



The impact of entrepreneurship training on employment generations and sustainability in FCT, Nigeria (2020-2021)

Rosemary Mwuiese Nyior

Department of Business and Management Studies, Texila American University, Guyana

Abstract

The study investigates the impact of entrepreneurship training on employment generations and sustainability in FCT, Nigeria (2020-2021). Data was collected from 115 businessmen and women drawn from markets in 3 FCT Area Councils of AMAC, BWARI and KUJE and relevant vocational and skills acquisition centers in the FCT, Nigeria with the use of Stratified and the convenience sampling technique. The data was then analyzed using Statistical Package for Social Sciences (SPSS) v 23. Findings of the study demonstrated a significant positive relationship between entrepreneurship education, employment generation and sustainability. With ($r = .652$, $p = 0.0001$). The study also demonstrated a significant relationship between entrepreneurial financing, employment generation and sustainability. With ($r = .764$, $p = 0.0001$). Implication for policy makers as well as direction for future studies have been presented.

Keywords: Entrepreneurship training, employment generation, sustainability, FCT and Nigeria

Introduction

The world economy has gone through turbulent times in recent history. From the scourge of Covid-19, which devastated the world economy and whose effect still linger; to the Russian – Ukraine Conflict with its attendant negative effects on energy and food supplies; have left the economies of nations, especially the developing nations in dire stress. This has greatly affected employment generation globally. In Nigeria, unemployment figures from the National Bureau of Statistics (NBS) which was 23.1% in 2019 have gone up to 27.1% by the third quarter of 2020. The reasons for the high unemployment have partly been attributed to inability of graduates with conventional training from our educational institutions to cope with the current demands of the workplace and/or engage in profitable self-employment in a sustainable manner (Taiwo & Aluko, 2023). In line with this thinking, the Federal Government of Nigeria has put in place policies to encourage entrepreneurship training alongside conventional education to adequately prepare graduates for the contemporary workplace realities and capacity for sustainable self-employment. What has been the impact of these policies on employment generation and sustainability in the FCT between (2020-2021)? The scourge of unemployment according to extant literature (Aruofor & Ogbeide, 2024; Bello, & Fagbemi, 2023) [8,12] is a major challenge confronting modern economies across the globe today and Nigeria as a country is not excluded. Prior studies such as Olubusoye *et al.* (2023) [34] intimated that more than half of the working population in Nigeria is presently below the age of thirty (30). This, according to the authors defines Nigerian labour force as an economy driven by youths.

Additionally, Adenike (2021) [1] posits that unemployment, urbanization and poverty are challenges influencing Nigerian Economy negatively and there are insufficient skills needed to turn around the economy. Buttressing this further, the World Bank (2020) bemoaned the high rate of unemployment in some African countries and puts Guinea at 1.8%, Ghana at 2.4% and Cote d'Ivoire at 4.0%. The highest unemployment rates in the world were recently posted by Namibia and Nigeria, according to US Media

Company Bloomberg 2021. In a study compiled by Robert Kappel an economist of the Friedrich Ebert Foundation's Africa Department established that the employment crisis in Sub-Sahara Africa is worsening. The 2024 Statista report 2024 positioned Africa unemployment rate to 32.7 percent in the fourth quarter of 2022 as the highest in the world compared to the some Western countries such as England (6.3%), United States of America (6.2%), France (9.9%) and Spain (24.7%). On the other hand, the National Bureau of Statistics (2022) reports Nigeria's unemployment at 30.1%. The high rate of unemployment in Nigeria, therefore, is worrisome and according to World Bank (2020) more than 70% of Nigerians live below the poverty line. To ameliorate the burden of unemployment, the Federal Government of Nigeria introduced Entrepreneurship Development Programmes (EDP) as one of the moves to improve economic growth (Uchegbue & Ifedi, 2023). In addition, entrepreneurship is central to the economy as it accelerates economic growth, creates jobs and facilitates social interaction (Sahu *et al.*, 2024) [36]. Furthermore, the desire by government to fasten the growth of the economy through idea generation with a view to building profitable ventures has made entrepreneurial development the cynosure of all eyes including policy makers and scholars (Azamat *et al.*, 2023) [10]. In the same view, Zhakupov *et al.* (2022) [50] also believe that entrepreneurship is one of the most important ingredients for accelerating both economic and social growth in developing countries, including Nigeria (Victor-Aigbodion, 2023) [49]. Undoubtedly, the contributions of entrepreneurial development on employment generation to economic growth is widely discussed and accepted (Kraus *et al.*, 2023) [27]. Some of these empirical studies have demonstrated the establishment of a positive relationship between entrepreneurial development and economic growth on one hand and generation of employment and sustainability on the other; and not forgetting empowerment of the sector of the population most disadvantaged (Amoa-Gyarteng & Dhliwayo, 2024; Nor, 2024) [6, 32]. In addition, Taiwo (2014) postulates that entrepreneurial development leads to employment generation in any responsible economy. This, of course, motivates people for

self-employment and creativity which would add value to both themselves and Nigeria as a country. The result is not different from findings of Alisherovich (2023) ^[4]. Among these numerous studies conducted in Nigeria and erstwhile, none has related entrepreneurial development to employment generation in FCT, Abuja. This shows that there is still gap in literature and this, therefore, led to the need of this study, assessment of impact of entrepreneurship training on employment generation and sustainability in the FCT between 2020-2021

Outcome of the study should benefit the governments of Nigeria and other policy makers by getting them to focus on the development of the entrepreneurship training and education in poverty reduction and employment generation; and guiding them on how best to integrate entrepreneurship training to achieve employment generation to alleviate poverty. The recommendations proposed in this study may be helpful in policy formulation, business operation and regulatory practice for sustainable growth and development in the context of Nigeria

Literature Review

The study is underpinned by Schumpeter's Theory of Innovation

In his theory Schumpeter describes innovation as the central feature of economic development and an entrepreneur as the driver of change (Sweezy, 1943) ^[41]. He defines an entrepreneur as someone who perceives the opportunity to innovate by forming new enterprises (Sweezy, 1943) ^[41]. He views innovation as a form of 'creative destruction' which is 'process of industrial mutation that incessantly revolutionizes the economic structure from within, incessantly destroying the old one, incessantly creating a new one' (Sweezy, 1943) ^[41]. The concept of 'creative destruction' has been widely used in practice to refer to a situation where something new and more advanced replaces and destroys its predecessors. The concept of innovation has been maintained as the core of entrepreneurship today. Innovation has been extended and expanded to include several aspects such as the introduction of new goods, the improvement of the quality of existing goods, the introduction of a new (cheaper, faster, more efficient) method of production, the discovery or opening of a new market, the discovery of a new source of raw material supply and/or the formation of a new organization (Lüdeke-Freund, 2020; Si, Hall, Suddaby) ^[29]. Considering the high youth unemployment, the Schumpeter's theory can be applied to engender creativity and innovation in entrepreneurship training and development to enhance employment, economic growth and security as asserted by (Elyta *et al.*, 2023) ^[19]

Concept of Entrepreneurship

Entrepreneurship is more than simply "starting a business." It is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value is often through the identification of unmet needs or through the identification of opportunities for change. Elia *et al.* (2020) ^[19] define it as "process of identifying potential business opportunities and exploiting them through the recombination of existing resources or the creation of new ones to develop and commercialize new products and services." It is the act of being an entrepreneur which is seen as "one who undertakes innovations with

finance and business acumen in an effort to transform innovations into economic goods hence Entrepreneurs see "problems" as "opportunities," and then take action to identify the solutions to those problems and the customers who will pay to have those problems solved. Entrepreneurial success is simply a function of the ability of an entrepreneur to see opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions.

Entrepreneurship Education and Training

Entrepreneurship training is regarded consequential in that, it helps enthusiasts gain necessary competence and skills to initiate sustainable enterprises (Kummitha & Kummitha, 2021) ^[28]. For example, Galvão *et al.* (2023) ^[21] articulate that once individuals are trained in sustainability, then they tend to show intentions to initiate enterprises. Whereas Eesley & Lee (2021) ^[17] earlier highlighted that entrepreneurship training programmes train individuals to gain confidence in order to enhance their motives to initiate enterprises. A recent study by Gao (2024) ^[22] affirms this belief that individuals attitude toward sustainability and their perceived entrepreneurial desirability result in sustainability oriented entrepreneurial intentions. In fact, Valencia-Arias *et al.* (2022) ^[38] highlight that participation in a sustainable entrepreneurship training programme itself be seen as an initial engagement in the practice of sustainable entrepreneurship

Entrepreneurship Education/training, Employment Generation and Sustainability

Entrepreneurship education/training is a new field (Bell & Bell, 2023), which is spreading and developing beyond the business sphere. It was initially treated in the academy at the subject level in the late 1970s and early 1980s (Hägg & Kurczewska, 2021) ^[23]. This period coincided with the period of increased interest in entrepreneurship and small business. Unemployment encouraged different countries to find incentive mechanisms to influence the self-employment of citizens making entrepreneurship education to be considered as a contributing factor for employment generation and economic growth. Entrepreneurship education/training was appraised as an academic tool, as well as an important model for the development of the society (Faham, 2020). Based on these circumstances, the concept of entrepreneurship education/training is appearing in the educational curricula of many countries (Brüne & Lutz, 2020) ^[13, 14]. Entrepreneurship education is concerned with learning for entrepreneurship, learning through entrepreneurship and learning about entrepreneurship. Brüne & Lutz (2020) ^[13, 14] refers to entrepreneurship as an individual's ability to turn ideas into action and includes creativity, innovation, risk taking, and the ability to plan and manage projects in order to achieve objectives. Entrepreneurship education is about learners developing the skills and mind-set to be able to turn creative ideas into entrepreneurial action to generate employment (Shofwan *et al.*, 2023) ^[38]. Previous research has shown that a high level of entrepreneurship education/training can increase employment generation and sustainability (Kozlinska *et al.*, 2023) ^[26]. Talukder *et al.* (2024) ^[42] intimated that countries with high levels of entrepreneurship education tend to have better employment generation compared to countries with low levels of entrepreneurship education. Nor (2024) ^[32]

conducted a study entitled: Entrepreneurship Development as a Tool for Employment Creation, Income Generation, and Poverty Reduction for the Youth and Women in Nigeria. The study found that entrepreneurship education contributes to job creation, income generation and poverty reduction. The level of entrepreneurship education in a country has a significant positive influence on the level of employment generation. So, we hypothesized as follows:

H1: entrepreneurship education will significantly impact employment generation and sustainability

Entrepreneurship Financing, Employment Generation and Sustainability

Financial and development experts have stressed the need for government and financial institutions to extend financial assistance to aid entrepreneurs in their drive to curb the high rate of unemployment. Extant literature (Corrêa *et al.*, 2024)^[16] has demonstrated that entrepreneurs financing is huge challenge particularly in Africa. In buttressing this, Odeyemi *et al.* (2024)^[33] posited that entrepreneurs in developing countries are denied access to credit facilities from the conventional banks because they lack quality education. As a result of this, they do not have the specific skills to manage their work. In addition, most conventional banks in Africa deny most entrepreneurs loans because of lack of collaterals. It also argued that because of the profit motives of financial institutions, they deny entrepreneurs especially the SMEs who do not have the collateral for loans. However, the contributions of entrepreneurs in national development are well etched in literature (Manafe *et al.*, 2023)^[31] and employment generation (Azam & Abdullah, 2024)^[9]. This is also shared by prior studies. In the study of Brixiová *et al.* (2020), the authors investigated how the access to finance affects employment in small and medium-sized enterprises (SMEs) in Sub-Saharan Africa. It first presents a model where firm creation requires entrepreneurial search and paying the start-up costs, while the firm's size in terms of employment depends on the access to credit. Using an impact evaluation-based approach on firm-level, the study's data was collected from 42 African countries. Results of the study show that SMEs with access to formal financing create more jobs than firms without access. Also, findings show that employment in firms having access to more affordable and larger loans grow the fastest. Similarly, Sagar *et al.* (2023)^[35] study aimed to explore the significance of entrepreneurship in fostering economic growth and development. The study examines the theoretical underpinnings, research methodologies, and empirical findings related to the role of entrepreneurship in various contexts. A systematic review of the existing literature is conducted, encompassing a wide range of academic publications, including scholarly articles, books, and reports. The research synthesizes and critically analyzes the findings from diverse empirical studies to provide a comprehensive understanding of the relationship between entrepreneurship and economic growth. The review reveals that entrepreneurship plays a crucial role in stimulating economic growth and development through various mechanisms. Entrepreneurs generate employment opportunities, drive innovation, create value, and enhance productivity, contributing to overall economic prosperity. Moreover, entrepreneurship fosters inclusive growth, reduces income inequality, and promotes social mobility.

Inferring from the extant literature, the study hypothesizes as follows

H2: entrepreneurial financing will significantly impact employment generation and sustainability

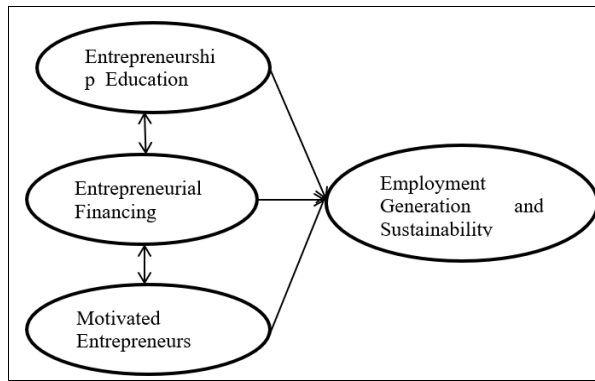
Entrepreneurial Motivation, Employment Generation and Sustainability

Motivation is an intrinsic stimulus that drives an individual's ability to achieve a desired outcome. Researchers in human psychology have argued that motivated individuals aim to learn new ideas and explore hidden opportunities in the market (Faghih *et al.*, 2021)^[20]. The initiative to start an entirely new business requires prior knowledge and information (Faghih *et al.*, 2021)^[20]. Individuals need to learn the appropriate techniques and explore new opportunities that will provide an advantage in starting their businesses. Those who are passionate and motivated to create independent businesses are likely to learn about market conditions (Stewart & Roth, 2022)^[40], and training can play a vital role in providing entrepreneurship education to individuals who are willing to dedicate their time to an independent lifestyle (Thomassen *et al.*, 2020)^[44]. However, learning initiatives are often associated with individual preferences and choices (Mahto & McDowell, 2022)^[30]. Educational institutes, despite their immense efforts, cannot involve individuals in entrepreneurial learning activities who are not motivated or willing to launch local businesses (Tarigan *et al.*, 2022)^[43]. Moreover, individuals who are motivated and courageous enough to take risks in building such businesses need knowledge and learning platforms to enhance their entrepreneurial skills (Kah *et al.*, 2022)^[25]. Therefore, entrepreneurship motivation is extremely important because it drives individuals to acquire entrepreneurship education and develop positive entrepreneurship intelligence to launch independent businesses. These factors motivate individuals to strive for an independent entrepreneurial set-up so that they can enjoy freedom of expression and independent wealth creation. Entrepreneur motivation is undoubtedly a significant component in maintaining energy and inventiveness (Barba-Sanchez *et al.*, 2022), and it is reasonable to argue that the motivation to develop business start-ups is critical to their success. Therefore, we concluded that entrepreneur motivation is the primary factor motivating a person to acquire information about entrepreneurship entrepreneur training and increase their entrepreneur intelligence (Faghih *et al.*, 2021)^[20] and enhancing sustainability. Motivated entrepreneurs can better understand and retain their passion for establishing a business and encourage people to buy into their concept

H3: motivated entrepreneurs will positively impact employment generation and sustainability

Conceptual Review

The study sought to test the relationship between entrepreneurship education, entrepreneurial financing and motivated entrepreneurs, employment generation and sustainability as a result, a construct is formulated. The three independent variables (entrepreneurship education, entrepreneurial financing and motivated entrepreneurs) are said to impact employment generation and sustainability (dependent variables). Figure 1 depicts the author's construct



Source: Author’s Construct, 2025

Fig 1: Conceptual Framework

Results and Discussions

Results

Demographic Characteristics of Respondents

The gender distribution showcases a relatively balanced representation within the surveyed population. Approximately 52.2% of respondents identify as male, while 47.8% identify as female. This parity in participation signifies a diverse range of perspectives and insights from both genders actively involved in entrepreneurial activities within Nigeria

The dataset presents a diverse spread across various age brackets, showcasing a comprehensive spectrum of experiences and perspectives. Around 8.7% of respondents fall within the age groups of 20-29 years. Also 3.5% of respondents fall within the age groups of 50-59 years. 42.6% of respondents fall within the age groups of 40-49 years, with the slightly majority proportion (45.2%) comprising the age groups of 30-39 years.

Findings of the statistics showed that respondents with

diploma certificate were the fairly majority representing 46(40.1%), this was followed by respondents with other certificates 39(33.9%). Respondents with bachelor degree accounted for 25 representing 21.7% of the sample size. The least group of respondents were master degree holders 5, representing 4.3% of the total sample size indicates a predominant presence of social entrepreneurship among the respondents, constituting approximately 43.5% of the sample size. This was followed by small business entrepreneurship 35 representing 30.5%. 15, representing 13.0% out of the 115 respondents operate large business entrepreneurship and scalable startup entrepreneurship respectively. The distribution based on tenure of operations illustrates varying experience levels among respondents. Respondents with 7-9 years of experience represent the largest segment at 55(40.1%), closely followed by respondents with 10 and above years 35(33.9%). Also, respondents with 4-6 years of experience represent 18(21.7%) of the dataset, whilst respondents with 1-3 years of experience represent 7(4.3%) of the dataset. This diversity in experience levels signifies a comprehensive dataset encompassing insights from individuals with varied tenures, potentially offering contrasting viewpoints and a holistic understanding of the subject

Reliability Statistics

A well-known approach to measure reliability is the use of Cronbach alpha. According to Amirrudin *et al.* (2021) [5], reliability test can be used as a measure to ascertain consistency and stability of the instruments used in the survey when repeated measurements are made. Amirrudin *et al.* (2001) posits that, the value of Cronbach alpha of 0.70 or higher is considered acceptable. The responses received from all the variables ranged from 0.882 to 0.964. This means that the variables have high internal consistency. The result is presented in table 1

Table 1: Reliability of Variables

SN	Variables	Alpha
1	Entrepreneurship education	0.882
2	Entrepreneurial financing	0.968
3	Motivated entrepreneurs	0.942
4	Employment generation	0.946

Source: Field Work, 2025

H1: Entrepreneurship Education will significantly impact Employment Generation and Sustainability

Correlation Analysis

The statistics from the correlation analysis obtained revealed

a positive correlation between entrepreneurship education (independent variable), employment generation and sustainability (dependent variable). The findings demonstrate a positive relationship which is significant such that (r= .652, p=0.0001). Table 2 presents the result

Table 2: Pearson’s Correlation between Entrepreneurship Education and Employment Generation and Sustainability

		EGS	EE
Employment Generation/Sustainability	Pearson Correlation Sig. (2 tailed) N	1	.652**
		115	.0000
Entrepreneurship Education	Pearson Correlation Sig. (2 tailed) N	.652**	1
		.0000	115

Source: Field Work, 2025

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

*** EGS and EE denotes Employment generation and Sustainability and Entrepreneur education respectively

H2: Entrepreneurial Financing will significantly impact Employment Generation and Sustainability

The findings obtained from the correlation analysis also revealed a positive correlation between entrepreneurial financing (independent variable) and employment generation and sustainability the (dependent variable). The relationship demonstrates positive, which is significant suchthat (r= .764, p=0.0001). The results are presented in table 3.

Table 3: Pearson’s Correlation between Entrepreneurship Financing and Employment Generation and Sustainability

		EGS	EF
Employment Generation/Sustainability	Pearson Correlation Sig. (2 tailed) N	1	.764**
		115	.0000
Entrepreneurship Financing	Pearson Correlation Sig. (2 tailed) N	.764**	1
		.0000	115

Source: Field Work, 2025

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

*** EGS and EF denotes Employment generation and Sustainability and Entrepreneur Financing respectively

H3: Motivated Entrepreneurs will positively impact Employment Generation and Sustainability

The results obtained from the correlation analysis shows a positive correlation between motivated entrepreneurs (independent variable) and employment generation the (dependent variable). The relationship demonstrates positive such that ($r= .542$, $p=0.0001$). Table 4 presents the results

Table 4: Pearson’s Correlation between Motivated Entrepreneurs and Employment Generation and Sustainability

		EGS	EF
Employment Generation/Sustainability	Pearson Correlation	1	.764**
		115	.0000
Entrepreneurship Financing	Pearson Correlation	.764**	1
		.0000	115

Source: Field Work, 2025

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

*** ME and EGS denotes Motivated Entrepreneurs and Employment Generation and Sustainability respectively

Discussions

H1: Entrepreneurship Education will significantly impact Employment Generation and Sustainability

Regarding hypothesis one, the findings demonstrate a significant positive relationship such that ($r= .652$, $p=0.0001$). Hence, the study’s findings showed a significant positive relationship between entrepreneurship education, employment generation and sustainability

Findings of the study is in tandem with extant literature as posited by Igwe *et al.* (2021)^[24] entrepreneurship education passes the necessary skills and concepts to individuals to identify new business opportunities and to reach high level of self-confidence to benefit from such opportunities. Such education is useful in employment generation and sustainability. This is shared by Uwagwu & Shuaibu (2022)^[47] who found a positive impact of entrepreneurship education on employment generation and sustainability. Ahamad *et al.* (2023) also stated that entrepreneurship education programs inculcate entrepreneurial manners and skills into students which help in developing personal qualities for entrepreneur drive. Entrepreneurship education has the potential to impact employment generation and sustainability. Through creative thinking and technology innovation, job creation can be enhanced leading to employment. The inclusion of skill-building and leadership programs can also assist in new product development to enhance job creation and sustainability.

H2: Entrepreneurial Financing will significantly impact Employment Generation and Sustainability

The result of the statistics demonstrates a significant impact of entrepreneurial financing on employment generation and sustainability. Hence, the study established that a significant relationship exists between entrepreneurial financing, employment generation and sustainability.

The study’s results corroborate with prior findings such as (Tumba *et al.*, 2022)^[45]. In a study carried out by Adu *et al.* (2020)^[2] in Ghana, the author revealed that entrepreneur financing is imperative to entice the youth to venture into entrepreneurship as an avenue to curb unemployment. Adu *et al.* (2023) posited that entrepreneurship financial is a major concern among entrepreneurs in Ghana and for that matter Africa. The results of Anwar *et al.* (2020)^[7] indicated that entrepreneurial finance and government support have a significant influence on new venture success which has the potential to engender sustainability. Entrepreneurs are the engines that drive new companies and financing is the fuel that propels them. Lack of financial access from banks, financial institutions or government makes it difficult for people with entrepreneur abilities to turn their knowhow into a commercial success

H3: Motivated Entrepreneurs will positively impact Employment Generation and Sustainability

Findings from the statistics showed a significant impact of motivated entrepreneurs on employment generation and sustainability. Hence, the study’s findings demonstrate a positive relationship between motivated entrepreneurs on employment generation and sustainability

The results of the study support the work of Shi & Wang (2021) whose study found a significant impact of motivated entrepreneurs on employment generation and sustainability. The study’s results also support the expectancy theory. The theory proposes that people will decide to behave or act in a certain way because they are motivated to select a specific behaviour over another because of what they expect the result of that selected behaviour to be. Expectancy Theory defines motivation as a product of an individual’s expectancy that a certain effort will lead to the intended performance, the instrumentality of this performance in achieving a certain result and the desirability of this result

for the individual, known as valence. Additionally, studies such as (Caliendo *et al.*, 2023) ^[15] confirming the impact of motivation onto venture creation and business performance materialized

Conclusion

The study sought to investigate the impact of entrepreneurship training on employment generations and sustainability in FCT, Nigeria (2020-2021).

The study's showed a significant positive relationship between entrepreneurship education, employment generation and sustainability. With ($r = .652$, $p = 0.0001$), the study can conclude that

entrepreneurship education has 65.2% influence on employment generation and sustainability. The study also demonstrated a significant relationship between entrepreneurial financing, employment generation and sustainability. With ($r = .764$, $p = 0.0001$), the study concludes that entrepreneurial financing has 76.4% influence on employment generation and sustainability. Additionally, the study findings showed a positive relationship between motivated entrepreneurs, employment generation and sustainability. With ($r = .542$, $p = 0.0001$), it was concluded that motivated entrepreneurs has 54.2% influence on employment generation and sustainability

Policy Implication

The study has far reaching policy implication for policy makers and Nigerian government

With entrepreneurship as an instrument of economic development and innovation, there is a burning need for leaders to intervene in policy issues that affect the growth of entrepreneurship activities

The Nigerian government should implement policies and give incentives to support entrepreneurship development through both financial and non-financial instruments. For entrepreneurship to achieve the objectives of poverty reduction and job creation, entrepreneurship should be integrated into the country's economic development programmes. By integrating entrepreneurship into the country's development plans, the government will be able to provide credibility and draw attention to the role of entrepreneurship thereby allowing entrepreneurs acquire capacity required for growth, and empowering them to participate in the transformation process of the economy. Several situations have shown that access to constant and reliable sources of the funding is important for entrepreneurship growth and sustainability. By setting up an infrastructure that supports funding of new enterprises, the Nigerian government can work together by assisting in providing a way to sustain and build the impact of entrepreneurs. In order to achieve this objective, the governments not only need to invest in several sources of risk capital to fund entrepreneurship but should also provide fiscal incentives for investors

Direction for Future Studies

The study sought to investigate the impact of entrepreneurship training on employment generations and sustainability in FCT, Nigeria (2020-2021).

Future study direction, emphasis could be placed on qualitative studies since this present study is quantitative in nature. Also, the sample size can be increased to help in generalization of the findings.

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