

Critical Examination of the Different Contributions of Specific Entrepreneurial Skills Acquisition Programmes to Job Creation and Poverty Alleviation in Ondo State, Nigeria

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<p>Abstract: The study assesses how entrepreneurial Skills Acquisition Programmes (ESAPs) contribute to job creation and poverty alleviation in Ondo State, Nigeria. Specifically, it examined the contributions of specific ESAPs to job creation; assessed the extent to which specific ESAPs alleviate poverty. In achieving the objectives of the study, cross-sectional case study, comparative multiple cases and quantitative descriptive survey research design were adopted. Data were collected using structured questionnaire which were administered to 160 respondents selected from 10 active ESAPs in Ondo State out of the 20 programmes that have existed from the inception of the State to 2021 to source the primary data for the study. The responses from the questionnaire administered were analyzed using both descriptive and inferential statistical tools which included frequency table; descriptive analysis statistical tables with mean and Analysis of Variance and Pair wise multiple comparisons tests were used to analyze (H_{01}), H_{01} (no significant difference among ESAPs used for job creation) and Analysis of Variance test was used to analyze H_{02} (no significant difference among the various categories of ESAPs used for poverty alleviation). The results indicated positive effects of job creation where the impact of investment (< 0.05) is higher than vocational (> 0.05) and agricultural programmes (> 0.05). This indicated a statistically significant effects of the specific ESAPs on job creation ($F_{2, 157} = 4.056$, $p < 0.05$, $\eta^2 = .049$). Difference between specific ESAPs and poverty alleviation shows significant difference in the perceived mean scores of specific ESAPs (investment, agricultural and vocational) on poverty alleviation ($F_{2, 157} = 2.850$, $p > 0.05$). The study concludes that specific ESAPs have positive impacts on job creation in Ondo State, Nigeria. It suggests the need to improve on vocational and agricultural ESAPs in Ondo State by introducing effective regulations and polices.</p>	<p>Research Paper</p> <p>*Corresponding Author: <i>Dr. Akinola, Emmanuel Taiwo</i> PhD in Business Administration- Entrepreneurship and Human Resource Management, Division of Statistics and Records, Adeyemi Federal University of Education, Ondo, Ondo State, Nigeria</p>
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INTRODUCTION

There has been growing concerns which has been established that poverty is one of the major social problems facing the globe which has been highly ranked, and well concerned by the leaders of the world, entrepreneurs and researchers. They are seriously bothered on how the social problems could be determined and to alleviate (Akinola *et al.*, (2023). Reports from the World Bank (2022) indicate that 685

million people worldwide are estimated to be living in extreme poverty, with a notable proportion of these individuals residing in Africa. Africa has 490 million people living below the poverty line as of 2021, according to a research by UNCTAD, the United Nations Conference on Trade and Development. As per Statista (2022), 431 million individuals will be living below the poverty level. Disarmingly, the Nigerian Economic Summit Group estimated that 91 million people in

Nigeria were impoverished in 2021, while 133 million people which is the 63 percent of the country's population were impoverished in 2022 (National Bureau of Statistics, 2022).

Wealth creation in any economy requires entrepreneurship as one of the ways to boost the economy. Nothing puts a country to remain backward than, for lack of natural resources or dearth of investment capital, but because of its inability to tap the entrepreneurial talents existing in that society for wealth creation (Ochepa *et al.*, 2017). Giving due consideration to the developing countries in Africa, Asia and Latin America that has limited fiscal capacity for job creation and absorb new entrants into the labor market believes that the attractiveness of including youth entrepreneurs towards job creation has grown (OECD, 2022). Global recognition and acceptance have it that, entrepreneurs and small- and medium-sized enterprises (SMEs) are widely considered to be paramount and remain vital to national economies, in particular that they create a higher share of total jobs than other employers (Igweh & Egbule, 2022). Entrepreneurship remains the major tool for job creation and employment in every economy. Entrepreneurs stimulate unemployment growth by generating new jobs when they enter the market, with creation of jobs and employment opportunities which not only for themselves but for others as well. Also, Alexander (2014), posits that new products, methods and production processes are introduced to the market thereby boosting effective productivity and competition and more broadly, entrepreneurial activities may influence a country's economic performance. Economic growth and job creation are vital factors through entrepreneurship which is a powerful engine that is very crucial for improving the quality, number and variety of employment opportunities for the poor (Aliyu, 2020).

Wkac *et al.*, (2022), referred to the historical background and interpretation of poverty which was made by Malthus (1798), as inevitable law of nature to undergo by some people, but believed that several nations have eradicated poverty successfully to escape its people from the worst poverty. However, it is clearly observed that, no country could entirely escape poverty, and even the wealthiest countries could not eliminate it in total (Roser, 2022). Historically, poverty has been a long existing situation; the discovery of poverty is the invention of the poor by the West to rescue the development through differences between frugality and destitution (New Internationalist, 1992). Although, the attention of the world has strongly directed much interest and focused on developing nations and poverty reduction during the last half of the century, the gap between developing and developed nations is broader than ever (Bhattacharyya, 2016).

By setting mode of eliminating poverty as the first goal of UN sustainable development implied that poverty is the most threatening common enemy of the

globe which must be fought against. This focus has led all developed and developing nations to include poverty alleviation in their political and administrative agendas. Besides pointing to increasing inequity, the disparity in the development process, socio-economic deprivations are prevalent setbacks for the vast majority of the global population since the 1950s. Interests in ensuring means of poverty reduction began to raise concern in which according to Sangjeli & Musthafa (2019), introduction of poverty alleviation programmes have been rooted all over the world but their success has been limited despite all efforts put into rescuing the situation, poverty remains a continuing problem in all developing countries, almost half of the world people living in South Asia. The interest of world at large demands to eliminate poverty and make hungry a thing of the past.

Alemu (2015), established that Nigeria is one of the fastest growing economies in Africa but the structural nature of jobless growth is evident on country's employment intensity of growth. Job creation through effective entrepreneurial activities will serve as a factor of growth in Nigeria's economy.

With a disproportionately high share in Japan and Italy, and a relatively lower share in the US. They also make up an excessively high percentage of all new jobs, particularly in nations with a track record of good employment, like the United States and the Netherlands. Young enterprises produce more jobs than their fair share of employers, according to some evidence, which suggests that age rather than size matters when it comes to job generation. However, it is observed that, less than one-half of start-ups survive for more than five years and only a fraction develops into the high-growth firms which make important contributions to job creation. Erinsakin *et al.*, (2017), posits that, high job turnover poses problems for employment security; and small establishments are often exempted from giving notice to their employees. Small businesses also typically spend less on training and rely more on external hiring to boost competence. It is on this sense, that appropriate schemes in creating jobs should be embraced which in turn will reduce poverty level. Entrepreneurial skills acquisition programmes serve as important direction to address the menace of poverty and unemployment by investing in job creation programmes or schemes (Akinola & Afolabi, 2020, Odewale *et al.*, 2021).

Collins British Dictionary (2022), describes job creation as the process by which the number of jobs in an area, state, nation, organization, and so on is increased. The process of creating new jobs, particularly for those who were previously unemployed or inactive, is referred to as job creation. Job creation is a key priority for European Union social and employment policy (Eurofound, 2022). Akinola *et al.*, (2023) and Akinola *et al.*, (2022), referred to job creation as the way out of eradicating the problem of poverty and unemployment through the provision of a viable entrepreneurial

education which in turn get people engaged in useful activities to meet their immediate needs and contribute to national development. They further explained that presence of unemployment and poverty gave pointer to thinking of job creation. In their word, unemployment was described as; condition of joblessness in which physically strong and mentally alert people who are willing to work at the prevailing wage rate could not secure gainful jobs. It can be described in another way as the process by which the number of jobs in an economy increases.

Job creation often refers to government policies intended to reduce unemployment. Job creation programmes may take a variety of forms, as expressed by Financial Dictionary (2022). The idea that jobs are generated in reaction to some kind of event or scenario is known as job creation. It is conceptually the proactive counterpart to unemployment. In a practical sense, industry only hires more workers when necessary to satisfy demand for its products or services. They will hire only: workers they believe can perform the required work, and they will seek out the lowest price for having that work performed (McInnes, 2022). Job creation goes along with specific skills that align with particular jobs. Acquiring entrepreneurial skills through certain programmes or schemes enables individual fit in for self-reliance and reduce poverty and unemployment.

By design, skill-acquisition programmes seek to improve the health and quality of life for disadvantaged or vulnerable individuals. It also provides directions for self-reliance, poverty reduction and employment opportunities through job creation (Akinola, 2019 & Afolabi, 2017). There are certain competencies that make a healthy person to drive for job creation, such as; positive sense of self, self-control, decision-making skills, a moral system of belief and pro-social connectedness. These competencies definitely help in job creation through developmental interventions and programmes that defines positive outcomes of healthy individual. This focus provides intentions and forward-mind that will prime the mindset of people towards entrepreneurial engagements which primarily assist toward job creation (Adeniyi, 2019; Akinola & Afolabi, 2020; Odewale *et al.*, 2021 and Wikipedia, 2021).

Objectives of the Study

This study's objective is to critically examine the different efforts and contributions of specific Entrepreneurial Skills Acquisition Programmes (ESAPs) to job creation and poverty alleviation in Ondo State, Nigeria. The specific objectives are to:

- i. Examine the difference in the contributions of specific ESAPs (Investment, Agricultural and Vocational) to job creation in Ondo State; and,
- ii. Assess the extent to which the difference in the contributions of specific ESAPs (Investment, Agricultural and Vocational) alleviate poverty in Ondo State.

Research Questions

To direct the inquiry, the following research questions are posed:

- i. What is the difference in the contributions of specific ESAPs (Investment, Agricultural and Vocational) to job creation in Ondo State?
- ii. To what extent has the difference in the contributions of specific ESAPs (Investment, Agricultural and Vocational) alleviated poverty in Ondo State?

Research Hypotheses

The study focuses significant attention on the null hypotheses listed below:

- H₀₁: There is no significant difference among the various categories of Specific ESAPs (Investment, Agricultural and Vocational) used for job creation in Ondo State.
- H₀₂: There is no significant difference among the various categories of specific ESAPs (Investment, Agricultural and Vocational) used for poverty alleviation in Ondo State.

Theoretical Review

Becker's Human Capital Theory

Human capital theory (HCT) has its roots in Adam Smith's 1776 work, "Wealth of Nation," which emphasized the importance of skill and knowledge acquired by the labor force in influencing economic growth and development. Theodore W. Schultz, often referred to as the father of Human Capital Theory, further developed the theory, arguing that education is a personal investment that enhances social and economic benefits. Becker (1994), further examined Human Capital Theory, stating that an individual's social and economic returns are directly correlated with their level of education and training.

Human capital development includes investments in education and training, which are influenced by levels of education, employee experience, and entrepreneurial characteristics. Herr (2013), identified various methods individuals can acquire knowledge about entrepreneurship, including personal talents, IT skills, self-acquired skills, occupational skills, and ongoing learning. This framework was used to organize research inquiries on how youths in Ondo State, Nigeria, can attain entrepreneurial characteristics and become self-employed and entrepreneurs for the economic development of the state.

The choice of Human Capital Theory is based on its emphasis on equipping people with relevant knowledge, values, and skills for economic development, which is the focus of the Vocational and Entrepreneurial Skills Programme (VESP) of Ondo State, Nigeria.

METHODOLOGY

The study examines the different efforts and contributions of specific Entrepreneurial Skills Acquisition Programmes (ESAPs) to job creation and poverty alleviation in Ondo State, Nigeria. Using a census sample for the target demographic, the study used a cross-sectional case study methodology. Programme Directors, Training facilitators, and recipients participated in the study. Research questions were investigated using a descriptive survey approach. A standardized questionnaire called the "Contributions of Entrepreneurial Skills Acquisition Programmes to Job Creation and Poverty Alleviation Questionnaire" was used in the study to gather data. Experts in Tests and Measurements and Entrepreneurial Skill Acquisition from Adeyemi Federal University of Education, Ondo,

evaluated the questionnaire. Test-retest methods were used to determine the study instrument's dependability. A 100% response rate was achieved by the study, which collected 160 questionnaires from 160 participants spread among ten operational Entrepreneurship Education Centers in Ondo State.

Both descriptive and inferential statistics were used in the data analysis process. The developed research hypotheses were examined using Scheffe's pairwise multiple comparison and Analysis of Variance (ANOVA). Every hypothesis was examined at the 0.05 level of significance to determine if it should be accepted or rejected.

RESULTS

Table 1: Respondents' Distribution according to Gender, Name and Location of Entrepreneurship Education Centre

Characteristics	Variables	Frequency	Percent
Gender	Male	88	55.0
	Female	72	45.0
	Total	160	100.0
Name of Entrepreneurship Education Centre	Industrial Training Fund	16	10.0
	Youth Empowerment and Development Initiative	16	10.0
	National Poverty Alleviation Programme	16	10.0
	Ondo State Skills Acquisition Programme	16	10.0
	Abiola Makinde Youth Empowerment Programme	16	10.0
	Small and Medium Enterprises Development Agency	16	10.0
	National Fadama Development Project	16	10.0
	Bola Tinubu Skills Acquisition Centre	16	10.0
	Ondo State Wealth Creation Agency	16	10.0
	Dr Rhoda Makinde Initiative	16	10.0
	Total	160	100.0
Location of Entrepreneurship Education Centre	Urban	103	64.4
	Rural	57	35.6
	Total	160	100.0

Source: Field survey, 2024

Table 1's data analysis revealed that 72 respondents were female and 88 respondents were male, or 55% and 45% of the sample, respectively. Based on the gender distribution of respondents (as indicated in Table 1), the majority of respondents were male. 16. (10.0%) of the respondents to the Industrial Training Fund's Entrepreneurial Skills Acquisition Programmes are from Youth Empowerment and Development Initiative, 16. (10.0%) of the National Poverty Alleviation Programme, 16. (10.0%) of the Ondo State Skills Acquisition Programme, 16. (10.0%) of the Abiola Makinde Youth Empowerment Programme, 16. (10.0%) of the Small and Medium Enterprises Development Agency, and 16. (10.0%) of the National Fadama Development Project. As seen in Table 1, the Bola Tinubu Skills Acquisition Center has sixteen (10.0%), the Ondo State Wealth Creation Agency has sixteen (10.0%), and the Dr. Rhoda Makinde Initiative has

sixteen (10.0%). Table 1's data revealed that, of the Centers, slightly more than two-quarters, or 103 (64.4 percent) were situated in urban regions and 57 (35.6 percent) in rural ones. According to this, the majority of respondents took part in entrepreneurial skill acquisition programmes in urban centers, which was probably caused by the programmes' accessibility, decent facilities, incentives, and facilitators' availability.

RESULTS

Testing the Null Hypotheses

H0₁: There is no significant difference among the various categories of Specific ESAPs (Investment, Agricultural and Vocational) used for job creation in Ondo State.

Specific ESAPs and Job Creation

Table 2a: Descriptive Statistics of Specific ESAPs of Vocational, Investment and Agriculture on Job Creation

	N	M	S.D	S.E.	95% C.I for Mean		Min	Max
					L.B.	U.B		
Vocational	75	3.395	0.431	0.054	3.287	3.502	2.75	4.00
Investment	53	3.543	0.277	0.035	3.474	3.612	2.75	3.75
Agriculture	32	3.344	0.316	0.056	3.230	3.458	2.75	3.75
Total	160	3.444	0.361	0.029	3.387	3.500	2.75	4.00

Note: M = Mean, S.D. = Standard Deviation, S.E. = Standard Error, Confidence Interval, L.B.=Lower Boundary, U.B. = Upper Bounda

Table 2b: ANOVA Showing the Effects of Specific ESAPS on Job Creation

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	16.152 ^a	2	8.076	4.016	.020	.049
Intercept	28513.198	1	28513.198	14177.686	.000	.989
Nature of the programmes	16.152	2	8.076	4.016	.020	.049
Error	315.748	157	2.011			
Total	30692.000	160				
Corrected Total	331.900	159				

a. R Squared = .049 (Adjusted R Squared = .037)

Table 2c: Scheffe's Multiple Comparisons of Specific ESAPS on Job Creation.

Dependent Variable: Job Creation Score						
(I) Nature of the programme		Mean Difference (I-J)	Std. Error	Sig. ^b	95% Confidence Interval for Difference ^b	
					Lower Bound	Upper Bound
Vocational	Investment	-.608*	.256	.019	-1.114	-.103
	Agriculture	.119	.293	.686	-.460	.697
Investment	Vocational	.608*	.256	.019	.103	1.114
	Agriculture	.727*	.297	.016	.140	1.314
Agriculture	Vocational	-.119	.293	.686	-.697	.460
	Investment	-.727*	.297	.016	-1.314	-.140

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Scheffe

The impact of specific (ESAPs) in the areas of vocational training, investment, and agriculture on job creation was analyzed through descriptive statistics (Table 2a). The data shows that the perceived scores for the specific ESAPs category are: vocational ($M = 3.395$, $SD = 0.431$ and $N = 75$); investment ($M = 3.543$, $SD = 0.277$ and $N = 53$) and for the agriculture category ($M = 3.344$, $SD = 0.318$ and $N = 32$). The data also reveals that the mean scores for the vocational, investment and agriculture categories are close to one another, with scores ranging from 3.344 to 3.543. It also shows that the scores for investment and vocational categories are higher than the scores for agriculture category. The results indicated that the ESAPs of vocational, investment and agriculture positively influence job creation.

Table 2b shows the results of a one-way analysis of variance (ANOVA) on the effect of specific ESAPs (vocational, investment and agriculture) on job creation. The results indicated a statistically significant effect of the specific ESAPs on Job Creation ($F_{2, 157} =$

4.056, $p < 0.05$, $\eta^2 = .049$). The partial eta squared (effect) value of .049 indicates that 4.9% of the variance in job creation can be explained by the specific ESAPs.

Scheffe's pairwise multiple comparisons of specific ESAPs on job creation was conducted to compare perceived mean scores (Table 2c). The mean differences in job creation scores between the specific ESAPs are: vocational and investment ($M = -0.608$, $S.E. = 0.256$), vocational and agriculture ($M = 0.119$, $S.E. = 0.293$) and between investment and agriculture ESAPs ($M = 0.727$, $S.E. = 0.297$). The results revealed that the difference in mean scores between vocational and investment was significant ($p < 0.05$). The 95% confidence interval values suggest that the mean score falls between -1.114 and -.103. This suggests that the job creation score for investment is higher than vocational. However, job creation score for agriculture is not significantly different from that of vocational ($p > 0.05$).

The difference between the mean score of vocational and agriculture was not statistically

significant ($p > 0.05$). The 95% confidence interval values suggest that the mean score falls between -.460 and .697, suggesting that the job creation score for vocational is higher than that of agriculture. The difference between the mean score of investment and agriculture is .727, which is statistically significant ($p < 0.05$). The lower bound of the 95% Confidence Interval for the difference is .140 and the upper bound is 1.314. This suggests that the job creation score for investment ESAP is higher than agriculture ESAP. Overall, the results of the multiple comparisons indicated that the Job Creation Score for investment ESAP is significantly higher than vocational ESAP and agriculture ESAP.

While the job creation score for vocational ESAP is not significantly different from agriculture ESAP. These results suggested that investment ESAPs are more effective in creating jobs than vocational and agriculture ESAPs.

Hypothesis Two

H02: There is no significant difference among the various categories of specific ESAPs (Investment, Agricultural and Vocational) used for poverty alleviation in Ondo State.

Specific ESAPs and Poverty Alleviation

Table 3a: Descriptive Statistics of Specific ESAPs of Investment, Agriculture and Vocation on Poverty Alleviation

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Vocational	75	3.201	0.270	0.034	3.134	3.269	2.67	3.78
Investment	53	3.252	0.229	0.029	3.195	3.309	2.67	3.67
Agriculture	32	3.122	0.262	0.046	3.027	3.216	2.56	3.56
Total	160	3.206	0.255	0.020	3.166	3.245	2.56	3.78

Table 3b: ANOVA Showing the Effects of Specific ESAPs on Poverty Alleviation

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.364	2	.182	2.850	.061
Within Groups	10.012	157	.064		
Total	10.375	159			

Table 3a presents the descriptive statistics on the relationship between the specific ESAPs of investment, agriculture and vocation on poverty alleviation. The results revealed that the following perceived scores of vocational ($M = 3.201$ and $SD = 0.270$), investment ($M = 3.252$ and $SD = 0.229$) and agriculture ($M = 3.122$ and $SD = 0.262$).

The results of one-way ANOVA in Table 3b did not indicate a significant difference in the perceived mean scores of specific ESAPs (investment, agricultural and vocational) on poverty alleviation ($F_{2, 157} = 2.850$, $p > 0.05$). Therefore, the null hypothesis that there is no significant difference among the various categories of specific ESAPs (Investment, Agricultural and Vocational) used for poverty alleviation in Ondo State was accepted. This suggests that the vocational, investment and agriculture have similar mean score for poverty alleviation and the standard deviation is also in the same range for all the three groups. The minimum and maximum scores for poverty alleviation also fall in the same range for all the three groups. This result implies that vocational, investment and agricultural programmes did not differ significantly in the way they assist in poverty alleviation.

DISCUSSION OF FINDINGS

This study examines the contribution of Entrepreneurial Skills Acquisition Programmes (ESAPs) (investment, vocational, and agriculture) to job creation in Ondo State. The results show that ESAPs have

positive impacts on job creation, with investment and vocational programs having higher positive effects than agriculture. These programs help participants build worthwhile careers and engage them usefully, ultimately enhancing their livelihoods.

The study supports the work of Cao (2022) and Afolabi (2017), which suggests that when participants are empowered for job creation and self-reliance, it shapes citizens' lives and has effects on their dependents and societies. ESAPs through investment and vocational are vital to national economies, creating a higher share of jobs beyond other employers of labor.

The data revealed that job creation has lofty benefits to the economy and builds a healthy society through specific ESAPs (investment, vocational, and agriculture). The mean difference in job creation scores between the categories of ESAPs was significant, with investment playing a more significant role in job creation than vocational ESAPs.

The overall results suggest that investment ESAPs are more effective in job creation than vocational and agricultural ESAPs. ESAPs serve as prominent providers of opportunities for well-determined entrepreneurs for economic development, influencing their families, societies, and countries. Investment ESAPs provide effective jobs than vocational and agricultural ESAPs, supporting Akhtar, et. al (2022) that jobs are created through effective ESAPs.

From the study which assessed the extent to which specific ESAPs (investment, vocational and agriculture) alleviate poverty in Ondo State. It was revealed from the study that the essence of ESAPs was to alleviate poverty in the society through entrepreneurial programmes of any type; was introduced to cater for the needs that were immediate and to have means of survival. The work of Akinola *et al.*, (2022), agreed with the outcome of the study that effective entrepreneurial activities that are introduced for viable ESAPs and will alleviate poverty, provide wealth and economic development in Nigeria. Specific ESAPs (investment, vocational and agriculture) have no significance difference in how they alleviate poverty. The study showed that the perceived scores for vocational ($M = 3.201$ and $SD = 0.270$), for investment ($M = 3.252$ and $SD = 0.229$) and for that of agriculture ($M = 3.122$ and $SD = 0.262$) respectively. A corresponding research question from hypothesis tested found that, based on the perceived mean scores; there was no significance difference between specific ESAPs (investment, vocational and agriculture) and poverty alleviation in Ondo State with ($F_{2, 157} = 2.850$, $p > 0.05$) as the result which therefore accepted the hypothesis. The study implied that investment, vocational and agricultural programmes did not differ in the way they assist in poverty alleviation because they have similar mean scores for poverty alleviation (vocational = 3.201, investment = 3.252 and agriculture = 3.122) and as well the standard deviation is in the same range for the three groups (vocational = 0.270, investment = 0.229 and agriculture = 0.255). It also showed that the minimum and maximum scores for poverty alleviation also fall in the same range for the three groups as well (for vocational, minimum = 2.67, maximum = 3.78, for investment, minimum = 2.67, maximum = 3.67 and for agriculture, minimum = 2.56 and maximum = 3.78 respectively).

CONCLUSION

The study's conclusions led to the conclusion that particular entrepreneurial skills acquisition programmes, such as those in agriculture, investment, and vocational training have a favourable effect on the creation of jobs in Ondo State, Nigeria. Specific Entrepreneurial Skills Acquisition Programmes (ESAPs) had a statistically significant impact on the creation of employment, with investment ESAPs having a greater job-creation impact. The study that examined the connection between certain ESAPs and reducing poverty, and it discovered no discernible variation in these programs' capacities to do so. However, The more employment that are created, the more the poverty will be reduced.

RECOMMENDATIONS

The study discovered that investment ESAPs are more effective in job creation than vocational and agricultural ESAPs. It is therefore required to improve

on vocational and agricultural ESAPs to have more effects in Ondo State by introducing effective regulations and polices on the programmes.

It was reported based on the outcome of the study that investment ESAPs have more contributions to poverty alleviation than vocational and agricultural. Hence, it is pertinent to improve on vocational and agricultural ESAPs to have more contributions to poverty alleviation in Ondo State through effective regulations and policies on the programme.

Limitations of the Study

Due to the study's restriction to ten (10) currently running entrepreneurial skills acquisition programmes in Ondo State, Nigeria, its conclusions on the effects of these programmes and therefore formed generalized application to other Ondo State programmes. However, some programmes operators' strict protocols made it difficult for the researchers to gain access to some agencies, requiring them to visit some locations multiple times before they were granted access. This delayed the data collection process for the study and increased the cost of hiring research assistants, which was borne by the researchers. During the data collection phase of the study, several service providers were excluded due to organizational policy involving research.

Some respondents' locations were exceedingly difficult to find, which increased the researchers' expenses. Despite some center leadership's unsatisfactory response to the questionnaire survey, the research was nevertheless successful. This prompted the researchers to investigate a sizable portion of the programme boosters.

Suggestions for Further Studies

This study has been able to establish the contributions of specific ESAPs (investment, vocational and agriculture) to job creation in Ondo State, Nigeria and the extent to which the difference in the contributions of specific ESAPs (Investment, Agricultural and Vocational) alleviate poverty in Ondo State, Nigeria. Studies can further investigate the parameter at which more programmes can be introduced different to the existing ones.

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