Capacity Building, Entrepreneurship and Sustainable Development

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Nigeria as a nation is faced with many challenges in which unemployment is paramount. Many graduate youths roam about the streets without jobs. The ones that are self-employed do not have training that could sustain their businesses. This paper attempts to look at capacity building for entrepreneurs and sustainable development. The purpose of the paper is to examine how entrepreneurship could be sustained in Nigeria through capacity building programmes. The unemployed youths will find this study useful because it will expose them to different entrepreneurial opportunities in Nigeria and make them to give more importance to traditional education that exist in their families. The entrepreneurs in Nigeria will find this study a valuable asset that will make them to go for more capacity building programmes. The study will also give the federal government of Nigeria an impetus to give more support and assistance to entrepreneurship. The paper is in four main sections. The first section, introduction contains a brief explanation of the key terms: entrepreneurship, capacity building, development and sustainable development. Section two examined capacity building programmes for entrepreneurs in Nigeria. Section three x-rayed the challenges faced by entrepreneurs in Nigeria. Conclusion is the fourth section.

Keywords: capacity building, entrepreneurship, development, sustainable development, youth...

INTRODUCTION
Jegede (1990) define entrepreneurship as a force that mobilizes other resources to the unmet market demand. Banjoko (2002) also define entrepreneurship as the process of creating value by pulling together a unique package of resources to exploit an opportunity. Entrepreneurship is also the willingness and the ability of an individual to seek out an investment opportunity, establish an enterprise based on this and run it successfully either for profit-making or social benefit (Drucker, 1985).

UNDP (2003) defined capacity building to cover human resources development and the strengthening of managerial systems, institutional development that involves community participation and creation of an enabling environment. Capacity building in the context of development implies a dynamic process which enables individuals and agencies to develop the critical social and technical capacities to identify and analyze problems as well as proffer solutions to them. Azikiwe (2006a) defines capacity building as the process by which an individual, irrespective of sex, are equipped with skills and knowledge they need to perform effectively and efficiently in their different callings. The author also added that capacity building could also be defined as the ability to enable the people to make use of their creative potentials, intellectual capacities and leadership abilities for personal as well as national growth and development. Capacity building therefore means planning for people to acquire knowledge and advanced skills that are critical to a country’s economic growth, its standard of living and individual empowerment. It is the planned programmes that will impart skills which will enable the recipient put the knowledge and skills acquired into productive uses to solve wide range of individual and national problems. Capacity building from the human capital point of view could be explained to mean when people possess the needed knowledge and advanced skills that are critical to individual growth as well as the country’s growth and development. The capacity needed by any country for sustainable development is primarily dependent on the adequacy and relevance of its entrepreneurship. According to Azikiwe (2008), development simply implies a change in a forward direction; a modification in the positive sense; and a change of an improvement. Development is therefore seen as a process of change for the better. Sustainable development on the other hand implies constant and steady economic growth as a result of acquisition of knowledge and skills used for solving national problem that add value to lives and property. Simply put, it means sustained social, economic, political, scientific and technological growth of a nation and its members. One of the eight Millennium Development Goals is to eradicate extreme poverty. A look at the Nigeria’s socio-economic situation shows that unemployment is at about 60% with about 3 million new entrants into the labour market yearly (Yahya, 2008). Opportunities for paid jobs especially in the public sector are increasingly dwindling. Many graduates still believe in paid employment either in the private or public sector. The informal sector accounts for about 80% of the nation’s employment. Records have shown that 65% of Nigerians live below poverty line with a life expectancy of about 52
years (Yahya, 2008). Nigeria is expected to nurture the growth and development of a knowledge-based economy, especially in the development of technological entrepreneurship so as to realize the dream of becoming one of the 20 most developed economies by the year 2020 and also to cut poverty by half by the year 2015 as articulated in the Millennium Development Goals. The new approach is to sensitize young graduates and turn them away from certificate frenzy and towards becoming opportunity entrepreneurs who would apply the knowledge they acquire and address their needs and those of their immediate environment.

Capacity Building, Entrepreneurship for Sustainable Development
Carland et al (1984) view an entrepreneur as an individual who establishes and manages a business for the principal purpose of profit and growth. Pickle and Abrahamson (1990) see an entrepreneurship as one who organizes and manages a business, undertakes and assumes the risk for the sake of profit. David (1995) defines an entrepreneur as someone who owns and operates his/her own business. According to Thomson (2002) entrepreneurs are individuals who survey their potentials business environment, identify opportunities to improve it, marshal resources and act to maximize operational opportunities. According to Chinonye (2010), entrepreneurship covers all sphere of life and different people view an entrepreneur from different perspectives. For example, entrepreneur, intrapreneur, cyberpreneur, hobbypreneur, co-entrepreneur, managerpreneur, politipreneur, sportpreneur, familipreneur, homepreneur, womanpreneur, entertainmenpreneur, acadapreneur, youthpreneur, enginneerpreneur, pastorprenuer and so on. Whatever name that is given to entrepreneurship, it is expedient for entrepreneurs to undergo trainings that will build capacity for manpower that will drive sustainable development. The quality and relevant capacity building in Nigeria should be such that must help the country put in place machineries for sustainable development. For Nigeria to achieve the Millennium Development Goals, capacity building and entrepreneurship is mandatory because they are sinequa-non to growth and development. Ikharehfon (2007) stated that necessity for capacity building cannot be over emphasized in the matter of sustainable development. For sustainable development to be realized, Nigeria should be able to produce more skilled human capital and this would be achieved by the government if investing heavily in entrepreneurship.

Capacity Building Programmes for Entrepreneurs in Nigeria
For entrepreneurship to be sustained in Nigeria, the following capacity building or trainings should be embarked by entrepreneurs in Nigeria.

Traditional Education
Omolewa (1981) emphasized on traditional education which was done out of school, essentially at home, the centre for character training and base for the introduction to vocational education. For example, according to Omolewa, a father versed in medicine or drumming would encourage his children to adopt his profession. According to Omolewa, during the dedication of a child or the naming ceremony, parents often invoke the spirit of the profession on the child or acknowledge the intervention of the god of the profession in bringing luck as demonstrated by the addition to the family. Thus, in traditional society, the Nigerian youth and adult continued to spend his life in the rural area, work as self-employed farmers or as labourers attached to some elderly and more experienced farmer or to work as carpenters, gold-smiths. In most traditional societies, of Nigeria, vocational skills in agriculture and industry were acquired through the apprenticeship systems. Young boys and girls were apprenticed to master craftsmen for periods upwards of three years during which they lived with them and helped them in domestic duties in return for boarding. In the case of girls, they were apprenticed for specific vocations, but they were usually boarded for general education, including house-keeping, spinning yarn, weaving on hand-looms, dyeing, mat weaving and the art of buying and selling. Chinonye (2010) supported this view when she stated that traditional education includes observation, apprenticeship, home study and training.

Vocational Entrepreneurship Training
This is similar to traditional education. Under this training, young school leavers who want to go into small-scale enterprise for various businesses such as carpentry work, motor repairing, metal work furniture making, artwork and so on will be grouped together for intensive entrepreneurship training. The duration for this kind of training does not exceed six months. This is mainly to help them start up businesses of their own. Example of this is the National Directorate of Employment (NDE) in Nigeria.

On-The-Job-Training
This is a situation whereby the entrepreneur is given an opportunity to be trained on his own business operation. A trainer will be invited to monitor the entrepreneur’s performance as long as the business activities are concerned. His performance will be further evaluated and analyzed by the trainer and correction will then be given if any deviation is recorded (Chinonye, 2010). This view corroborates Imhabekhai (1998) who stated that on-the-job training is a situation whereby the entrepreneur is trained through a supervisor.

Classroom Training
This is formal classroom training. An entrepreneur can enrol in a business school for a diploma,
undergraduate or postgraduate programmes or even a certificate concern. The entrepreneur under this condition usually wants to acquire knowledge on how to run a business. This type of training exposes the entrepreneur to other areas of life’s activities. The entrepreneur can also be sent to undergo a sort of industrial training in industries or any business. In doing this he will gain more skills and experiences that he will use for his business.

Off-The-Job Training
According to Imhabekhai (1998), this type of training involves a situation whereby an employee is released by the employer to attend refresher courses or granted training leave or sponsored to attend seminars, conferences and workshops in order to update his knowledge and skills in consonance with new development in his job. Once in a while, it is necessary for an entrepreneur to go for a refresher course. This helps him to update his knowledge and share ideas on current issues as long as the business is concerned. The duration of this kind of training can be from two weeks to one year.

Electronic Training
The world is now a global village and one needs to meet up with the changes in his environment. In this type of training, the entrepreneur can get himself trained through the internet. By familiarizing himself with the internet, he can be acquainted with some information relevant to skill development. Electronic training involves the use of computer. An entrepreneur who is computer literate will be able to share information with other entrepreneurs around the world.

CHALLENGES OF ENTREPRENEUR IN NIGERIA
The development of entrepreneurship in Nigeria has been faced with a lot of challenges which are:

Inadequate fund: This is a major problem affecting the development of entrepreneurship in Nigeria. Entrepreneurs need money in order to establish and expand his business. Many of unemployed youths in Nigeria today are creative but they are incapacitated because they do not have enough fund to start a business that could make them self-reliant. The loan given to youths by the National Directorate of Employment (NDE) which was established by government could not give enough loans to the teeming youths that applied for the loan. In addition to this, many of the youths or entrepreneurs could not meet up with the requirements of lenders in terms of interest rates and collaterals. Chinonye (2010) submitted that some financial institutions are not willing to give financial assistance to small-scale enterprise because of high mortality rate of the business and inability to produce viable business plans and guarantors for the business.

Political Instability
This will not allow the entrepreneur to invest in the economy even if he has invested. He might fold up due to the prevailing hostile economic climate.

Presence of Inflation
Inflation is an economic condition characterized by a general and continuous rise in the price level coupled with a fall in the value of money. This inflation is economically harmful to entrepreneur because of instable quoted market prices.

Inadequacy of Information
The collation and analysis of relatively dependable, reliable and authentic data that may facilitate and enhance forecasting and planning. It is pertinent that the entrepreneur may not be conscious of the existing forces of law of demand and supply that directly or indirectly affects consumer’s behaviour.

Capital
Capital is relatively inadequate to finance entrepreneurial business transactions in Nigeria. The initial capital for the take-off of the business may not be adequate or it may be non-existent. Apart from the challenges faced by entrepreneurs above, Chinonye (2010) listed ten other problems that entrepreneurs are confronted with. These are management incompetence; infrastructural constraints; inadequate and incompetent manpower; political instability; sociological and latitudinal influences; stringent government policies; poor implementation of government policies; competition from foreign businesses; poor manpower training and development and personal problems.

CONCLUSION
The world is developing in an unprecedented speed and the rate of unemployment is growing fast which Nigeria is not able to cope with. More fund should be given to entrepreneurship because it is what can bring about sustainable development in the country. If Nigeria is to achieve the Millennium Development Goals by 2015, as well as become one of the world’s biggest economies in the world by the year 2020, her entrepreneurship sector must receive adequate fund. Parents should try as much as possible to go back to traditional education where the vocations and skills of the family are learnt. The traditional education is less expensive and the vocations of the family will not go into extinction.

REFERENCES


