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Promotion of Agribusiness in Nigeria through Youths' Employability Skills and Entrepreneurial Training

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ABSTRACT: *The objectives are to: determine the efficacy of entrepreneurial training in enhancing youths' employability skills in rural communities; explore the extent to which entrepreneurial training influences the soft skills of Nigerian youths in promoting economic activities in rural communities and; dissect the influences of entrepreneurial training on the hard skills of Nigerian youths in the quest to promote economic activities in rural areas. A descriptive cross-sectional survey design was employed, multi-stage sampling technique was adopted to sample the rural communities and the respondents, and the sample size is 100. The study reveals that the identified agricultural opportunity during entrepreneurial training pushed youths into agribusiness (71%), resilience strategy for agribusiness is still strange (62%), thinking creatively has become strategy to grow agribusiness (91%) and, inability to get job pushed youth into agribusiness (71%). It therefore recommends that further training is still needed for the survival and resilience of the agribusinesses.*

KEYWORDS: soft skills, hard skills, youth, rural communities, agribusiness, employability skills

INTRODUCTION

Agribusiness emerged as a business concept in agriculture over six decades (1957) ago from the work of Goldberg (Coclanis, 2022; Hamilton, 2016), the term was conceptualized and used as a business term to agriculturists, policymakers and business leaders. Entrepreneurial training (ET) is useful in the promotion of cognition and encouragement of outcomes yielding newer agri-business. Youths who are entrepreneurially inclined in the space of agricultural businesses are referred to as agripreneurs. The report of the Global Entrepreneurship Monitor on ET highlighted that youths need more entrepreneurial training in every stratum and effort. It will be worth noting if the trainees will benefit at the same time or variance (Ho et al., 2018). The United States of

America through her Education Department developed and funded employability skills framework in 2012, as a unifying set of employability skills that span through the education and labour sectors (U.S. Department of Education, 2020), ever since, it has been operationalized with other variables for inquiries, one of such is this current study. Employability has been investigated globally such as in India, Taiwan, Nigeria and the United Kingdom etc (Aruleba et al., 2019; Benson et al., 2014; Jonck et al., 2015). Employability is the possession of soft and hard skills, Knowledge, insight, and personal qualities that increase graduates' and non-graduates' likelihood of choosing, integrating into, and landing excellent jobs, this satisfaction can either be in the private or public sector. The core personal attributes, values and skills that enable youth to thrive in any job place or spectrum are employability skills (Australian Government, 2021). This study identified relevant employability skills needed in the promotion of economic activities and development such as effective communication, intrinsic and extrinsic motivation, initiative, novelty, leadership, reliability, dependability, following instructional patterns, teamwork/collaboration, patience, adaptation, emotional control, resilience and balance in quotients (emotional, social and intelligent). Across the board, employers value enterprise skills, because they are the core competencies needed to excel on the job.

Communication skills, enterprise skills and, workplace skills can be used in place of employability skills. Soft skills are the most sought employability skills rather than hard by employers. Creative thinking, critical thinking, leadership skills, communication skills and human relations skills are essential to engagement in agribusiness (Graham, 2017). These skills can be built or developed through an internship, job volunteering, paid jobs and, community service. The age gap of 15-24 is regarded as a youth, it represents a developing portion of the entire worldwide population in rural communities. The range accounted for about 1.3 billion people, this will rise to 1.5 billion by 2035. At present, the range in many underdeveloped countries' population is one-fifth of the total e.g. Nigeria (Proctor & Lucchesi, 2012). Specifically, the 2019 Nigerian National Youth Policy redefined a youth as any person within the age range of 15 and 29 (Erhiegueke, Esimone & Ugoo-okonkwo, 2022), earlier before this (Ogunmodede et al., 2020), Nigeria space is dominated by youth which accounted for over 60 per cent of the over 200 million population between eighteen and thirty-five years old. In the universe, the range will account for 14% by the year 2050. With approximately 200 million youth, Africa today boasts the youngest population on earth. (Heinert & Roberts, 2016), which is arguably a positive force to harness and develop for the benefit of African nations. However, youth unemployment has become a spec to the economic challenges in Nigeria and its steady increase in rates in the last 33 years has become alarming.

The Nigerian Government devised a mechanism to mitigate youth unemployability and unrest-lessness from social vices, by including entrepreneurial studies in the tertiary institutions' curriculum (Ogunmodede et al., 2020; Olorundare & Kayode, 2014), as such they are being equipped with low-level of entrepreneurial training, a method intended to encourage a departure from the traditional formal government employment towards entrepreneurial inclined curriculum,

individuals, groups of people and youths (Adeyanju et al., 2021). Rural communities are peculiar and have become home to the poorest of the poor in the globe, but heavy exodus to urban centres is happening everywhere (Cohen, 2006). The rural land resource provides all of the world's food consumption (Heinert & Roberts, 2016), however, it was predicted by demographers that by 2030, nearly 61% of the global population will reside in urban centres (Cohen, 2006), and this is becoming a reality gradually in almost every country.

A vast majority of young people in Africa including Nigeria are relocating from rural to urban regions in search of employment. However, actual data reveals that over 60% of jobs in Africa are in agriculture, a sector with significant room for increased efficiency and value chain development. As a result, young people are mostly not taking advantage of new prospects in agriculture and agribusiness (IITA News, 2018). When it comes to Nigeria's economic diversification, the focus is purely and largely on rural communities. Abdullateef et al., (2017), many resources are yet to be used in the rural areas. In addition to the obvious natural resource reserve, many prospective tourism attractions can be leveraged in the quest to enhance the employability skills of youth in agribusiness in rural Nigerian communities. Young people working in agriculture make up the majority of rural youth workers, mainly operating in unregistered small businesses as a means to defeat joblessness and get engaged in Africa (Elder et al., 2015). Rural communities have become bedrock or fertile land for food production and raw materials for industries. Agribusiness has never for once been unprofitable, as there are several areas of opportunities as indicated in the preeeding paragraphs. The creativeness and innovativeness of youth in agribusiness will surely create an effective value chain for agro-products.

However, the neglect of this very productive sector has led to civil unrest, socio crimes, unemployment, and cybercrimes among others. The Nigerian economy has always thrived in rural areas, but the nation has neglected this viability, which would have made it a significant player in the global economy. The rural areas of Nigeria are the most important part of the population since they are a big source of wealth for the nation and a key source of raw materials for industrial activities (Abdullateef et al., 2017; Nweke, 2019), with all these potentials, yet the rural communities and her youth have received less attention, hence causing depletion in their chances of securing employment even in the agricultural value chain, fieldwork, loss of interest in the sector, and reducing the pace of the economic growth in rural areas.

In rural communities across the nation, the (National Bureau of Statistics, 2018) reported that both unemployed and underemployed accounted for 44.3% in 2017 and 46.7% in the third quarter of 2018. Also, the most active working age 15-34years with a population of 24.5million are currently either unemployed or underemployed. If this figure could be focused on genuinely, there would be a major turnaround in the economic activities in the determinants (youths, rural areas, and the nation at large). Graduates who possess contemporary job demands have a high tendency to secure jobs compared to those that didn't. However, only approximately 30% of those who show up for

interviews are hired. Because of their inability to read, speak and write the English language well, as well as their lack of the requisite marketable abilities (Dhanavel, 2011; Nisha & Rajasekaran, 2018). It is now a necessity to make available and present youths with the needed skills for securing and maintaining jobs. It is on this terrain that the study investigates the promotion of agribusiness in Nigeria through youths' employability skills and entrepreneurial training.
Specifically, the study sought to:

i. Determine the efficacy of entrepreneurial training in enhancing youths' employability skills in rural communities in southwest Nigeria.
ii. Explore the extent to which entrepreneurial training influences the soft skills of Nigerian youths in promoting economic activities in rural communities.
iii. Dissect the influence of entrepreneurial training on the hard skills of Nigerian youths in the quest to promote economic activities in rural areas.

LITERATURE REVIEW

Agriculture hasn't been accorded the needed support in society as a viable income avenue and a competing source of economic prosperity. The majority view it as a last resort after several unsuccessful attempts to secure a job, and the majority of them end up becoming subsistence farmers (Muir-Leresche, 2013). Meanwhile, the interested youths battle with arrays of problems created by nature and man, such as lack of needed knowledge, information lack, limited means to the land resource, funds, market entrance and, policy derailment (Food and Agricultural Organization, 2014). In the same vein, youths have relegated agriculture and it allied (agribusiness and others) to the last option in their decision-making while some never see it as a career (Heinert & Roberts, 2016).

Rural centres are crucial to all nation's economies, a very salient pointer for retainment and building of individual's capacity dwelling in rural places is one of the salient causes to have greater national food security. Virtually all the agricultural products being consumed by the urban centres and rural dwellers emanated from the rural communities. It's noteworthy that livelihood in rural areas plays a major source of livelihood to the urban centres in developing countries (Food and Agricultural Organization, 2014). The sustenance of the cities is largely dependent on the outcomes in the rural areas, therefore government and private authorities have to take deliberate actions that will stimulate the interest of the rural dwellers i.e rural dwellers have an enormous contribution to the overall nation's economic development (Heinert & Roberts, 2016). The development of value chains, the training of young people for agribusiness incubators, agricultural occupations, farmer-based clusters and organizations, and livestock products, the increase of staff demand through structural changes and, the preparation of young people in rural areas for entrepreneurial prospects as service providers can be employed as a mechanism to battle unemployment and agripreneurship challenges (Winter et al., 2017).

Mill, (2011), the term utility refers to persons who perform tasks for the benefit of others. Social utility represents the welfare of many individuals, particularly the youth in rural areas. Therefore, the most important deed is one that results in the greatest pleasure for the benefit of urban and rural dwellers in society (Abdullateef et al., 2017). Entrepreneurial training is a structural learning that seeks to equip trainees with the necessities (skills and mindset) for acknowledging, identifying and launching new agribusiness (Ho et al., 2018). A popular interest noted across strata is that entrepreneurial training (ET) can be a catalyst in the promotion of economic activities which include equity, growth, employment and innovation. The academic or non-academic work of entrepreneurship can manifest within the confines of economic activities which doesn't exclude agribusiness, it includes both formal and situational economic activities which target wealth creation among rural dwellers. In turn, ET can contribute significantly to economic development via high-growth businesses e.g. agri-venture etc. (Heinert & Roberts, 2016). Similarly, ET advances and increase entrepreneurial spirit among youths, job creation, and income. Also, ET is an important complementary factor empowering people to make use of conducive business environments as a result of entrepreneurial skills acquired. ET is an integral mechanism to tackle high unemployment rates that most African countries encounter, as a compelling barrier (Gielnik et al., 2016).

Governments at all levels in countries of the world have adopted employability as a strategy used to create a different approach to curbing the threats of youth unemployment (Aruleba et al., 2019; Emeh, 2017). Employability skills (ESs) are developed throughout one's existence, embedded in the accumulated experiences inclusive of formal education, paid and unpaid jobs, social services and self-employment. People are changing jobs due to contemporary demands, diving into other careers within and out of the large spectrum throughout their working lives. ESs are not restricted within an enterprise, it ensures the overall best utilization of resources. ESs are relevant for all and sundry, regardless of age or life experience, even when underemployment is the main deal as well as unemployed. However, these skills are transferable (Australian National Training Authority, 2004). Workplace skills include securing jobs, being productive and progressing on the job. The matter of employability skills of youths is a subject of concern to the aged, group of people, government and, private sector.

A total of 16 billion dollars were created by young agricultural firms and businesses in 2012, with crop farming activities contributing the most, followed by cattle, poultry, and fishing. Young males between the ages of 15 and 19 were most engaged in raising crops and caring for animals, while individuals between the ages of 30 and 35 were mostly engaged in aquatic farming. The female 20–24 age group in aquatic farming was the most active. The federal government is aware of the severity of Nigeria's young unemployment situation and the contribution agriculture may make to solving it. Agriculture accounted for 35.1% of all employment in the year 2019. The National Baseline Youth Survey (NBS) noted over 37 per cent of youth are into agriculture. Of these, 48.4 per cent and 51.6 per cent are on the divides between males and females respectively (Babu et al.,

2020). Furthermore, agriculture became one of the strengths of the Nigerian economy in the 2022 fourth quarter by contributing 25.58%. However, the sector grew by 18.67% over the 2021 performance (National Bureau of Statistics, 2022).

The age range of 15-35 years characterized the 364 million Africans. A double of this is anticipated by 2045. Nigeria is the most populated nation on the continent, population surge is expected as well. 10-12 million fresh young workers seek employment every year in urban. 60% of Nigeria's unemployed are young adults even fresh graduates, and this grows at a faster rate (Sanginga et al., 2015), this set of people are educated youth but many lack employable skills. Aruleba et al., 2019; Kazaure, (2017) submitted that nothing less than 300,000 graduates are shunned to the market by the National Youth Service Corps (NYSC). In a way to look for greener pastures, they migrate to urban centres and abroad in the hunt for employment but find only menial jobs (underemployed), In addition to exposing them to a variety of social dangers, this deprives rural communities of their most energizing and educated citizens (Sanginga et al., 2015). If resources and deliberate efforts are injected into them, better will be the economic lot and meaningful engagement of the rural youths.

There is a need for sustainability of food security and increased production, this can be optimally achieved by carrying along the productive age (youth) of the rural population. To keep pace with these diverse demands, agribusiness needs deliberate efforts of skills enhancement and favourable agricultural policies. Young individuals in the workforce contribute vitality, vigour, and inventiveness. Many young agribusiness aspire to engage in high-tech, high-risk and high-return adventures (Som et al., 2018), which are mostly avoided by ageing farmers, but the encouragement and the strife to achieve these are not present. With the importance of the rural areas to Nigeria's development, its resources remain unharness to their full potentiality (zenith), particularly in making her youth employable, self-independent, become movers and shakers of the economy. In addition to the above mentioned, there are various degrees of challenges spotted by the current study: limited access to the market; inadequacy in sourcing funds; insufficient access to information; knowledge and education; and low involvement and engagement in agricultural policies are threats to youth advancement in agribusiness (Sanginga et al., 2015). Also, the disconnection between youth and local communities, high labour, low wages, and shortage in healthcare delivery and among others.

The need for theoretical backing has been substantiated by (Aruleba, 2023; Aruleba & Adediran, 2022). The consensus theory focuses on the similarities between social groupings about cultural or social standards. It is used to support entrepreneurial training as a variable in the present study. It is based on the idea that teaching general skills will quickly improve or increase youth employment after graduation. As a result, this approach tends to hold academicians accountable for fostering abilities in students through careful curriculum design and the selection of effective teaching techniques, this set of students forms the youthful population of Nigeria. It might be

claimed that this idea places the responsibility on unemployed young people who are found in academic or university settings and train the trainers' experts. First, the consensus theory emphasizes the characteristics that social groups share, frequently referring to social norms or culturally prevalent ideas (Brown et al., 2003; Selvadurai et al., 2012). The importance of Drucker's opportunity illustration (resource theory) lies in the fact that opportunities are what spur change rather than obstacles. In other words, young entrepreneurs are perceptive and pay close attention to the details of issues. To determine the distinctions between entrepreneurial management and administrative management, (Simpeh, 2011) incorporated resourcefulness into a Peter Drucker opportunity-based depiction. Few resources already in place shouldn't limit opportunities for Nigerian rural youth. Hence the current situation in Nigeria isn't an excuse not to be employable i.e employability skills (Aruleba, 2019). This study is, therefore, a deliberate effort to investigate the relevance of entrepreneurial training in enhancing employability skills and promoting economic activities among youths in the agribusiness of rural areas in Nigeria.

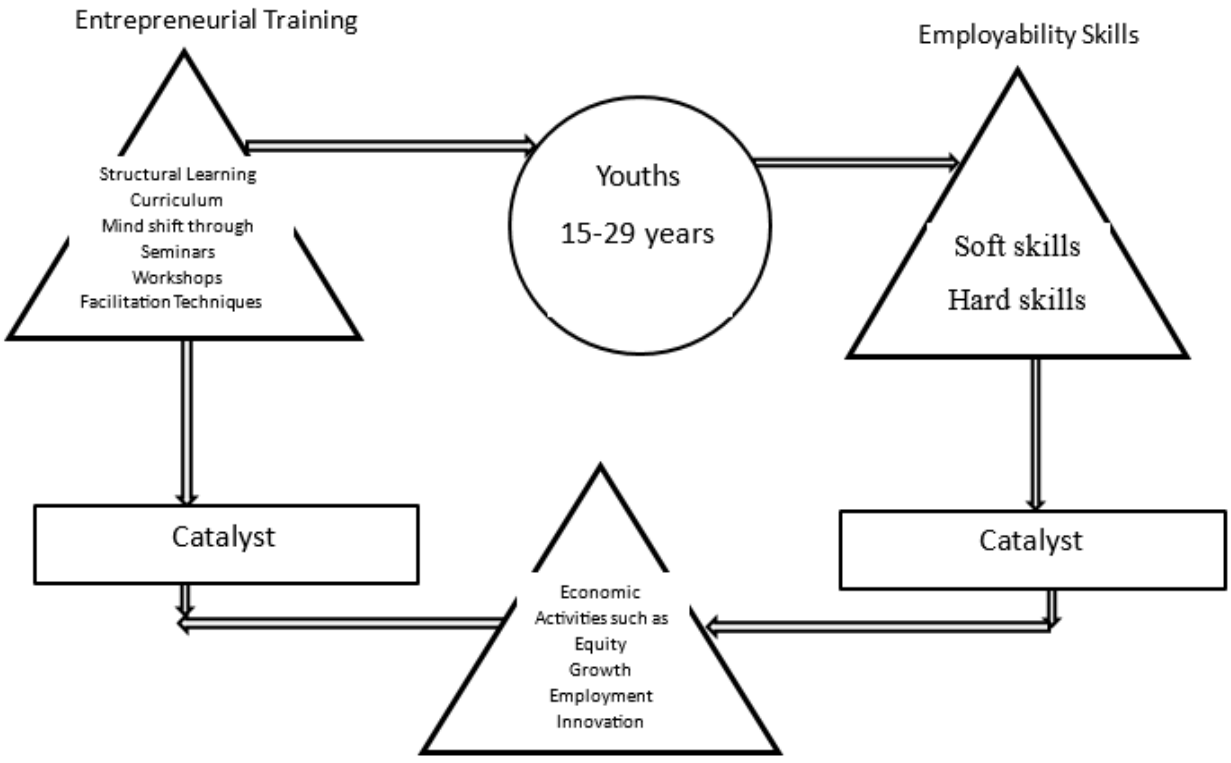

Figure 1: Conceptual Framework.
Source: Author's Conceptualization (2023).

METHODOLOGY

A descriptive cross-sectional survey design was employed for the study. A self-constructed instrument-close-ended questionnaire was used to collect adequate information from the target respondents' youths in agribusiness in the rural communities of the south-western states (Oyo, Ondo and Ekiti), Nigeria. These rural communities were selected because of their agricultural, entrepreneurial characteristics and, youthful population. There is no actual figure to represent the targeted respondents (youths). However, the study adopted a multi-stage non-probability sampling technique to sample the rural communities (Awe, Ilora, Owo, Ikare, Ijurin and Okemesi) and the respondents, as it best fits the nature of the study. The study adopted one hundred as the sample size which was representative enough. Besides, there was a 10% provision extra on the sample size, to cover unreturned questionnaires. Nine (9) research assistants (RAs) were recruited for data administration. The collected data was analyzed using descriptive statistics with the aid of the Statistical Package for Social Sciences (SPSS) version 25. The instrument validity was done by the University Research and Training Committee. Ethical approval was sought from the University Research and Training Committee.

Data Analysis and Interpretation

Variables	**Frequency**	**Valid Percent**
Gender:		
Male	43	43.0
Female	57	57.0
Total	**100**	**100.0**
Age:		
18-20years	13	13.0
21-23years	22	22.0
24-26years	23	23.0
27-29years	22	22.0
30-32years	8	8.0
33-35years	12	12.0
Total	**100**	**100.0**
Religion:		
Christianity	28	28.0
Islam	52	52.0
Others (specify)	20	20.0
Total	**100**	**100.0**
Ethnicity:		
Yoruba	34	34.0
Igbo	18	18.0
Hausa	17	17.0
Others	31	31.0
Total	**100**	**100.0**

Marital Status:		
Married	22	22.0
Single	48	48.0
Divorced	4	4.0
Separated	18	18.0
Widower	8	8.0
Total	**100**	**100.0**
Educational Qualification:		
SSCE/WAEC/NECO/NABTEB	13	13.0
NCE/OND	41	41.0
BSC and its equivalent	24	24.0
MSC and its equivalent	22	22.0
Total	**100**	**100.0**
Years of Experience in Agribusiness:		
<1year	22	22.0
1-5	21	21.0
6-10	36	36.0
>11	21	21.0
Total	**100**	**100.0**
Monthly Income:		
6,000-20,000	9	9.0S
21,000-35,000	13	13.0
36,000-50,000	22	22.0
51,000 and above	56	56.0
Total	**100**	**100.0**
Business Nature by Employees:		
1-2	46	46.0
3-9	39	39.0
10-49	9	9.0
50-199	6	6.0
Total	**100**	**100.0**
Legal Status:		
Registered with CAC	84	84.0
Not Registered with CAC	16	16.0
Total	**100**	**100.0**

Table 1: Socio-demographic Characteristics
Source: Research's Database, (2023).

Table 1, the dataset offers a comprehensive representation of the demographic and socioeconomic attributes of the study's respondents. The sample consisted of 43% male and 57% female participants, indicating a slight predominance of females. There is a correspondence between this result and the submission of (Babu et al., 2020). The majority of individuals fell between the age range of 21 to 26 years old, while there was a diverse representation of groups aged 18 to 35, with varying frequencies. About 80% of the respondents fall within the range (15-29) of defining youth in Nigeria by the national youth policy. The religious composition consisted of 52% adherents of

Islam, 28% followers of Christianity, and 20% individuals affiliated with other religious affiliations. The ethnic composition of the sample was diverse, with 34% identifying as Yoruba, 18% as Igbo, 17% as Hausa, and the remaining 31% representing various ethnic groups. The distribution of marital status among the participants was as follows: 48% were classified as single, 22% were married, 18% were separated, 8% were widowed, and 4% were divorced. In the sample population, 41% had a National Certificate of Education (NCE) or Ordinary National Diploma (OND), while 24% held a Bachelor of Science (BSc) degree. Additionally, 22% of individuals possessed a Master of Science (MSc) degree, while 13% possessed a Senior Secondary Certificate Examination (SSCE)/West African Examinations Council (WAEC)/National Examinations Council (NECO)/National Business and Technical Examinations Board (NABTEB) qualification. The sample consisted of individuals with varying levels of agricultural experience, who were categorized into four groups: less than 1 year, 1-5 years, 6-10 years, and more than 11 years. Each of these groups contributed 22% to the overall sample. The monthly income ranged from 6,000 to 51,000 and beyond, with 56% of individuals being inside the highest income bracket. The majority of enterprises, accounting for 46% of the sample, employed between 1 and 2 employees followed by 3-9, this indicated that the nature of the agribusinesses is nano and mirco. Furthermore, a significant proportion of these firms, namely 84%, were registered with the CAC (Corporate Affairs Commission). The work of Elder et al., (2015) negates this finding as the authors found that the majority of the youth operate an unregistered small agribusinesses. However, it is noted that the effort was made in Europe. Additionally, the distribution of firms across different employee categories was rather balanced. The data presented in the study reveals significant variations in the demographic, socio-economic, and business attributes of the population under investigation.

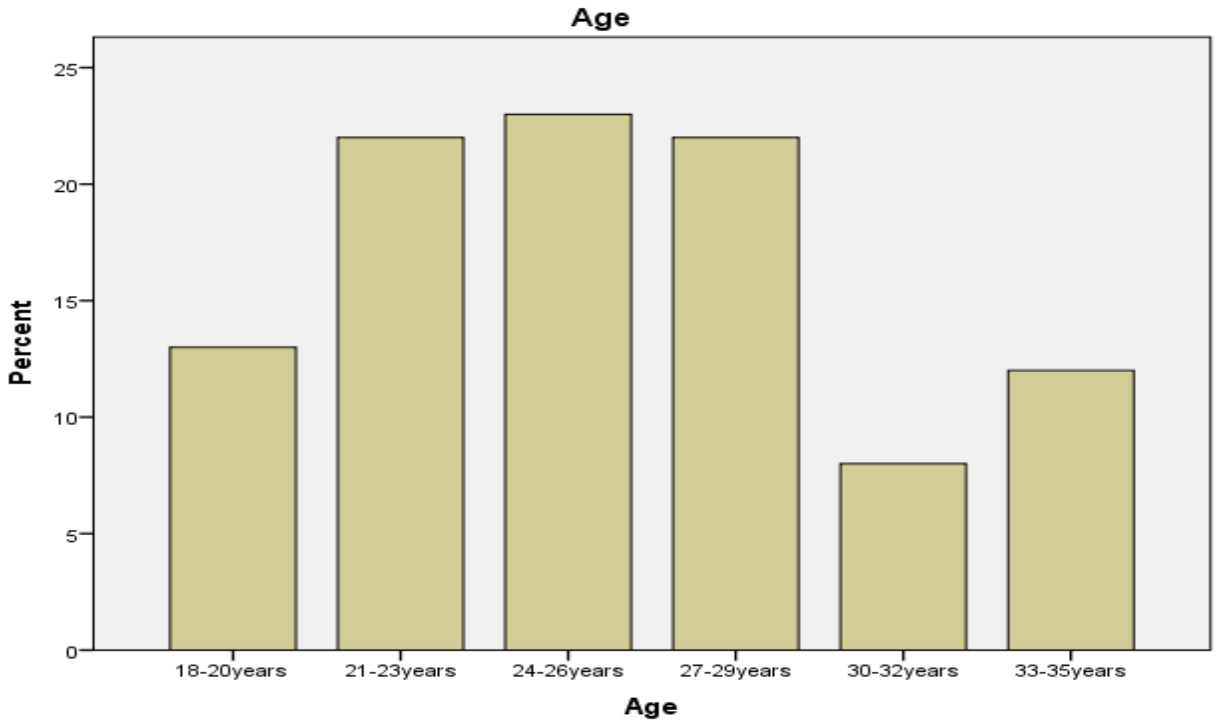

Figure 2: Age Distribution.
Source: Research's Database, (2023).

Figure 3: Business Nature by Employees.
Source: Research's Database, (2023).

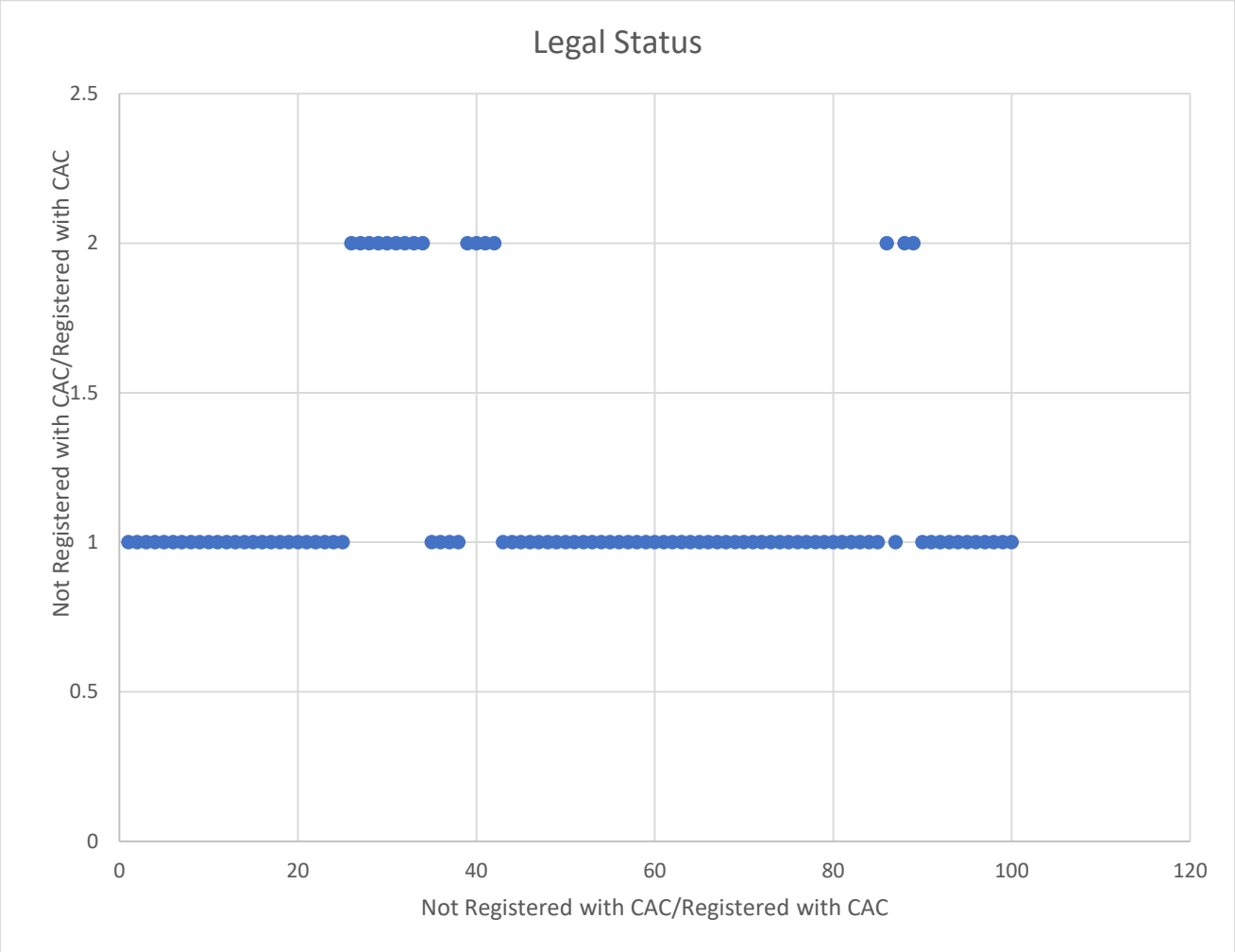

Figure 4: Legal Status of Agribusiness.
Source: Research's Database, (2023).

Statement	Frequency Count	Valid Percentage
There is a difference in learning pace with other agripreneurs during the entrepreneurial training:	4	4.0
Strongly Disagree	8	8.0
Disagree	8	8.0
Neutral	28	28.0
Agree	52	52.0
Strongly Agree	**100**	**100.0**

Total		
The entrepreneurial training received has assisted in discovering what motivates me to do certain tasks in agribusiness:		
Strongly Disagree	4	4.0
Disagree	4	4.0
Neutral	5	5.0
Agree	34	34.0
Strongly Agree	53	53.0
Total	**100**	**100.0**
The entrepreneurial training received has assisted in discovering what compels me to do a certain task in agribusiness:		
Strongly Disagree	1	1.0
Disagree	7	7.0
Neutral	9	9.0
Agree	39	39.0
Strongly Agree	44	44.0
Total	**100**	**100.0**
Resilience strategy for agribusiness is still strange to me:		
Strongly Disagree	3	3.0
Disagree	15	15.0
Neutral	20	20.0
Agree	35	35.0
Strongly Agree	27	27.0
Total	**100**	**100.0**
The entrepreneurial training received has led to new ways of achieving results in agribusiness:		
Strongly Disagree	1	1.0
Disagree	7	7.0
Neutral	15	15.0
Agree	34	34.0
Strongly Agree	43	43.0
Total	**100**	**100.0**
There was difficulty in adapting to the reality of earning a living in agribusiness:		
Disagree	7	7.0
Neutral	10	10.0
Agree	29	29.0
Strongly Agree	54	54.0
	100	**100.0**

Total		
Over time, I have been able to tolerate people around me:		
Strongly Disagree	6	6.0
Disagree	6	6.0
Neutral	9	9.0
Agree	32	32.0
Strongly Agree	47	47.0
Total	**100**	**100.0**
There is the ability to relate with people in bad moods:		
Strongly Disagree	3	3.0
Disagree	11	11.0
Neutral	7	7.0
Agree	23	23.0
Strongly Agree	56	56.0
Total	**100**	**100.0**
Associating with different kinds of people is difficult for me:		
Disagree	1	1.0
Neutral	5	5.0
Agree	31	31.0
Strongly Agree	63	63.0
Total	**100**	**100.0**
The entrepreneurial training received earlier made it difficult to launch my agribusiness:		
Strongly Disagree	5	5.0
Disagree	9	9.0
Neutral	9	9.0
Agree	40	40.0
Strongly Agree	37	37.0
Total	**100**	**100.0**
The identified agricultural opportunity during entrepreneurial training pushed me into agribusiness:		
Strongly Disagree	7	7.0
Disagree	8	8.0
Neutral	14	14.0
Agree	28	28.0
Strongly Agree	43	43.0
Total	**100**	**100.0**

Entrepreneurial training received has enhanced my workplace skills:		
Neutral	6	6.0
Agree	33	33.0
Strongly Agree	61	61.0
Total	**100**	**100.0**
Learning through volunteering has influenced my communication skills:		
Neutral	8	8.0
Agree	18	18.0
Strongly Agree	74	74.0
Total	**100**	**100.0**
Entrepreneurial courses taken in school increase my enterprise skills:		
Strongly Disagree	7	7.0
Disagree	9	9.0
Neutral	1	1.0
Agree	32	32.0
Strongly Agree	51	51.0
Total	**100**	**100.0**
Entrepreneurial training leads to capacity enhancement:		
Strongly Disagree	3	3.0
Disagree	6	6.0
Neutral	9	9.0
Agree	16	16.0
Strongly Agree	66	66.0
Total	**100**	**100.0**

Table 2: Efficacy of Entrepreneurial Training in Enhancing Youths' Employability Skills in Rural Communities in Southwest Nigeria
Source: Research's Database, (2023).

Table 2, the individuals who possess training in agro entrepreneurship were responsible for submitting the data. The aforementioned responses provide insights into the influence of their training on their employability skills. Specifically, a majority of 80% of participants expressed a high belief in the superior effectiveness of their training compared to that of other individuals involved in agricultural entrepreneurship, specifically in terms of the rate at which knowledge and skills are acquired. This aligns with the effort of (Ho et al., 2018). A significant proportion of respondents (87%) expressed rare and high agreement with the efficacy of the training in facilitating the identification of their motives, hence emphasizing the program's importance in fostering self-awareness. This is in line with the intrinsic form of motivation as empirically

indicated by (Özdemir et al., 2021) where they emphasized the intrinsic form of motivation as an essential in agricultural enterprises. A significant percentage (83%) of participants expressed a relative and absolute belief that the training program facilitated their ability to identify the factors that drive their engagement in diverse agricultural activities, hence uncovering their motivations. This is the reality of discovering elements that motivate the youths to go into agribusiness. (Özdemir et al., 2021) effort aligns with this result. Also, the two divides of the motivation were empirically emphasized by (Bopp et al., 2019). Despite encountering initial challenges, a significant majority of respondents (83%) expressed their ability to adapt to the field of agriculture. The research further indicates that the provision of entrepreneurship training resulted in enhancements in respondents' interpersonal skills.

Specifically, a significant proportion of participants (79%) expressed low and high agreement with the notion of being able to exhibit tolerance towards others due to the pieces of training that have been received. This didn't go against the submission of this study as emphasized in the literature. Moreover, a majority of respondents (79%) somewhat and firmly reported the ability to effectively engage with those experiencing negative moods. This is an advantage in managing self-emotions without hurting people around them. The efficacy of emotional intelligence on managers was empirically stressed by (Vyatkin et al., 2021). A larger percentage (94%) slightly and wholly showed proficiency in disassociating with individuals from diverse backgrounds. This implies that entrepreneurial training doesn't affect the social intelligence of the youths. The youth might find it difficult to relate with others who might be instrumental to the developmental journey in agribusiness. However, there is a shift in this result and the inquiry of (Aruleba, 2021), as the author's results show (72.7%) prowess of social intelligence in relating with others. A majority of the participants (82%) scarcely and hugely indicated that their training had a positive impact on their capabilities, indicating the program's effectiveness in boosting their skills and competencies. This result is enhanced by the report of the Global Entrepreneurship Monitor on the need for entrepreneurial training for youths in every stratum and effort. The findings of this study denote that the provision of entrepreneurial training in the field of agriculture has positive outcomes in terms of enhancing practical skills (94%), self-awareness (71%), and interpersonal skills (92%).

Statement	Frequency	Valid Percentage
Thinking creatively has become my strategy to grow my agribusiness:		
Neutral	9	9.0
High Extent	32	32.0
Very High Extent	59	59.0
Total	**100**	**100.0**
Critical thinking is a way to solve agribusiness problems:		
High Extent	30	30.0
Very High Extent	70	70.0
Total	**100**	**100.0**
Leadership training enables me to utilize scarce resources for efficiency:		
Neutral	3	3.0
High Extent	56	56.0
Very High Extent	41	41.0
Total	**100**	**100.0**
I communicate effectively through skill transfer from colleagues:		
Very Low Extent	8	8.0
Low Extent	6	6.0
Neutral	6	6.0
High Extent	51	51.0
Very High Extent	29	29.0
Total	**100**	**100.0**
Mentorship acquired affords me the effective communication:		
Neutral	4	4.0
High Extent	27	27.0
Very High Extent	69	69.0
Total	**100**	**100.0**
Transfer of effective communication skills occurred during entrepreneurial training:	14	14.0
Very Low Extent	1	1.0
Low Extent	3	3.0
Neutral	18	18.0
High Extent	64	64.0
Very High Extent	**100**	**100.0**
Total		

Establishing a friendless relationship has been easy:		
Very Low Extent	3	3.0
Low Extent	4	4.0
Neutral	11	11.0
High Extent	28	28.0
Very High Extent	54	54.0
Total	**100**	**100.0**

Table 3: The extent to which Entrepreneurial Training Influences the Soft Skills of Nigerian Youths in Promoting Economic Activities in Rural Communities
Source: Research's Database, (2023).

Table 3, the dataset offers valuable insights into the perspectives of agricultural entrepreneurs on their entrepreneurial skills and strategies. It is worth mentioning that a significant proportion of the respondents, namely 91%, indicated a substantial reliance on creative thinking, with 32% reporting a high level of dependency and 59% reporting a very high level of dependence, to achieve success in the agriculture sector. This statement suggests that a significant number of individuals within the agriculture business possess an awareness of the significance of innovation and creativity in achieving success in this field. There is an agreement between this finding and the finding of (Singh et al., 2023). The use of critical thinking as a problem-solving approach was deemed significant, as shown by 70% of the participants who reported using it extensively. This highlights the need to use analytical and logical reasoning while addressing agricultural issues. This was emphasized and aligns with the work of (Caudle & Paulsen, 2017).

Ninety-seven percent of the respondents indicated their reliance on leadership training as a means to enhance resource utilization to achieve optimal efficiency. Among these respondents, 56% (or 41% of the total sample) acknowledged the significance of leadership training in this regard. The result is in tandem with the outcome of (Australian National Training Authority, 2004; Ho et al., 2018) on leadership skills. The respondents expressed high regard for effective communication skills, which they attributed to mentorship 96%, colleagues 80%, and entrepreneurial training 82%. These studies highlight the significance of leadership and interpersonal abilities within the agricultural sector. These concur with the submission and findings of (Australian National Training Authority, 2004; Ho et al., 2018). Ultimately, a significant majority of individuals, namely 82%, said that they had little difficulty in establishing social connections and forming friendships. There exists a connection between this revelation and the power of entrepreneurial training. The present study demonstrates that agricultural enterprises need the use of new cognitive processes, rigorous analytical skills, effective communication strategies, and adept relationship-building capabilities. The overall implications of these findings are; that it has assisted in building a greater relationship with everyone around the youths in agribusiness. Thus, opportunities abound from the sustainable relationship they have with fellow agribusiness owners, employees, customers and other people around them.

Statement	Frequency	Valid Percentage
Usage of mechanized harvester is easy:		
Strongly Disagree	4	4.0
Disagree	4	4.0
Neutral	10	10.0
Agree	21	21.0
Strongly Agree	61	61.0
Total	**100**	**100.0**
Usage of seed drill was easy as a result of training received:		
Strongly Disagree	1	17.0
Disagree	18	18.0
Neutral	10	10.0
Agree	29	29.0
Strongly Agree	26	26.0
Total	**100**	**100.0**
Repairing of agribusiness generator is simple:		
Strongly Disagree	20	20.0
Disagree	39	39.0
Neutral	17	17.0
Agree	10	10.0
Strongly Agree	14	14.0
Total	**100**	**100.0**
There is difficulty in using the mower:		
Strongly Disagree	5	5.0
Disagree	13	13.0
Neutral	5	5.0
Agree	42	42.0
Strongly Agree	35	35.0
Total	**100**	**100.0**
Fixing electrical appliances in the factory is not difficult:		
Strongly Disagree	49	49.0
Disagree	42	42.0
Agree	4	4.0
Strongly Agree	5	5.0

Total	**100**	**100.0**
I can bring back the farm van into functionality when it breaks down:		
Strongly Disagree	67	67.0
Disagree	20	20.0
Neutral	3	3.0
Agree	5	5.0
Strongly Agree	5	5.0
Total	**100**	**100.0**
Fixing of sealing machine being used to seal packaged products is easy:		
Strongly Disagree	15	15.0
Disagree	20	20.0
Neutral	7	7.0
Agree	26	26.0
Strongly Agree	32	32.0
Total	**100**	**100.0**
Handling of drone for agribusiness is challenging:		
Strongly Disagree	30	30.0
Disagree	32	32.0
Neutral	1	1.0
Agree	24	24.0
Strongly Agree	13	13.0
Total	**100**	**100.0**
I can use geography information system (GIS) for obtaining geographical data:		
Strongly Disagree	14	14.0
Disagree	25	25.0
Neutral	20	20.0
Agree	6	6.0
Strongly Agree	35	35.0
Total	**100**	**100.0**

Table 4: Influence of Entrepreneurial Training on the Hard Skills of Nigerian Youths in the Quest to Promote Economic Activities in Rural Areas
Source: Research's Database, (2023).

Table 4, provides valuable insights into the attitudes and experiences of agricultural experts about the use of automated tools and equipment. Worthily, a significant majority of respondents, namely 61%, had a strong belief in the ease of use associated with mechanical harvesters. This finding suggests a high level of familiarity and proficiency among the respondents in operating and using this particular agricultural equipment. Based on field survey data on farmers, the work of (Peng et al., 2022) indicated a significant positive influence on the cost, output value, income and crops'

return rate, with the usage of mechanized machines. (Hasan et al., 2020) didn't dispute this result as the authors' work further indicated enhancement of agricultural production through mechanized harvesting. However, a significant proportion of respondents (56%) expressed partial agreement and firm agreement about the ease of operating a seed drill, indicating that the training they received was relatively adequate and equipped them for this task. However, this corresponds to the inquiry of (Kumara et al., 2021). On another terrain, the stride of (Noor et al., 2019) indicated higher yields with the usage of the seed drill. It is further implored that agribusiness farmers should leverage other platforms to enhance the comprehensive ease of operating the seed drill.

A significant majority of respondents, namely 59%, expressed strong disagreement and moderate disagreement with the notion that fixing farm generators is a simple task. This implies how technical repairing the generator is. This finding aligns with the reality in the world of generators and their maintenance. In contrast, a majority of 91% of respondents expressed scarce agreement or strong agreement with the notion that repairing factory electrical products was a straightforward task. This was relayed to be difficult by (Moerman, 2023). This is an indication that certain appliances and hardware aren't what a layman can easily handle and repair. The findings of the study also denote that 77% of participants expressed agreement or strong agreement with the notion that operating a mower is challenging. This corresponds with the stride of (Kirubha et al., 2020) which highlighted the difficulty in usage. This was further stressed by (Okafor, 2019). An expected 87% of participants exhibited trust in their aptitude not being able to repair a farm vehicle. This means the entrepreneurial training received is not in line with the farm van, as such their prowess is depleted in that circle. However, it is noted that this is an affair of apprenticeship rather than short-time training. The use of drones in agricultural practices and the implementation of Geographic Information Systems (GIS) for geographical data analysis were reported to be challenging by 62% of the participants partially and strongly. In reality, the majority of the upgraded drones used in farms are user-friendly. The findings of the study indicate that different types of agricultural equipment and technology exhibit varying levels of usability, hence emphasizing the need for targeted training and support to further enhance agribusiness practices for economic prosperity.

Hypothesis Testing

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.680[a]	3	.021
Likelihood Ratio	8.994	3	.029
Linear-by-Linear Association	7.144	1	.008
N of Valid Cases	100		

a. 3 cells (37.5%) have an expected count of less than 5. The minimum expected count is 1.80.

Table 5: Cross Tabulation: Chi-Square Test of Association

Table 5 depicts the test of association between business nature by employees and critical thinking as a way to solve agribusiness problems. The results shows a significant association between the two variables with *p-value* = 0.021 which is less than the chosen degree of freedom (α= 0.05), that is *p-value* < 0.05. This is mathematically represented by ($X^2(2) <= 9.680$, $p = 0.021$). Therefore, the null hypothesis Ho_1 will be rejected and accept the alternative hypothesis H_1. This means there is a significant association between the number of employees and thinking critically as a means to solve the collective problem of agribusiness due to the structured learning of entrepreneurial training received. The implication is that, whenever fundamental or surface problems emerge, the collective critical thinking of the employees will be an added advantage in utilizing creative thinking to solve the compelling problem at hand. Thus, the opportunity of mastery the problem-solving skills arises.

CONCLUSION AND RECOMMENDATIONS

Based on the analyzed results, the study concludes that the series of entrepreneurial training received by the youths in agribusiness has upskilled their employability, however, the resilience strategy is depleted. To a greater extent, the identified soft skills have been able to promote the economic activities of Nigerian youths in rural areas due to the entrepreneurial pieces of training received. Furthermore, entrepreneurial training on hard skills has relatively influenced the economic activities in rural areas despite the technicality in the nature of hard equipment and tools being used by the youths in agribusiness.

It therefore recommends that further training is still needed for the survival and resilience of the agribusinesses. The youth in agribusiness should continue to leverage the prowess of soft skills for the advancement of their employability skills. The agribusiness farmers should leverage other platforms to enhance the comprehensive ease of operating the seed drill, mower and other tools to reduce the cost of production and inject the available funds into further economic activities.

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