This shows that Lagos state government should revisit its policies on unemployment reduction by looking inwards to specific policies that suits each division in Lagos State and educational policy– such as establishment of more technical colleges that will alienate the sufferings of the masses. Oghenekohwo (2010) remarked that entrepreneurship education prepares young



people to be responsible and enterprising individuals who become entrepreneurs that will contribute to sustainable economic development of a nation. This shows that entrepreneurship will prevent individuals from engaging in criminality activities.

IV. Methods and procedures

Survey research design was adopted with the use of both primary and secondary data in this study. Target population covers SMEs registered with Nigerian Association of Small & Medium Enterprises (NASME) Lagos State Chapter.

Purposive sampling technique was used to select the sample from the population. A structured five Likert scale questionnaire (self developed) was design to elicit information from the respondents. Section A of the questionnaire contains the Bio-data of the respondents while Section B contains the questions relevant to the research topic of the study.

Content validity was adopted to ascertain the validity of the instrument designed for this study. 100 copies of questionnaire were administered to members of NASME and other registered SMEs members, Lagos State Chapter and 71 copies of the questionnaire were duly filled, returned and valid for this study.

V. Analysis of variables and result finding

Table 1- Analysis of Variables

S/N	Entrepreneurship Development	SA	A	U	D	SD
1	There is no significant contribution by government in term of policies and programs toward entrepreneurial development in Lagos State.	1 (1.4%)	7 (9.8%)		48 (67.6 %)	15 (21.1 %)
2	Multiple taxations from the state and local government levels hinder the survival of young entrepreneurial growth and development.	26 (36.6%)	44 (61.9%)		1 (1.4%)	
3	Young entrepreneurs should be given opportunity to get loans at lower interest rate from financial institutions in order to gain sense of personal achievement in the businesses.	40 (56.3%)	29 (40.8%)	2 (2.8%)		
4	A country might remain backward not because of lack of natural resources or dearth of investment capital but because of lack of adequate entrepreneurial abilities through SMEs development.	26 (36.6%)	43 (60.6%)	2 (2.8%)		



Table 1- Cont.

5	Entrepreneurship involves risk taking, innovation and co-ordination of factors of production for creating new products or services for new and existing users.	26 (36.6%)	45 (63.3%)			
	Employment creations	SA	A	U	D	SD
1	There is no significant relationship between entrepreneurial training programs and employment creations in Lagos State.		1 (1.4%)	2 (2.8%)	28 (39.4%)	40 (56.3%)
2	Vocational educations and entrepreneurship programs through small and medium enterprises are major means of creating employment in Lagos State.	29 (40.8%)	40 (56.3%)		2 (2.8%)	
3	Training centers, vocational schools, and apprenticeship centers should be established to train the unemployed and intending entrepreneurs to eradicate poverty in the state.	28 (39.4%)	43 (60.6%)			
4	SMEs are identified as an important mechanism for employment generation and are the largest contributors to formal jobs in low-income countries.	40 (56.3%)	30 (42.3%)	1 (1.4%)		
5	Entrepreneurship is presently encouraged after graduation from tertiary institutions because of the economic recession that makes white-collar job becomes scarce.	36 (50.7%)	35 (49.3%)			

Source: Field survey, September 2017

H_{01} . There is no significant contribution by government in term of policies for skill acquisition programs toward entrepreneurial development in Lagos State (see Table 2,3,4).

Table 2 - Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777 ^a	.604	.598	.31875

a. Predictors: (Constant), GOVTPOLICY



Table 3- ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	10.687	1	10.687	105.178	.000 ^b
	Residual	7.011	69	.102		
	Total	17.697	70			

a. Dependent Variable: Entrepreneurial DEVELOPMENT

b. Predictors: (Constant), GOVTPOLICY

Table 4- Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Sig.
	B	Std. Error	Beta	
1. (Constant	6.883	.250		.000
GOVTPOLIC Y	-.696	.068	-.777	.000

a. Dependent Variable: ENTDEVELOPMENT

Regression analysis was used to determine the contribution by government in term of policies for skill acquisition programs toward entrepreneurial development in Lagos State. The model summary above shows the coefficient of determination which is 0.604 (60.4%), this means that 60.4% of the variation recorded in entrepreneurial development in Lagos State is contributed by government in term of policies. Since the level of significance of 0.000 is lesser than 0.05 used for this study, therefore it implies that there is a significant contribution by government in term of policies for skill acquisition programs toward entrepreneurial development in Lagos State. The ANOVA value F of (3.98) while the calculated F value is (105.178), at the degree of freedom of 70 showed that there is a significant contribution by government in term of policies for skill acquisition programs toward entrepreneurial development in Lagos State since the F value is lesser than F calculated.

The model in Table 2 signifies that for a unit change in the contribution of government in term of policies affects entrepreneurial development in Lagos State by the rate of 6.883. This implies that government should continue to assist entrepreneurial growth in Lagos state. Therefore, the null hypothesis was rejected while alternative hypothesis was accepted.

H₀₂: There is no significant relationship between entrepreneurial training programs and employment creations in Lagos State.



Table 5 - Correlations

		Training Programs	Employmentcreation
TRAINING PROGRAMS	Pearson Correlation	1	.508**
	Sig. (2-tailed)		.000
	N	71	71
EMPLOYMENT CREATION	Pearson Correlation	.508**	1
	Sig. (2-tailed)	.000	
	N	71	71

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation Table 5 shows that the coefficient of correlation ($r = 0.508$) indicates that there is a positive and significant relationship between entrepreneurial training programs and employment creations in Lagos State. This relationship is significant because the p-value for the result (p-value = 0.000) is less than the 0.05 level of significant used for the study.

Decision Rule

Null hypothesis was rejected while the alternative hypothesis accepted. This implies that there is a significant relationship between entrepreneurial training programs and employment creations in Lagos State.

VI. Conclusion

This study revealed that there were relationship between contributions of government in terms of policies and programmes toward entrepreneurial development in Lagos State. It was also established that there were significant relationship between entrepreneurial training programmes and employment creations in Lagos State. Hence, the need for more empowerment assistance that will reduce unemployment situation in neglected areas of traditional skill peculiar to rural areas of Lagos State is necessary. Policies that will reduce poverty and social vices should not be politicized but be designed for both short and long effect because administration is a continuous exercise for citizens to benefit. There should be solution to power generation and distribution process in Lagos state for preservation of agricultural produce, production of raw materials and rendering of services at affordable costs that will yield sustainable profits to artisans and small and medium enterprises owners in rural and urban areas of Lagos state in order to curb rural urban migration. There is no creativity where innovation is not recognized for further



improvement that is why it is necessary for government to support cottage and micro business in order to metamorphose into SMEs that will support large industries. Innovation by Nigerian entrepreneurs will bring about technical progress through capital-saving, efficient production techniques and higher levels of output or economic growth. Lagos State government is trying its best to reduce unemployment but this will be achieved; if government is able to identify the peculiar needs of each divisions/local government councils that make up Lagos state.

Entrepreneurship development should not be a recycled event where unemployed individuals will be taught same skill over a period of time. Rather, gap in specialized areas of government needs should be identified and worked upon for training and acquisitions of manpower need especially where aquatic life is in abundance. Skills in natural resources materials such as coconuts, raffia for local mat weaving, tourisms, cane chairs, fisheries, cloth weaving, tie and dye of local materials, boat construction and repairs, carpentering, bricklaying, electrical/electronic repairs, shoe making/cobbler, blacksmith (to repair machineries and equipment for local production), mechanics etc should be encouraged instead of concentrating on empowerment that takes few months but already saturated by quacks e.g tailoring, household utensils/materials such as soap making etc. Even though agric/agro allied entrepreneurship is encouraged there is no sufficient land dedicated to this noble cause rather, people are engaging in construction and management of residential estates that will yield immediate profit on their investments. Most of the criminal activities such as kidnapping recently perpetrated in Lagos State were from river areas where it was difficult for youths to be gainfully employed.

Recognizing the peculiarities of all the local governments in Lagos state will assist the government to provide the needed empowerment acquisition skills that will be beneficial not only to the unemployed individuals but also the state at large. This can also lead to establishment of Technical Tertiary Institutions (Universities, Colleges and Polytechnics), degree or diploma awarding institution that will provide beneficiaries the employment and self-dependent opportunities. Individuals must understand that government cannot do everything alone, youths should also shun violence and social vices by embracing hard work that will lead to their better tomorrow.

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