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KNOWLEDGE AND PERCEPTION OF OGUN STATE'S SDA YOUTHS ON APPRENTICESHIP MODEL FOR TRAINING ENTREPRENEURS

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Abstract

Unemployment amongst employable youths in Nigeria is at an alarming rate. This has led so many youths to different vices like internet fraud/scam, ritual killings, armed robbery, prostitution, kidnapping, child trafficking and several others. To this end, many government dispensations in Nigeria introduced various programmes aimed at solving the problem of unemployment in the country. This study sought to determine if exposure to entrepreneurship training over a period of four weeks would positively influence the knowledge, perception and attitudinal disposition of youths in selected districts to entrepreneurship as a way of reducing unemployment in Nigeria. This research work employed the quasi-experimental method. Forty-four youths from the three purposively selected districts (Ilishan-West, Ilishan-North and Babcock University) in Ilishan-Remo formed the experimental group while Ijebu-Ode district was selected for control group. The experiment lasted for four weeks. The respondents were trained in the production of three items – multi-purpose liquid detergent, disinfectant and liquid air freshener. The same self-structured questionnaire was administered to the respondents at the baseline and endline of the study. Quantitative and qualitative data revealed respondents' understanding of the problem of unemployment in Nigeria. Endline data showed statistically significant difference in the participants' knowledge, perception and attitudinal disposition to entrepreneurship as against baseline data across all the

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Unemployment, Entrepreneurship, Youth, Knowledge, Perception, Apprenticeship, Seventh-Day Adventist Church

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tested variables. There was however no statistically significant difference in the demographic variables of gender and income and the knowledge, perception and attitudinal disposition of the respondents to entrepreneurship. The study therefore concludes that apprenticeship model is effective in training youths in becoming entrepreneurs.

Introduction

Work in everyday language is whatever we do to earn a living. It can also be seen as an activity, such as an occupation that an individual exerts energy to accomplish, usually for a living. People however, work for different reasons which range from earning a living to pursuing a hobby or passion, as a status conferral, need to use one's talents, giving back to one's community or making a difference. This underscores the fact that people work for different reasons and the main motive for work should not only be to enrich oneself; work can be done to add value to others around us. Humanity was created to be active beings. There was no room for laxity and lazing around. No wonder God in Genesis 2 verse 15 "took the man, and put him in the Garden of Eden to dress it and to keep it." This special assignment marked the beginning of labour and business activities for humanity; and that they are expected to be in state of work and business. Paul in 2Thessalonians 3:10, also admonishes that whoever does not work should not eat.

There are different types of work. The white –collar job is such that an employee works for an employer and gets paid within a stipulated period of time; it could be at the end of the month or week. The white-collar employee who works in a government establishment is referred to as a civil servant. There are other sole administrators and joint business ventures that hire employees who render services to members of the public on behalf of their organisations. It can however be inferred from the book of Exodus 20 verse 9 that humans were created to be self-employed; to do their work and not others. They were created to be entrepreneurs. While white-collar job is more rigid, entrepreneurship on the other hand affords an entrepreneur the opportunity of not only being self-employed but also be a job creator. Sole proprietorship is probably the commonest form of business among entrepreneurs; for instance, a plumber, an electrician, a barber/hairdresser, a baker and so on. The work of an entrepreneur requires careful diligence and has no space for slothfulness and lackadaisical attitude to work. The book of Proverbs 6:6 admonishes that those slothful in business should go to the ants and consider their ways and be wise. There is no one without a skill or talent with which they can work, earn a living and better their lives and those of their families. Contemporary youths can be represented by the servants in the parable while Jesus is the Master. All youths are given talents with which to work. The talents through constant exercise and productive usage are to multiply; but sadly, talents in many youths remain dormant because of the simple fact that they had laid indolent for too long.

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Statement of the Problem

The growing scourge of unemployment in Nigeria is such that cannot be ignored. The government, non-governmental organisations and all stakeholders are expected to give prominence to tackling the problem of unemployment in their developmental programmes, as previous studies have identified unemployment as the major challenge confronting the developing and under-developed nations. This however has not been achieved as there are many youths still roaming Nigerian roads due to lack of employment opportunities. This is probably the reason behind the prevalence of internet scam, ritual killings, armed robbery, prostitution, and kidnapping, child trafficking and other vices. Several factors have been alluded to the problem of unemployment in Nigeria. It is therefore cliché to say that the problem of unemployment has taken its toll on the nation's economy such that when the recent global oil price fall of early 2016 occurred, Nigerian economy also fell flat. Therefore, this study sought to ascertain the knowledge and perception of Seventh Day Adventist Youths on apprenticeship model for training young entrepreneurs in selected districts in Ogun Conference, Nigeria.

Research Questions

This study sought to find answers to the under listed research questions:

1. What is the knowledge of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention?
2. What is the perception of the Seventh-day Adventist youths in Ogun Conference about entrepreneurship before and after the intervention?

Hypotheses

$H_1 1$ There is a significant difference in the knowledge of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention.

$H_1 2$ There is a significant difference in the perception of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention.

Conceptual Framework: Overview of Entrepreneurship

The concept of entrepreneurship can be looked at from different perspectives; and authors from various fields; business and economy being a major one, have offered different views about the concept. Entrepreneurship has been defined as a way of identifying novel business opportunities in a particular area; and the deployment of available economic resources to establish a new business or redirect an existing business, bearing in mind the possible conditions of risks and uncertainties; for the purpose of maximising profits under private proprietorship. Basically, entrepreneurship can be described as a process used to enhance an entrepreneur or business enterprise with the

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foremost objective of profit making by harnessing the scarce resources; more often than not under private ownership. Put differently, entrepreneurship deals with creating long term value; which in turn creates regular cash flow streams for an individual or groups of individuals for better economic future through the process of deep thinking, inventiveness and innovation. All these are done with the hindsight of maximizing profits and lessening risks; and long term expansion in view. Thus, there is no gain stating the importance of entrepreneurship especially to a developing economy like Nigeria; amidst struggles to maintain her status as the fastest growing economy in Africa. Hence, this research stresses a need of entrepreneurship in a modern economy in relation to how it can be used to proffer solution to the unemployment situation in Nigeria; with special focus on Ogun State which hosts the Ogun Conference of Seventh-day Adventist Church. Further to this is the fact that, entrepreneurship is probably the key to the nation's growth and development as it promotes the utilization of locally produced and improved low cost technology in micro, small and medium-scale enterprises. This further reduces cost of production at the local level especially in the under-developed and developing countries and their communities. Moreover, entrepreneurship can be described as the simple act of being an entrepreneur, engaging in innovative investment or business enterprise in an attempt to transform scarce and expensive resources into economic goods and services; which are otherwise known as tangible and intangible materials. This may lead to the creation of a new business enterprise as well as merging and acquiring existing organizations in response to the rising demands and opportunities. It becomes important that the youths in Ogun Conference of Seventh-day Adventist Church which constitute the working economy are sensitized towards this golden opportunity as this would strengthen their economic drive and towards nurturing the slowly growing economy in Nigeria. Thus, entrepreneurship if properly deployed can be a strong and veritable instrument in reviving the Nigerian economy and act as a panacea to the unemployment problem plaguing the nation. To this end, entrepreneurial process should not be looked at, as just a little duty of starting a new business venture, rather, it must be accorded its place as a major contributor to the development of the nation's economic growth which requires lots of effort and dedication.

Review of Empirical Studies

Ankita & Singh (2013), conducted a comprehensive study to better understand college students' perceptions of entrepreneurship. The primary objective of this study was to identify the key components that influence students' perceptions of entrepreneurship. The study examined six crucial components, which included risk tolerance, desirability of self-employment, need for innovation, financial assistance, entrepreneurial education, and family support. The research paper analyzed both primary and secondary data, which included empirical studies and an open-ended questionnaire.

The study's sample size included 50 students, selected using convenience sampling, which is a non-probability sampling method. The sample consisted of students from various academic backgrounds and levels, ranging from undergraduate to postgraduate students. The research paper analyzed the data using descriptive analysis, which helped to identify the trends and patterns of students' perceptions of entrepreneurship. The study found that students who had higher risk tolerance and a desire to be self-employed were more likely to have a positive perception of entrepreneurship. Additionally, students who had access to financial assistance, entrepreneurial education, and family support were more likely to perceive entrepreneurship as a viable career option.

In an empirical analysis by Lu (2021) on how university entrepreneurship support affects college students' entrepreneurial intentions, the study evaluated how Chinese university students view the support that their institutions offer for entrepreneurship and how these views affect their desire to pursue entrepreneurship. It looks into the connections between students' views, personal standards, self-efficacy, and intentions to start their own business and the support that universities provide for entrepreneurship. A quantitative survey method was 13,954 recent college graduates from Chinese higher education institutions made up the sample used in the study. The data analysis methodology may involve statistical methods, such as regression analysis or structural equation modeling (SEM), to evaluate the relationships between variables and test hypotheses about how university entrepreneurship support affects students' entrepreneurial intentions and related factors. The study most likely makes use of theories like the Social Cognitive Theory and the Theory of Planned Behavior (TPB) to comprehend the connection between students' perceptions, their entrepreneurial intentions, and university support for entrepreneurship. According to TPB, intentions and behavior are influenced by attitudes, subjective norms, and perceived behavioral control. The findings show that students in Chinese universities are generally not happy with entrepreneurship support systems, even though they exist. Though not very strong, there is a positive correlation between students' entrepreneurial intentions and university support for entrepreneurship. The study also shows that entrepreneurial attitude, subjective norms, and self-efficacy are positively influenced by university support, and that these factors in turn have an impact on students' intentions to become entrepreneurs. The relationship between entrepreneurial intentions and university support is mediated by these factors. Asides the university support, the study could examine other external factors like family history, industry trends, funding availability, or the overall state of the economy that could affect students' aspirations to start their own businesses.

Methodology

This study adopted a mixed methods research design using an exploratory sequential approach of gathering qualitative data before quantitative data. The exploratory

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sequential approach of the mixed methods design begins with the qualitative phase where themes, participants' perspective and beliefs are gathered and such qualitative data are 'used to build an instrument that best fits the sample under study, to identify appropriate instruments to use in the follow-up quantitative phase or to specify variables that need to go into a follow-up quantitative study. Specifically, this study adopted the quasi-experimental design. The design was considered appropriate for this study because the researcher wanted the participants to self-report their perception and understanding about the variables of study and one of the appropriate means to do this is through a self-structured questionnaire. The researcher is interested in examining the influence of the independent variable on the dependent variables. In the preliminary or formative stage of this research, focus group discussion was conducted with the selected respondents from the three selected districts. This is with the aim of getting detailed information that would help in designing and amending the research instrument.

In the same week, there was the administration of a self-structured questionnaire to the youths from the selected churches. This was to determine the respondents' baseline knowledge on the barriers to employment and to identify their perceived causes, effects and solutions to unemployment problem among youths in Ogun Conference and if they would, with training, embrace entrepreneurship. This was followed by seminars handled by seasoned entrepreneurs at the Babcock University entrepreneurship center which is located in the selected areas. In Week 1– 4 of the research process, the youths from the selected churches were exposed to the programme (liquid soap making, making of disinfectants and perfume); the training spanned over a period of four weeks. Each training session which was once per week lasted for about two hours and was preceded and followed with a counselling session within which the respondents succinctly stated their thoughts on the training they had. Experts also advised on the need to put their hands on the acquired knowledge for full actualization of the purpose of the training.

The standard thought listing was taken because this is important in determining participants' understanding of the behaviour change communication. Thereafter in week 4, there was an administration of the same questionnaire administered at the beginning of the research to test participants' knowledge, attitude and perception of unemployment and how the acquired training can be adopted in reducing unemployment among the Seventh-day Adventist youths in Ogun conference, Nigeria. There was also an examination in the three areas of the training. This involved a practical demonstration of the three vocations learnt by the participants. The participants in eight small groups produced all the products they have received training in. The objective was to conduct impact analysis of the training on the respondents as regards using entrepreneurial model to train youths to reduce unemployment in the Seventh-day Adventist Church in Ogun Conference. Also in week 4, there was a follow-up counselling session for the respondents as well as question and answer session to ensure that the respondents' responses are still consistent with what was obtained immediately after the research process. The

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researcher also found out the number of respondents who are now willing to start a small scale entrepreneurs based on the acquired training.

Results

Finding showed that less than half 15(34.1%) of the participants in the experimental group were less than 25 years while more than half 24(54.5%) of the participants in the control group were less than 25 years. Majority of the participants in the experimental 35(79.5%) and control 28(63.6%) group were females. A significant proportion of the respondents in the experimental 28(63.6%) and control 21(47.7%) groups, had tertiary education. The majority of the respondents in the experimental 27(61.4%) and control 26(59.1%) groups were employed. Less than half of the respondents in the experimental 13(29.5%) and control 8(18.2%) groups earned between ₦22,000 - ₦27,000. Both groups are considered comparable when looking at socio-demographic characteristics.

RESEARCH QUESTION ONE: What is the knowledge of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention?

Table 1 Descriptive Statistics of the participants' level of knowledge in the experimental and control groups

Statement	Responses	Experimental group (n= 44)		Control group (n=44)	
		F	%	F	%
I know unemployed people are those that are employable but are unable to find a job	Yes	30	68.1	32	72.8
	No	14	31.9	12	27.2
I am aware that unemployed people are those available for work	Yes	27	61.4	30	68.1
	No	17	38.6	14	31.9
I know unemployment rate indicates a nation's economic status	Yes	35	79.5	32	72.7
	No	9	20.5	12	27.3
I know that not all people out of jobs are unemployed	Yes	35	79.5	39	88.6
	No	9	20.5	5	11.4
I know retired people are not unemployed	Yes	31	70.4	31	70.4
	No	13	29.6	13	29.6
I know entrepreneurs are unemployed	Yes	7	15.9	14	31.9
	No	37	84.1	30	68.1
I know those who are engaged in white collar jobs are the employed people	Yes	15	34.1	15	34.1
	No	29	65.9	29	65.9

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Descriptive Statistics of the participants' level of knowledge in the experimental and control groups

As shown in Table 1, the result of the analysis regarding participants' level of knowledge revealed that majority of participants in the experimental group 30(68.1%) and control 32(72.8%) group confirmed that unemployed people are those that are employable but are unable to find a job. Similarly, the majority of the participants in the experimental group 27(61.4%) as well as the control 30(68.1%) group asserted that unemployed people are those available for work. The majority of the participants in both the experimental group 35(79.5%) and control 32(72.7%) group concurred that unemployment rate indicates a nation's economic status. The majority of the participants in the experimental 35(79.5%) and control 39(88.6%) group affirmed that not all people that are out of jobs are unemployed. The majority of the participants in the experimental group 31(70.4%) as well as the control 31(70.4%) group knew that retired people are not unemployed. Less than half of the participants in the experimental group 7(15.9%) and control 14(31.9%) group stated that entrepreneurs are unemployed. Less than half of the participants in the experimental group 15(34.1%) as well as the control 15(34.1%) group affirmed that those who are engaged in white collar jobs are the employed people.

Table 2 Baseline comparison of participants' level of knowledge of unemployment

Variable	Category	Experimental group		Control group		t-test	P
		F	%	F	%		
Knowledge Measured on a 7-point rating scale	Low	8	18.2	10	22.7	0.00	1.00
	High	36	81.8	34	77.3		
Mean score		**4.75±1.37**		**4.75±1.28**			

Baseline comparison of participants' level of knowledge of unemployment.

As shown in Table 2, the participants level of knowledge of unemployment was measured on a 7-point rating scale and subdivided into low (0-3.4), and high (3.5-7.0). The result of the analysis revealed that majority of the participants in the experimental group 36(81.8%) and control (77.3%) group had high level of knowledge regarding unemployment. The participants in the experimental group had a mean knowledge score of 4.75±1.37, while the participants in the control group had a mean knowledge score of 4.75±1.28. An independent sample t-test revealed that there was no statistically significant difference in the mean score between the experimental and control groups at the baseline, t (86) = .00, p = 1.00.

RESEARCH QUESTION TWO: What is the perception of the Seventh-day Adventist youths in Ogun Conference about entrepreneurship before and after the intervention?

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Table 3 Descriptive statistics of participants' perception in the experimental and control groups

Statements	Responses	Experimental group n= 44		Control group n=44	
		F	%	F	%
I believe entrepreneurship is not only for poor people	SA	28	63.6	23	52.3
	A	15	34.1	18	40.9
	D	-	-	2	4.5
	SD	1	2.3	1	2.3
	U	-	-	23	52.3
I feel entrepreneurs make profit as much as white collar job owners	SA	23	52.3	20	45.5
	A	16	36.4	17	38.6
	D	4	9.1	5	11.4
	SD	-	-	2	4.5
	U	1	2.3	-	-
I believe entrepreneurs can earn daily living from their business profit	SA	30	68.2	22	50.1
	A	12	27.3	19	43.2
	D			1	2.3
	SD	1	2.3	2	4.5
	U	1		-	-
Entrepreneurs are the lower part/level of the society	SA	1	2.3	3	6.8
	A	7	15.9	8	18.2
	D	18	40.9	23	52.3
	SD	16	36.4	9	20.5
	U	2	4.5	1	2.3
Entrepreneurs are over worked	SA	6	13.6	1	2.3
	A	8	18.2	15	34.1
	D	21	47.7	24	54.5
	SD	9	20.5	2	4.5
	U	-	-	2	4.5
Entrepreneurs are people with low academic ability	SA	2	4.5	2	4.5
	A			5	11.4
	D	11	25.0	21	47.7
	SD	29	65.9	16	36.4
	U	2	4.5	-	-
Entrepreneurship would make one not be able to compete with one's colleagues who are educated	SA	3	6.8	2	4.5
	A	4	9.1	10	22.7
	D	10	22.7	15	34.1
	SD	25	56.8	16	36.4
	U	2	4.5	1	2.3
Entrepreneurship is for the uneducated	SA	-	-	1	2.3
	A	-	-	3	6.8

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	D	10	22.7	17	38.6
	SD	34	77.3	23	52.3
	U	-	-	-	-

Descriptive statistics of participants' perception in the experimental and control groups

As shown in Table 3 regarding participants' perception, the result of the analysis revealed that more than half of the participants in the experimental group 28(63.6%) and control 23(52.3%) group strongly affirmed that entrepreneurship is not only for poor people. More than half of the participants in the experimental group 23(52.3%) and less than half of the participants in the control 20(45.5%) group were of a strong opinion that entrepreneurs make as much profits as white-collar jobs. More than half of the participants in the experimental group 30(68.2%) and half of the participants in the control 22(50.0%) group strongly agreed that entrepreneurs can earn daily living from their business profit. About half of the participants in the experimental group 18(40.9%) and more than half of the participants in the control 23(52.3%) group refuted the notion that entrepreneurs are the lower part of the society. Few of the participants in the experimental group 6 (13.6%) as well as control 1(2.3%) group strongly agreed that entrepreneurs are overworked. More than half of the participants in the experimental group 29(65.9%) and control 21(47.7%) group strongly refuted the notion that entrepreneurs are people with low academic ability. More than half of the participants in the experimental group 25(56.8%) and less than half of the participants in the control 16(36.4%) group strongly disagreed with the notion that entrepreneurs would make one not to be able to compete with one's colleagues who are educated. Majority of the participants in the experimental group 34(77.3%) as well as the control 23(52.3%) group strongly refuted the notion that entrepreneurship is for the uneducated.

Table 4 Baseline comparison of participants' perception of entrepreneurs

Variable	Category	Experimental group		Control group		t-test	P
		F	%	**F**	%		
Perception Measured on a 16-point rating scale	Low	44	100	44	100	2.98	.004
	High	-	-	-	-		
Mean score		**11.39±3.39**		**9.45±2.74**			

Baseline comparison of participants' perception of entrepreneurs

As shown in Table 4 the participants' perception of unemployment was measured on a 16-point rating scale and subdivided into low (0-7.9), and high (8-16). The result of the analysis revealed that all the participants in the experimental group 44(100%) and control 44(100%) group had low perception towards unemployment. The participants in the experimental group had a mean perception score of 11.39±3.32 whereas the participants

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in the control group had a mean perception score of 9.45±2.74. An independent sample t-test revealed that the perception mean score in the experimental group differed significantly from the control group at the baseline, t (86) = 2.98, *p* = .004.

Table 5 - Comparison of participants' level of knowledge in the experimental group before and after the intervention.

Variable	Category	Experimental group				t	P
		Baseline		Post Intervention		-4.47	.00
		F	%	F	%		
Baseline and post intervention knowledge measured on 7-point rating scale	Low	8	18	-	-		
	High	36	81.8	44	100		
Mean score		**4.75±1.37**		**5.93±0.85**			

Comparison of participants' knowledge in the experimental group before and after intervention

As shown in Table 5, participants' knowledge was measured on a 7-point rating scale. The result of the analysis revealed that all 44(100.0%) of the participants in the experimental group had a high level of knowledge of unemployment after the intervention. The participants in the experimental group had a mean knowledge score of 5.93±0.85. The result from the pre-test (M = 4.75, SD = 1.37) and post-test (M = 5.93, SD = 0.85) of knowledge indicate that the apprenticeship training resulted in an improvement in the level of knowledge among the participants in the experimental group, t (43) = -4.47, *p* = .00.

Table 6 Impact of Apprenticeship training on the level of knowledge of participants

Variable	Experimental group				*ES (95% CI)	p- value .00
	Baseline N= 44		Post intervention N=44			
	x̄(SE)	±SD	x̄(SE)	±SD		
Mean score	4.75 ()	1.37	5.93 ()	0.85	-1.05 (-1.28 to 0.81)	

Impact of Apprenticeship training on the level of knowledge of participants

As shown in Table 6, the mean score of the respondents increased significantly from 4.75±1.37 before the intervention to 5.93±0.85 after the intervention, t (43) = -4.47, *p* = .00. The mean difference showed an effect size of -1.047 with a p value of .00.

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Table 7 - Comparison of participants' level of knowledge in the control group before and after intervention.

Variable	Category	Control group				t	p
		Baseline		Post Intervention		1.41	.17
		F	%	F	%		
Baseline and post intervention knowledge measured on 7-point rating scale	Low	10	22.7	11	25.0		
	High	34	77.3	33	75.0		
Mean score		**4.75±1.28**		**4.39±1.33**			

Comparison of participants' knowledge in the control group before and after intervention.

As shown in Table 7, the majority 33(75.0%) of the participants in the control group had a high level of knowledge of unemployment after the intervention. The participants in the control group had a mean knowledge score of 4.39±1.33. There was however no statistically significant change in the level of knowledge among the participants in the control group after the intervention, t (43) = 1.41, *p* = .17.

Table 8 - Comparison of participants' perception in the experimental group before and after intervention.

Variable	Category	Experimental group				t	p
		Baseline		Post Intervention		-3.31	.002
		F	%	F	%		
Baseline and post intervention perception measured on 16-point rating scale	Low	44	100	3	6.8		
	High	-	-	41	93.2		
Mean score		**11.39±3.32**		**13.77±3.21**			

Comparison of participants' perception in the experimental group before and after intervention.

As shown in Table 8, the participants' perception was measured on a 16-point rating scale. The result of the analysis revealed that majority 41(93.2%) of the participants in the experimental group had high perception after the intervention. The respondents had a mean perception score of 13.77±3.21. The result from the pre-test (M = 11.39, SD = 3.32) and post-test (M = 13.77, SD = 3.21) of knowledge indicate that the apprenticeship training resulted in an improvement in the perception among the participants in the experimental group, t (43) = -3.31, *p* = .002.

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Table 9 - Impact of Apprenticeship training on the perception of participants

Variable	Experimental group				*ES (95% CI)	
	Baseline N= 44		Post intervention N=44			p-value .00
	x̄(SE)	±SD	x̄(SE)	±SD		
Mean score	11.39 ()	3.32	13.77 ()	3.21	-0.737 (-1.41 to -0.06)	

Impact of Apprenticeship training on the perception of participants

As shown in Table 9, the mean score of the respondents increased significantly from 11.39±3.32 before the intervention to 13.77±3.21 after the intervention, t (43) = -3.31, *p* = .002. The mean difference showed an effect size of -0.737 with a p value of .002.

Table 10 - Comparison of participants' perception in the control group before and after intervention.

Variable	Category	Control group				T	p
		Baseline		Post Intervention		-1.77	.083
		F	%	F	%		
Baseline and post intervention perception measured on 16-point rating scale	Low	44	100	11	25.0		
	High	-	-	33	75.0		
Mean score		9.45±2.74		9.52±2.72			

Comparison of participants' perception in the control group before and after intervention.

As shown in Table 10, the majority 33(75.0%) of the participants in the control group had a high perception towards entrepreneurship after the intervention. The participants in the control group had a mean perception score of 9.52±2.72. There was however no statistically significant change in the perception among the participants in the control group after the intervention, t (43) = -1.77, *p* = .08.

Test of hypotheses

In testing these hypotheses, paired sample t-test was conducted at 0.05 level of significance. The decision rule was that if the computed p≤0.05, then the null hypothesis will be rejected in favour of the alternate hypothesis; otherwise, the hypothesis will be accepted.

H_o1: *There will be no significant difference in the level of knowledge of unemployment among participants in the experimental group between baseline and post-intervention.*

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A paired sample t-test conducted revealed that there was a statistically significant difference in the level of knowledge of participants before the intervention and immediately after the intervention (t_{43} = -4.46, p<.001,). However, there was no statistically significant difference in the control group (t_{43} = 1.41, p = .17). Therefore, the null hypothesis is hereby rejected in favor of the alternate hypothesis.

Table 11 - Paired Samples T-Test showing differences in the Level of Knowledge between Baseline and post intervention in the two groups.

Groups	Variable	Paired Differences					t	df	p
		Mean	SD	Std. Error	95% CI				
					Lower	Upper			
Experimental	Knowledge	-1.18	1.76	0.26	-1.72	-0.65	-4.46	43	<.001
Control		0.36	1.71	0.26	-0.16	0.88	1.41	43	0.17

H_o2: There is a significant difference in the perception of the Seventh-day Adventist youths in Ogun Conference about unemployment before and after the intervention.

A paired sample t-test conducted revealed that there was a statistically significant difference in the perception of participants before the intervention and after the intervention (t_{43} = -3.31, p = .002,). However, there was no statistically significant difference in the control group (t_{43} = -1.77, p = .083). Therefore, the null hypothesis is hereby rejected in favor of the alternate hypothesis.

Table 12 - Paired Samples T-Test showing differences in the perception between Baseline and post intervention in the two groups.

Groups	Variable	Paired Differences					t	df	P
		Mean	SD	Std. Error	95% CI				
					Lower	Upper			
Experimental	Perception	-2.39	4.78	0.72	-3.84	-0.93	-3.31	43	.002
Control		-0.68	0.25	0.38	-0.15	0.01	-1.77	43	.083

H_o3: There is a significant difference in the attitudinal disposition towards entrepreneurship among Seventh-day Adventist youths in Ogun Conference before and after the intervention.

A paired sample t-test conducted revealed that there was a statistically significant difference in the attitudinal disposition of participants before the intervention and after the intervention (t_{43} = -3.76, p = .001,). However, there was no statistically significant difference in the control group (t_{43} = -1.70, p = .096). Therefore, the null hypothesis is hereby rejected in favor of the alternate hypothesis.

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Discussion of Findings

The inability of young people to contribute to the economy has made it more difficult for the nation's economy to expand. There has previously been economic stagnation in Nigeria, which has resulted in a decline in white-collar jobs. Entrepreneurship is viewed as a cure for unemployment and a catalyst for economic growth on a global scale. A competitive environment that is essential for local and national economies appears being created by globalization and entrepreneurial phenomena (Agu et al., 2016). Growth is facilitated by entrepreneurship because it encourages innovation, change, and the sharing of knowledge. Thus, at a period of intensified globalization, knowledge-based economic activity is becoming more and more beneficial in contemporary economies. Therefore, starting one's own business is currently a smart idea for growing and improving the economy. In order to determine if an apprenticeship model is effective in reducing unemployment among young entrepreneurs in the three select districts within Ogun Conference of the Seventh-day Adventist in Nigeria, the current study employed a non-randomized experiment methodology.

Findings from both the quantitative and qualitative data from this study revealed factors such as laziness, waiting for the government to create jobs, having half-baked graduates, lacking soft skills, having academic credentials without practical experience, lacking capital, lacking drive, and waiting for white collar jobs, are among those that contribute to unemployment in Nigeria. This result is consistent with the findings of Ongbali et al. (2019), where they reported that lack of marketable skills and experience among young people were the main causes of youth unemployment. As Gonyok (2016) in Kalagbor et al (2019 p. 4) has also argued, "when the youths are empowered with entrepreneurial skills and are able to set up functional businesses and create jobs, the rate of poverty in the country would be reduced likewise the level of criminality In line with the results of the current study, Okafor (2011) contended that the root causes of young unemployment in Nigeria were outmoded educational programs and a deficiency of employable skills. The report in the Vanguard of December 10, 2020 on unemployment in Nigeria further corroborates the findings of this study as it reported that Illiteracy is probably one of the causes of unemployment in Nigeria; as out of 200 million Nigerians, about 65 million to 75 million are illiterates.

The result of the analysis revealed that all 44(100.0%) of the participants in the experimental group had a high level of knowledge of unemployment after the intervention. Previous studies have shown that entrepreneurship education, inventiveness, and an entrepreneurial mindset may develop young people's potential and desire to launch their own company (Westhead and Solesvik, 2016; Hu et al., 2018; Pan et al., 2018; Jena, 2020). The results of this study are consistent with other research, as they showed that the experimental group's members' level of knowledge grew considerably following entrepreneurship training. According to Pache and Chowdhury (2012), educational resources may be modified to support the formation of social entrepreneurs.

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The findings of Hussain B., Ulla K., Hameed G. and Muhammad U. (2021) are in tandem with the findings of this study; as they found that formal and informal institutions are capable of strengthening the relationship between entrepreneurship and economic growth. This goes to confirm that with adequate training, the knowledge of the youths in entrepreneurship would increase with possible desire to engage in entrepreneurship. The results of this study also corroborate the findings of the study of Akhuemonkhan, & Sofoluwe (2013) which examined entrepreneurship education and employment stimulation in Nigeria. They discovered that entrepreneurship development could be an effective tool for poverty reduction, stimulating employment as well as fast-tracking realization of universal primary education and promoting gender equality. However, Sargani et al (2018) recommend making entrepreneurship socially desirable to encourage people to launch their businesses instead of opting for jobs.

This study finding showed that, in comparison to the control group, participants' perceptions in the experimental group improved following the intervention. This result is consistent with that of Kantis et al. (2002), where they reported that when people are exposed to audiovisual stimuli that increase their awareness of the significant changes that can be achieved through the implementation of a socially motivated creative idea, they are more likely to take a chance on a new endeavor. Also Karin & Reddy (2014) reported students have a positive perception of new venture desirability. Promotion of the entrepreneurship plays an important role in the society and there is proven direct relationship between entrepreneurship and economic growth.

This study finding revealed no significant gender difference in knowledge about entrepreneurship; this finding was at variance with the finding of Chovwen and Babalola (2016) who reported significant gender difference in knowledge. This disparities in finding may be due to the difference in study population as the Chovwen and Babalola study focuses on people who are business owners as such this may influence their knowledge.

The finding of this study showed no significant difference in the male and female perception of entrepreneurship. This finding is similar to that of Sargani et al (2018) where they reported no difference in how male and female perceived entrepreneurship. These similarities in findings may be because of the recent love for white collar jobs by the youth as opposed to be self-employed which is not prestigious. Although Ibrahim et al (2017) reported positive attitude to entrepreneurship among females as compared to male. Also in Rajput's (2017) study, female students were found to have a better attitude towards entrepreneurship when compared to their male counterparts. This may not be surprising as female are more inclined to partake in buying and selling compared to male. Likewise, the finding of this study revealed that irrespective of the income being made by the youths, it does not influence their perception of entrepreneurship. Similar result was reported by Sargani et al (2018).

Conclusion and Recommendations

This study was borne out of the understanding of the prevalence of unemployment among employable youths in Nigeria, especially in Ogun Conference of the Seventh-day

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Adventist Church where the researcher serves as a Pastor; and the desire to reduce the identified unemployment rate to the barest minimum. The spate of unemployment in the cities where the select Churches are domiciled has led many youths to many criminal activities including internet fraud, money rituals, robbery and many other heinous activities. To this end, Ilishan-Remo in Ogun Conference of the Seventh-day Adventist has been nicknamed "the headquarters of the yahoo (internet fraud) business. Unreliable source also has it that there is an association of yahoo boys' mothers. Interactions with the youths and their parents during ministry duties revealed that many of the unemployed youths in Ogun Conference of the Seventh-day Adventist also lacked the required funds to go for certified entrepreneurial training. The study revealed that a significant proportion of the participants were less than 25 years old and about sixty-one percent of the participants were employed. The study also revealed that the reasons for unemployment among youth were: being lazy, waiting on government to provide jobs, half-baked graduates, lack of soft skills, lack of practical experience, lack of capital, lack of motivation, among other reasons. The study further reported that at baseline both the control and experimental groups had insufficient level of knowledge regarding unemployment; however participants' level of knowledge in the experimental group increased considerably after the intervention. Similarly, participants' perception regarding entrepreneurship was low at the baseline but increased after the intervention. Based on the findings, the following recommendations were made

1. Since the study found that knowledge about entrepreneurship increased significantly after the intervention, entrepreneurship education should be considered as an effective step towards enhancing entrepreneurial activities and starting small businesses among the youths.
2. During the Focus Group Discussion, the study found lack of startup capital as one of the reasons many youths do not consider entrepreneurial activities. The study recommends that Government at all levels should provide soft loans/ grants and enabling environment to unemployed youth to start-up businesses.
3. The study found that with education, knowledge of the youths about entrepreneurship increased significantly at the endline. Entrepreneurship studies should therefore be added to the school curriculum at all levels.

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