

Entrepreneurial Skills Development for Gainful Self-Employment of University Graduates towards Curbing Insecurity in Nigeria: The Roles of Counselors

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Abstract

This paper attempts to look the functions of guidance Counsellors in Nigeria towards inculcating entrepreneurial skills development for gainful self-employments of university graduates for curbing insecurity in Nigeria. Specifically, the paper presents conceptual definition of entrepreneurial, entrepreneurial development and entrepreneurship opportunities, traits required for entrepreneurial skills development, components of entrepreneurial skills development, insecurity, empowering the youth for security and roles of counsellors towards entrepreneurial skills development. Therefore, it is recommended among others that university students should be made to offer compulsory courses in the entrepreneurial education before graduation.

Keywords: Entrepreneurship, enterprise, poverty, skills, finance, creativity, insecurity.

Introduction

Nigeria's has over sixty universities across the countries that churn out graduates yearly, resulting in an escalating unemployment figure. This cream of unemployed university graduates littered the street of major cities in Nigeria, moving from one office to the other in search for white collar job. Unfortunately they are not equipped with the needed skills, competence and dexterity needed for self – efficiency. There is a dare need for beneficiaries of university education to be entrepreneurs so as to achieve gainful employment after the completion of the university education and national service. In this regard it has become very necessary to empower Nigeria's teeming graduates with entrepreneurial skill as a result of soaring problem of unemployment. Entrepreneurship plays a significant part in employment generation in any country, it is used in most developed countries as instrument of government to set the pace of employment generation through small scale business and management and most "giant" companies started with small –scale business (Mkpa, 2018).

In this regard, university graduates should endeavor to learn the virtue of entrepreneurial skills in order to aid gainful employment and self-reliance after graduation. Entrepreneurial skills are very useful to beneficiaries of university education. These skills stimulate the

beneficiaries to have self-confidence, be bold, courageous, honest and display some responsible roles in order to enable them establish and sustain their business and become self - employed and even employed other. In the vein, entrepreneurial skills development has role of training potential entrepreneurs because entrepreneurship will enhances self-reliance or self-employment; and culminate in operating a business successfully in discipline the university graduate specialized which the Nigerian educational system failed to provide as it emphasized over reliance on credentials resulting in a drift from quest for knowledge to the pursuit of certificates with its attendant consequences. Counselling form part of the services that offers help to the youth in personal-social aspect of their lives, this can be done through creation of vocational guidance centers where self-employment and entrepreneurial skills can be inculcated to the graduates. The center should employ the services of professional counsellors for effective decision to those youth in schools and those that have graduated.

Conceptual Clarification

The term entrepreneurship is derived from the French verb "entrepreneur" which refer to individuals who were "undertakers" meaning those who undertook the risk of new enterprise

(Holt, 2019). Entrepreneurship includes planning, organizing, analyzing, communicating, debriefing, evaluating and recording progress in learning (Anyebe and Onjefu, 2020). Entrepreneurship is a process by which an individual or team develops an idea and applies initiative, creativity and innovation to transform that into something that create new value which in turn creates opportunities. However, the entrepreneurship refers to the activities of entrepreneur (that is the personality) which perform the function of organizing, coordination and supervising of production to risk bearing functions (Mbaegba, 2018).

Entrepreneurship Development and Entrepreneurship Opportunities

Entrepreneurship development in Nigeria became significant only after the Nigerian civil war. At the end the war the 2nd National Development Plan in place focused on the development of 3Rs objectives of Reconstruction, Redevelopment and Reconciliation with the Ibos. The activities in the plan challenged/task the ingenuity and inventive skills of the individuals. Added to this was the promulgation of the Nigerian Enterprise Promotion Decree of 1972 as amended in 1977 as indigenization decree. This action further act as a catalyst to entrepreneurship business development as business hitted – to monopolized and reserved for the colonial entrepreneurs by the Royal Niger Charter were returned and reserve solely for the Nigerian entrepreneur (Olorunmolu, 2020). This early period of history witnessed economic development ideology of industrialization as the ultimate source of economic growth and industrialization itself is the product of technical progress and investment. Technical progress or capital growth on the other is seen to be function and the result of entrepreneurship effort. In the particular evidence from the developed world according to Schumpeter (2014) indicates that economic growth is entirely due to the quality and efficiency of the entrepreneur. Thus after independence in 1960 there was the need by government to promote indigenous entrepreneurs who were hitted to displace and

outlawed by the British Royal Niger company. The government never loses sight of the tripartite relationship between entrepreneurship, industrialization and economic growth order of influence. Thus the key or source of agent of economic growth is the entrepreneur who has to be developed and supported by government to effectively play this role. Similarly, the amendment of the indigenization decree in 1987 and the introduction of privatization and commercialization decree in 1988, 1989 and 1995 further boost the development of indigenous entrepreneurship. Individual and group interest awareness was aroused leading to venturing in mining, baking knowledge industry, education, publishing, information technology etc. as mentioned earlier there are some government policies and activities which spurred entrepreneurship development.

Moreover, entrepreneurship activities and innovation ingenuity in Nigeria have covered and develop enterprises in the following areas:

- a. Agriculture/agro – allied activities: Foodstuff, restaurant, fast food vending etc.
- b. Solid mineral: Quarrying germ stone cutting/polishing and crushing engineering
- c. Power and transport: Power generation, haulage business (cargo and passengers)
- d. Information and telecom business: Manufacturing and repairs of GSM accessories
- e. Hospitality and tourism business: Hotels, accommodation, resort centre’s film and home video production
- f. Oil and gas business: Construction and maintenance of pipelines, drilling, refining/bye-production
- g. Environmental and waste management business: Refuse collection/disposal, recycles, and drainage/sewage construction job
- h. Financial and banking services: Banking insurance and stock trading
- i. Engineering and fabrication work: Machines and tools fabrication
- j. Building and construction: Plan and design services, materials sourcing.
- k. Other includes GSM accessory manufacturing, GSM recharge-cards/credit

sale, cybercafé/internet business, communication and computer etc.

Information technology and globalization has increased the growth of film industry in Nigeria (Nollywood). Home video and comedian tapes are being produced by entrepreneurs in their various forms.

The increasing entrepreneurship activities since 2000, is partly caused by the increasing rate of unemployment, growing service sector, reduction in regulatory control, increasing privatization/competition and the introduction of poverty eradication Programme in 2001.

All these have created potency in international trade and finance to create global competitiveness. In the meantime entrepreneurship venturing and innovations are focused at sectors and areas of comparative advantage in which the entrepreneur has natural competition such as service to a new customer, production of products/service for low income earners, personal service business etc. the modus operandi becomes the use of micro business outfits to obtain fund for running the following businesses to produce for both the domestic and international market.

Entrepreneurial development creates employment opportunities for university undergraduate through involvement in the following: Computer and cybercafé vegetable production, Animal fats and oil, Beverages plastics and rubber, art and decorative, wood and furniture, transport/haulage, fruit juice, spirits making and dairy production, foundry/fabrication, textiles and embroidering, machine, vehicle spare parts fabrication, saving, collection and micro finance business, farming and livestock – cassava, flour and poultry, foot wear, headgear, ceramics, aluminum design, bakery and cakes, restaurant and food vending, plantain, potatoes chips/flakes, hair dressing/barbing salon, leather, fur and skin. Soft drink and sachet water, electrical/electronic service, GSM, recharge card/service, music, dance, drama dance

Traits required for Entrepreneurial Skills Development

Entrepreneurial development is a catalyst for economic, social and industrial development

peter and Clark in 2014 as cited in Egai, (2018) affirms that entrepreneurial development is a disposition to accept new ideas, new methods and making people more interested in present and future than the past.

The entrepreneurial class provides leadership in resource change, innovation, technical progress and capital formation to produce new knowledge, new production techniques/possibilities, profits and economic growth.

According to Audretsch and Thurik, (2017) the role of the entrepreneurial sector changed when industrial comparative advantages shifted towards knowledge based economy. New dynamic ventures are acknowledged to be drivers of innovation. This involves entrepreneurship ingenuity and spirit within an organization rather than outside. It provides opportunities to hard – to – find key employees of an organization to unfold their potentials, performance and hard work to earn a reward or share in the profit or revenue generated by his ingenuity for the enterprise. The concept of entrepreneurship is beginning to spread rapidly in modern times.

The actor at the center of entrepreneurship is the entrepreneur who possesses following characteristics and traits.

- i. **Personal Attributes and Traits:** An entrepreneur should be hard working, self-discipline, confident, determined, innovative, visionary, risk – taker, consistent, independent, lead, amenable to change or flexible and God – fearing. All these traits prepares him against the odds to success
- ii. **Creative Attributes or Technical Skills:** The entrepreneur requires unique skills as prowess in communication, writing, engineering technology, environmental management monitoring, interpersonal relation building networking, coaching, organization, art making technical drawing etc.
- iii. **Business Management Skills:** These are specific skills for decision making such as accounting/finance, managerial, marketing/sales, information and operation/logistics skills.

The entrepreneur should be able to keep accounting records, financial/investment details, promote sales, communicate effectively to give their instructions and direction and build a good feasibility studies. He should be able to exploit the strengths; weaknesses, opportunities and threats (SWOT) in his environment for survival of competition.

Components of Entrepreneurial Skills Development for Gainful Employment

For entrepreneurial skills development to attain the sole role of reducing unemployment rate among university graduate it is most attempt to inculcate the skills of practice marketing in terms of experience, knowledge, communication abilities and judgment of the entrepreneur. For this reason development of entrepreneurial skills need to provide training to undergraduate students in the following areas:

- i. **Accounting Skills:** The skills concern preparing accounting information such as ledgers, accounts from the vouchers, cash books, wages and salaries administration, skills for collecting and recording various pieces of account information and that of making statement of accounts. Therefore, the provide information to the graduate who intends to begin an enterprise on the financial status of the enterprise and give way to advice the owner on the true financial on whether they are making profit or loss.
- ii. **Business Management Skills:** This component targets towards training the entrepreneur to manage functions like planning, organizing, staffing, controlling, directing and decision making effectively because they are the tools for achieving some economic growth. It also includes self-management skills, like personality traits such as: patience, endurance, discrimination, honesty, hard work, competence, punctuality, dependability, accountability, responsibility, risk – taking, initiative, perseverance, resourcefulness and motivation.
- iii. **Marketing Skills:** This entails the buying and selling of goods and services including advertising and sales promotion. Many

graduates need to equip with the skills on what is needed in buying and selling including: transportation system, production or service areas, ability to raise an initial capital and the possession of entrepreneurial and business management skills.

Secretarial/Office Skills: this component targets towards training the entrepreneur to source and manage some initial capital meant for the purchase the some equipment, the personnel required in and outside office.

Insecurity

According to Olamosu (2018), insecurity is a state or condition in the life of a social unit, system, organization or society in which the existence of a problem assumes critical dimensions to the extent that the survival or existence of the social system or structure is threatened. Insecurity is a threat to the organization of society/system as currently the case in the cooperate existence of Nigeria, schools are being attacked every day religious centers are not also spared people are killed in their farms, kidnaping, thuggery, and hooliganism have taking over major cities in Nigeria.

Empowering the Youths for Security

Empowering the youth is also developing the Nation for security and Nation building as identified by Miller (2018), to empower the youth is the desire to equip the young individual skillfully and proficiently enough in all chosen trade. Apart from the fact that it will empower the youth with what it takes in the performance of a task, the benefits that is accrue to skilled individuals are numerous including; income generation, ability to become self-reliant and employer of labour. It is imperative to note that the youths will acquire relevant skills/knowledge that will make them attractive to employment of labour thereby increasing the production capacity and bursting the economic strength for security of the Nation.

Functions of Counsellors towards Entrepreneurial Skills Development

Career counselor should encourage and start thinking beyond paper qualification since entrepreneurial is a clear manifestation of effective manipulation of human intelligence as demonstrated in creative performance. Bringing out the best entrepreneurial involves creating and running business (Eva, 2011). The Nigerian career counsellors need to highlight counseling interventions necessary for effective adjustment of graduating students of the university through proper channeling of skills and potentialities.

Dwerryhouse, (2018) cited in Eva, (2020) further affirmed that professional experts need to assist students to develop the skill of entrepreneurship through creativity and innovation, for instance:

1. Recognize business opportunities
2. Search customer's insights
3. Understand the need of the markets
4. Create an idea
5. Evaluate environment

Similarly, career counselor most attempt to instill into the graduate students through professional expertise, the skills of risk taking, self – confidence, task orientation, leadership, creativity, taking initiative, drive and energy. The implication of this is that it will help graduate students to develop the skills in setting realistic achievable goals, defining career opportunities through entrepreneurial guidance. Counselors can assist graduate students to become well informed and organized, having good plans on how to source money and support through the favorable government policies Eva (2020).

Similarly, career counselor can also assist the graduates to develop a business idea through professional expertise, also assist them to translate business idea into business venture through the following process, moreover, career counselor can make use of entrepreneurial guidance to assist the graduate to conduct a good feasibility or business plan, he must be systematic to integrates market, finance, production and human resources. It should have; a clear mission statement of the business line to be involved increases the skill of the graduate on how to design production, process, detail logistic and operational activity plan of a complete business circle, facilitates a

detail marketing and sales plan and, forecasting sales identifying consumers problems with existing products. Similarly, entrepreneurial guidance can facilitates organizational plan of administrative relations, legal relations, duty schedule, customer service, assist in preparing detail financial record plan projected for a period or years, explaining income, expenses and profit, evaluation of business operations.

Conclusion

The challenge of developing and inculcating the entrepreneurial skill into graduates become necessary and the roles of career counselor is enomous. This requires adequate counseling for graduate in order to confront high level of unemployment level in the entire country.

Recommendations

- The problems of unemployment that emanated as result of paper qualification that has bedeviled our educational system at all levels, universities need to shift from the old programme and face reality on ground which shall be tailored through inculcating the spirit of self-reliance and self-defendant in our teeming graduates in Nigeria.
- University students should be made to offer compulsory course in the entrepreneurial education
- Under graduate students should be encourage to attend seminar, workshop and conferences on entrepreneurship
- Adequate funding in all development centers like schools, counselling centers, vocational centers by private individuals should be encouraged.

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