

Original Research Article

Sustained utilisation of skill set: assessing ex-agripreneurial trainees of agricultural school programme in Osun State, Nigeria

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Abstract

Charitable organisations complement government efforts in training young Nigerians in sustainable agricultural practices. A potent means of assessing the effectiveness of this training outlet/effort is the assessment of the sustained utilisation of the skill set acquired by its ex-agripreneurial trainees. A multistage sampling procedure was used to capture sample subjects. The last five sets of ex-trainees were purposively and proportionately sampled, this gave a sample size of 97. Both quantitative and qualitative data were elicited from the sample subjects. The majority (74.2%) of the ex-trainees were male, middle-aged (38 years), made a net average monthly income of ₦ 46,618, and had an appreciable length of experience (11 years) as agripreneurs. The results of this study were as follows: training on the skill set received by the ex-agripreneurial trainees was effective (75.3%). Inadequate finance ($\bar{x} = 3.0$), economic instability ($\bar{x} = 2.40$) and poor state of infrastructure ($\bar{x} = 2.23$) were prominent among constraints associated with sustained utilisation of the skill set acquired. Enthusiasm about my enterprise ($\bar{x} = 1.72$) was the attribute of an agripreneur possessed most. Sustained utilisation of skill set was high (61.9%). A significant relationship was established between household size ($r = 0.456$), net average monthly income ($r = 0.537$), years of experience as an agripreneur ($r = 0.509$), perceived effectiveness of training received ($r = 0.380$), attributes of an entrepreneur possessed ($r = 0.380$), and sustained utilisation of skill set acquired. The study recommends that the training modules/templates are sustained and adapted by other training outlets/efforts owing to their effectiveness and the sustainability potentials it confers.

Keywords: Education; training; effectiveness; attributes; start-up; constraints

INTRODUCTION

The Agriculture sector has the potential to be the industrial and economic foundation from which Nigeria's development can take off. Indeed more often than not, agricultural activities are usually concentrated in the less developed rural areas where there is a serious need for rural transformation, redistribution, poverty alleviation, and socio-economic development (Stewart, 2000). The empirical studies of Bosire and

Nzaramba (2013) and Abdul (2018) affirmed that the development of entrepreneurial skills could serve as a measure for improving the self-reliance of startups and established entrepreneurs. Similarly, Coric et al. (2010) claimed that entrepreneurs' success depends on the connection of crucial entrepreneurial skills for starting businesses, as well as the survival and development in their early years. Additionally, the research of Undiayandeye (2015) identified a lack of

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entrepreneurial skills among graduates which have resulted in failed entrepreneurial journey of business owners. Mamabolo et al. (2017) concluded that start-up skills are necessary to identify and exploit business opportunities. Loué and Baronet (2012), and Wasdani and Mathew (2014) attested that start-up skills include opportunity recognition and exploitation, calculated risk-taking, innovation, environmental scanning, and planning the growth of the business.

The Leventis Foundation Nigeria (LFN) is a prime mover in the preservation of natural resources in cooperation with the Nigerian conservation foundation. In brief, one of the foundation's active areas is the Agricultural School Programme. This programme started in 1987 with the inauguration of two schools, one at Ilesha in Osun State and another at Dogon Dawa in Kano State. Its vision has been to attract youths into agriculture as well as train and support them to adopt improved, eco-friendly farming practices, and technology aimed at reducing drudgery while improving the national food basket and ensuring an enhanced sustainable livelihood for farming families. The LFN runs a training programme, the school emphasises sustainability of production systems and entrepreneurial skills acquisition which is anchored on crop production and agro-forestry, livestock production, rural enterprise development, and agricultural engineering (LFN, 2007). However, on a large scale, conscious efforts have not been potentially directed by non-governmental organisations at honing the skill set of potential agripreneurs in Nigeria.

Ex-agripreneurial trainee under the Agricultural School Programme refers to individuals who received capacity building on improving their means of production and increasing market engagements in agriculture-related enterprises. The capacity building is to enable them to acquire the necessary skill set with a view to further commercialise their products and compete favourably amid market forces. The skill set is a collection of requisite and relevant expertise and abilities that can be applied in the course of executing their enterprise activities. The skill set was received along the value chain of the following agricultural production enterprises and activities; arable and tree crop production, beekeeping and apiary, snailery, animal husbandry, fish farming, and marketing. Acknowledging that there are several challenges linked to poor utilisation of the skill set acquired by trainees, the need to uphold the productive use of knowledge acquired guarantees success in entrepreneurship. The concept of sustained utilisation refers to putting the skill set acquired during capacity building endeavour to

continuous use. It further implies deploying all that was acquired in the course of the training to persistent use in solving enterprise-related challenges.

Furthermore, skill set matching to a certain profession, skill set enhancement to further your career progression, and skill set utilisation can be hindered by many factors. Key challenges militating against young agricultural entrepreneurs in Nigeria comprise lack of finance; most youths do not have the capital or fund to utilise the entrepreneurial skill set acquired during training which has reduced the productivity of agriculture in Nigeria.

Innovativeness and the ability to bear risks are also acknowledged as important soft skills needed to drive sustained utilisation of skill sets among entrepreneurs. Deploying these soft skills as entrepreneurs to productive use in their agriculture-related enterprises and along their respective value chains will have far-reaching effects on the economic outlook of their enterprises. The cumulative effect of this will lead to the growth of the agricultural sector, with increased contribution to the Gross Domestic Product (GDP) of the country as is its long-term effect.

This study, therefore, examined the sustained utilisation of skill set by ex-agripreneurial trainees of the agricultural school programme in Osun State with the following specific objectives:

1. describe the socio-demographic characteristics of the ex-agripreneurial trainees;
2. ascertain the effectiveness of the training received by the ex-agripreneurial trainees;
3. identify the constraints associated with sustained utilisation of skill set by the ex-agripreneurial trainees;
4. identify the attributes of an entrepreneur possessed by the ex-agripreneurial trainees; and
5. determine the sustained utilisation of the skill set by the ex-agripreneurial trainees.

Hypotheses of the study:

- a) there is no significant relationship between the socio-demographic characteristics of the respondents and sustained utilisation of skill set by ex-agripreneurial trainees;
- b) there is no significant relationship between the effectiveness of training received and sustained utilisation of skill set by ex-agripreneurial trainees;
- c) there is no significant relationship between attributes of an entrepreneur possessed by an ex-agripreneurial trainee and sustained utilisation of skill set by ex-agripreneurial trainees.

MATERIALS AND METHODS

The area of study

The study was carried out in Osun state Nigeria. The Agricultural School Programme is located in Ilesha, one of the prominent cities in the state. Its facilities cover 236 hectares of farmland. The area is 360–400 m above sea level in an agroecological zone characterised by a typically tropical climate with prominent wet and dry seasons with fertile soils which encourages the growth of crops and livestock. It is also characterised by a sloping topography and hydromorphic valley bottom soils typical of most of the southern part of Nigeria (LFN, 2007). The annual rainfall varies between 1200 and 2000 mm during the bi-modal period from March to November allowing for two cropping seasons. The inhabitants of the state are mostly farmers predominantly producing maize, yams, cassava, cowpea, and cocoyam as arable crops and oil palm, kola, and cocoa as cash crops.

Selection of sample subjects

The population of the study consists of all ex-trainees that participated in the Agricultural School Programme in Osun State in the last five years (2014–2018). A two-stage sampling method was used to sample respondents. The first stage involved a purposive sampling of the ex-trainees in the last five years; because they were trained with the same module, the second stage involved the proportionate sampling of 30 percent of the respondents from each set (year), resulting in a total of 97 respondents.

Measurement of variables

The effectiveness of the training received was assessed by presenting the ex-trainees with a set of activities they were trained on, under each sub-component. This was principal to ascertain the extent to which knowledge assessed was useful, it also reflects the extent to which they deploy the training deliverables to productive use. Response options of not effective, effective, and very effective were presented and assigned scores of 0, 1, and 2, respectively. Using the mean of the aggregate scores, effectiveness was categorised as effective or not effective. Constraints associated with sustained utilisation of the skill set were assessed by presenting respondents with a set of constraints identified from which they indicated severity. Constraints are apparent or perceived barriers that militate against the effective and efficient utilisation of the skill set acquired. They include humans, operating economic environment, government policy, etc. Response options of not severe, mildly severe, severe, and very severe, with scores of 0,

1, 2, and 3 assigned, respectively. Identified attributes of entrepreneurs were presented to the respondents from which they indicated possession. These attributes are established features and characteristics of an entrepreneur that ought to be possessed by the trainees. They are established soft skills that have an indirect impact on the outcome of the enterprise. Possession was operationalised as does not possess, partially possess, and fully possess with scores of 0, 1, and 2, respectively. The sustained utilisation of the skill set was assessed by presenting the ex-trainees with a set of activities they were trained on, under each sub-component. This is establishing the extent to which they are still deploying the deliverables training assessments to productive use in their respective enterprises. Response options of not utilised, partially utilised, and fully utilised and assigned scores of 0, 1, and 2, respectively. Using the mean of the aggregate scores, the effectiveness of training received by ex-agripreneurial trainees and sustained utilisation of skill set was categorised as high or low. Data were collected using a questionnaire and analysed with descriptive (frequency, percentage, means) and inferential (Pearson Product Moment Correlation) statistics at $p = 0.05$.

RESULTS AND DISCUSSION

Socio-demographic characteristics of the ex-agripreneurial trainees

Table 1 reveals that the majority (74.2%) of the respondents were male. The preponderance of male participants in the program may be a result of the labour demand attached to becoming a successful agripreneur when compared to other entrepreneurial activities; this is in tandem with findings of Adeloje et al. (2020). An appreciable proportion of them (56.7%) had tertiary education, whereas 18.6 % and 6.2 % represented respondents that had secondary school and primary school education, respectively. Their possession of formal education will prompt their inquisitiveness, and equip them to take initiative and explore opportunities in line with their endeavour. The respondents' average age was 38 ± 12.58 years, this depicts that the respondents are young, hence they have the strength to cope with the rigour associated with the job of an agripreneur.

A notable proportion of the respondents (57.7%) were married. This status comes with its financial demands; hence the respondents were likely to put the skill set acquired to productive use. Utilising these skill sets will enable them to make remunerative income from their enterprise to attend to the financial demands

Table 1. Socio-demographic characteristics of ex-agripreneural trainees

Variables	Frequency (percentage)	Mean and standard deviation
Sex		
Male	72 (74.2)	
Female	25 (25.8)	
Educational attainment		
Non-formal education	18 (18.6)	
Primary school education	6 (6.2)	
Secondary school education	18 (18.6)	
Tertiary education	55 (56.7)	
Age (years)		
22–35	56 (57.7)	38 ± 12.58
36–49	41 (42.3)	
Marital status		
Single	41 (42.3)	
Married	56 (57.7)	
Household size		
2–3	21 (21.6)	5 ± 1.38
4–5	49 (50.5)	
6–7	27 (27.8)	
Average net monthly income (₦)		
15,000–45,000	65 (67.0)	46,618.56 ± 29,648.09
46,000–76,000	11 (11.3)	
77,000–100,000	21 (21.6)	
Years of experience as an agripreneur		
5–16	79 (81.4)	11 ± 5.64
17–27	18 (18.6)	

Source: Field Survey, 2020.

re attached to their status. With an average household size of 5 ± 1.4 persons, the respondents had a fairly large number of persons to cater for in their household. Hence utilising the skill set received will further enable them to boost their enterprise activities in finance to cater for their household demands.

In addition, results in Table 1 reveal that respondents earned ₦46,618.56k ± 29,648.56k as average net monthly income. This suggests that they make remunerative income from their enterprise activities, with this value the ex-trainees earn above the national minimum wage, depicting that engaging in agricultural enterprises is worthwhile. This value also suggests that the ex-trainees are deploying the skill set acquired from the Agricultural school programme to productive use. With an average of 11 ± 5.64 years of experience as an entrepreneur, it depicts that the respondents are not novices in their respective enterprises. Having this length of experience they have had a fair share of the dynamics of their enterprises. Hence they will conveniently bring their wealth of experience to bear in the course of utilising the skill set acquired in their individual agripreneural endeavor.

Effectiveness of training received by ex-agripreneural trainee

The result in Figure 1 reveals that after the categorisation of respondents a significant proportion (75.3%) of the respondents adjudged the training as effective. This response implies that the respondents found the training useful and were able to put the skill set acquired to productive use. It further suggests that the training received from the Agricultural school programme was applied to solving the myriads of challenges they routinely face as agripreneurs under their specific enterprises. This view is also shared by Innih and Dimelu (2013) that if the beneficiaries of development interventions are empowered to the point that virtually all responsibility for sub-project selection, implementation, and supervision is transferred to them, the beneficiaries gain discretion over their development decisions. This further establishes that through the training they acquired requisite skills under the value chain component of the enterprise they were trained on and were sufficiently equipped to deploy training received to productive use in their respective enterprises. This position is in tandem with the findings

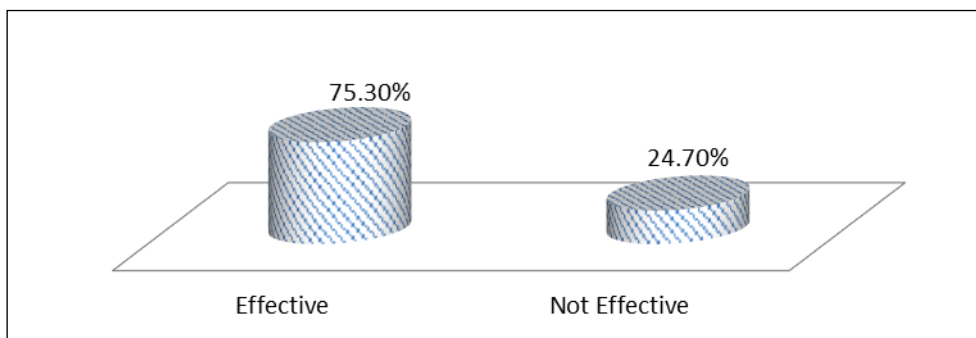


Figure 1. Effectiveness of training received by ex-agripreneural trainees
Source: Field Survey, 2020.

of Osei et al. (2013) that farmer training is conducted with the view of changing their behaviour/improving performance through the acquisition of improved knowledge, improved skills, and positive changes in attitude and aspirations.

Constraints associated with sustained utilisation of skill set by ex-agripreneural trainees

The result in Table 2 identifies inadequate finance ($\bar{x} = 3.0$), economic instability ($\bar{x} = 2.40$), poor state of infrastructure ($\bar{x} = 2.23$), and difficulty in securing loan to sustain and expand enterprise ($\bar{x} = 2.14$) as prominent among constraints associated with the utilisation of entrepreneurial skill set. To conveniently utilise skill set finance is needed to purchase start-up kits, acquire work station, pay for labour and other ancillary services associated with starting, expanding, and sustaining their enterprise. This view is also consistent with the report of Hussain and Yaqub (2010) that access to finance is the most important constraint during the start-up phase of entrepreneurs. It is observed that with economic instability monetary policies and other economic indices of the business climate are largely not stable, hence agripreneurs find it difficult to make projections concerning their enterprise. It is noted

that ideally, entrepreneurs seek for loans to sustain and expand the scale of their agribusiness. However, a common attribute attached to securing a loan includes the following but is not limited to huge collateral requirements, bureaucracies, untimely disbursement of funds, and constraining conditions attached to repayment among others; these inhibit the sustained utilisation of skill set acquired.

The poor state of infrastructure which includes motorable roads, electricity supply, internet, and other infrastructure that contribute to ensuring ease of starting and running a business are in poor state. Although willing and equipped these constraining conditions and circumstances around initiating and sustaining agribusinesses affect the utilisation of skill set. This view is consistent with Chu et al. (2008) who opined that Nigerian entrepreneurs consider access to electricity, unsafe location, high real estate prices, bad roads and water shortage as their major constraints. Also identified as constraints are political instability ($\bar{x} = 1.92$) and policy inconsistency by government/agencies of government ($\bar{x} = 1.72$). With an unstable political climate and policy inconsistencies, activities relating to doing business (registration of business, land titles and other documentation) are not static, thus suggesting

Table 2. Constraints associated with sustained utilisation of skill set by ex-agripreneural trainees

Constraints	Weighted mean
Inadequate finance	3.0*
Difficulty in securing loans to sustain and expand enterprise	2.14*
Poor state of infrastructure	2.23*
Political instability	1.92*
Policy inconsistency by government /agencies of government	1.72*
Lack of friendly insurance policy	1.34
Inadequately skilled manpower along the business value chain	1.13
Economic instability	2.40*
Marketing challenges	1.66
Grand mean	17.54

* Constraints associated with sustained utilisation of skill set by ex-agripreneural trainees
Source: Field Survey, 2020.

Table 3. Attributes of an entrepreneur possessed by ex-agripreneural trainees

Attributes of entrepreneur possessed by ex-agripreneural trainees	Weighted mean	Rank
Ability to accomplish goals in the midst of challenges	1.60	3 rd
Ability to get back to business after a setback	1.24	8 th
Ability to take risks in a bid to accomplish an endeavour	1.39	6 th
Having the willingness to improve output	1.26	7 th
Enthusiasm about enterprise	1.72	1 st
Ability to forecast and make basic business decisions	1.44	5 th
Ability to develop innovative ideas	1.50	4 th
Ability to identify market demands and target them	1.65	2 nd

Source: Field Survey, 2020.

that the business climate is not friendly as it relates to this, hence the sustained utilisation of skill set acquired by ex-trainees is slowed down and may become static at some point.

Attributes of an entrepreneur possessed by ex-agripreneural trainees

Statistics as revealed in Table 3 give credence to “enthusiasm about enterprise” ($\bar{x} = 1.72$), the ability to identify market demands and target them ($\bar{x} = 1.65$), the ability to accomplish goals in the midst of challenges ($\bar{x} = 1.60$) and ability to develop innovative ideas ($\bar{x} = 1.50$) as most prominent attributes of an entrepreneur possessed by the respondents. It is believed that with increased passion for their enterprise the ex-trainees are better positioned to give more attention and resources (physical, material and financial) enterprise in a bid to achieve success in their chosen enterprise. The possession of the ability to identify market demands will ensure that there is a readily available market to serve as off-take for their produce at remunerative prices. It is appreciated that the trainees are not a novice in the enterprise; hence, they would have had the need to make use of this attribute to keep the enterprise afloat in the midst of their challenges. Sjoberg (2000) also asserts that the level of people’s familiarity with an activity defines their tolerance or averseness of risk associated with that activity.

The ability to sustain their enterprises in the midst of challenges is acknowledged as one of the driving forces to sustaining their enterprise activities in the present business climate with so much fluctuation relating to cash flows. It is only through the possession of this attribute that the ex-trainees muster resilience in the midst of the myriad of challenges affecting their enterprise along the value chain. This view is consistent with Chell (2013) that risk propensity which is known as an entrepreneurial trait or personality characteristic can be regarded as a skill. It is acknowledged that their ability to develop innovative ideas will ensure that they deploy modern information and communication

technologies and digital facilities at giving their enterprise activities sufficient visibility, hence enabling them to remain globally competitive and relevant.

Sustained utilisation of skill set acquired by ex-agripreneural trainees

The data shown in Table 4 assert that under the nursery management ($\bar{x} = 2.88$), weeding/using of herbicides ($\bar{x} = 1.69$), fertiliser application and harvesting techniques ($\bar{x} = 1.63$) were the skill sets utilised most under the arable/tree crop subcomponent. It is believed that the role of these components in enhancing economic prominence and enhancing commercial agriculture cannot be downplayed. These could have been responsible for the utilisation of these activities compared to others under this sub-component. Under the bee keeping and apiary sub-component swarm capturing ($\bar{x} = 0.39$) was most prominent among the skill set utilised. It is appreciated that this acts as the foundation upon which other activities hinge, hence could have been the reason for its prominent utilisation. Skill set on feeding of snails ($\bar{x} = 0.79$), housing ($\bar{x} = 0.74$) and stock selection ($\bar{x} = 0.50$) were prominently utilised when compared to other activities under snailery sub-component. With this enterprise recently gaining relevance as a complementary source of income for farmers, this set of activities may be considered prime to the success of the venture when compared to other activities under this sub-component hence its utilisation. Housing requirements ($\bar{x} = 1.01$), routine management practices and feed compounding ($\bar{x} = 0.88$) were prominent under the skill set utilised under the animal husbandry subcomponent. It is observed that these activities form the core of their enterprise, hence the sustained utilisation of these skill sets as it is guarantee that they will make remunerative income from this enterprise, It is further acknowledged that the ex-agripreneural trainees will sustain the utilisation of these skill set as a result of an increase in productivity experienced and income-generating capacities developed.

Table 4. Sustained utilisation of skill set acquired by ex-agripreneur trainees

Training sub-component	Weighted mean	Rank
Arable/Tree crop production		
Nursery management	2.88	1 st
Irrigation and drainage	1.38	6 th
Fertiliser application	1.64	3 rd
Disease and pest control	1.45	5 th
Weeding/use of herbicides	1.69	2 nd
Harvesting	1.63	4 th
Beekeeping and apiary		
Swarm capturing	0.39	1 st
Hive system	0.03	2 nd
Introducing bees to their habitat	0.03	2 nd
Hive management	0.03	2 nd
Harvesting honey from the hive	0.03	2 nd
Snailery		
Stock selection	0.50	3 rd
Housing	0.74	2 nd
Feeding of snails	0.79	1 st
Incubation of eggs	0.35	4 th
Hatching	0.35	4 th
Animal Husbandry		
Housing requirements	1.01	1 st
Routine management practices	0.90	2 nd
Medication and vaccination	0.75	4 th
Feeding	0.88	3 rd
Fish farming		
Site selection and pond construction	0.96	2 nd
General pond management	1.09	1 st
Selection of broodstock	0.81	5 th
Production of fingerlings	0.94	3 rd
Feed formulation and feeding regime	0.94	3 rd
Marketing		
Price adjustment of farm produce	1.64	1 st
Customers sourcing	1.52	3 rd
Packaging and branding of farm produce	1.56	2 nd

Source: Field Survey, 2020.

General pond management ($\bar{x} = 1.09$), site selection and pond construction ($\bar{x} = 0.94$), production of fingerlings ($\bar{x} = 0.94$), and feed formulation and feeding regime ($\bar{x} = 0.94$) were activities prominently utilised under this sub-component. It is observed that these activities are necessary to ensure successful take off and sustenance of their enterprise. It is worth to mention that the utilisation of these skills set (production of fingerlings, feed formulation and feeding regime) will reduce the cost of production and can serve as alternative source of income for the agripreneur aside fish production. This finding corroborates Food and Agriculture Organization FAO (2014) that if responsibly

developed and practiced, aquaculture can generate lasting benefits for global food security and economic growth. Under the marketing sub-component pricing and price adjustment of farm produce ($\bar{x} = 1.64$) was utilised most, the utilisation of this skill set could be partly due to the need to make remunerative income from the sale of their produce and enable them to keep on par with the price label given to the same produce by other agripreneurs. Packaging and branding of farm produce ($\bar{x} = 1.56$), and customers sourcing ($\bar{x} = 1.52$) were also utilised. It is noticed that the utilisation of these skill sets will be useful along the value chain, hence encouraging the sale of their produce.

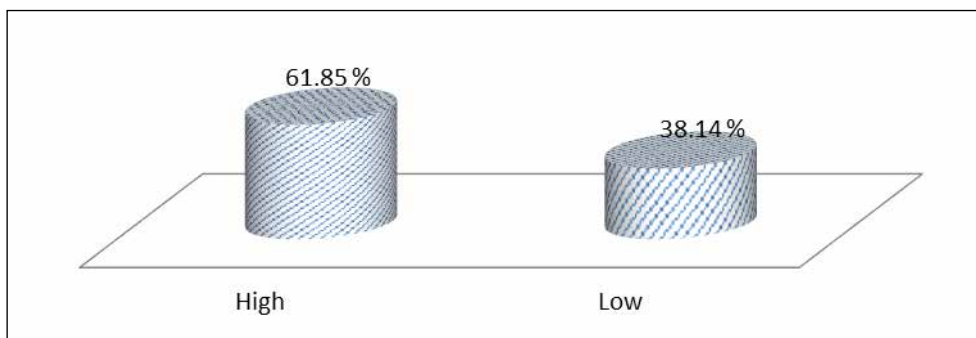


Figure 2. Categorisation of sustained utilisation of skill set acquired by ex-agripreneurial trainees
Source: Field Survey, 2020.

Categorisation of sustained utilisation of skill set acquired by ex-agripreneurial trainees

The result in Figure 2 shows that a notable proportion (61.85%) of the respondents adjudged the utilisation of entrepreneurial skill set as high. This portrays that the respondents are conveniently putting the training received to use. It can also be deduced that they are finding the skill set practically relevant to their entrepreneurial endeavour. Suffice to say that the mandate of the establishment has been achieved with the sustained utilisation of the skill set by ex-agripreneurial trainees.

Relationship between causal variables and sustained utilisation of skill by ex-agripreneurial trainees

The result in Table 5 reveals that a significant relationship existed between household size ($r = 0.456$) and utilisation of skill set by ex-agripreneurial trainees, average net monthly income ($r = 0.537$) and utilisation of skill set by ex-agripreneurial trainees, years of experience as an entrepreneur ($r = 0.509$) and utilisation of skill set by ex-agripreneurial trainees. This infers that with an increase in the household size, the respondents will be more predisposed to utilising these skill sets, this is in a bid further sustain their income-generating activities and cater for their household. With an increase in their average net monthly income the ex-trainees will further deploy their skill set to use to sustain income generation from their enterprise. The relationship between their years of experience as an agripreneur

and the utilisation of skill set is premised on the fact that based on the length of experience as an agripreneur, they found these skill sets useful, hence put them to productive use.

A significant relationship also exists among effectiveness of training received ($r = 0.314$), attributes of an entrepreneur possessed ($r = 0.380$), and utilisation of the skill set by ex-agripreneurial trainees. This establishes that with effective training received respondents will be able to sustainably utilise their skill set to improve their livelihood. Nakano et al. (2018) opined agricultural training is a potentially effective method to diffuse relevant new technologies to increase productivity and alleviate rural poverty. The possession of the attributes of an entrepreneur will further spur the respondents to defy the odds associated with their enterprises and still utilise their skill set.

CONCLUSION

The study concludes that bulk of the ex-agripreneurial trainees were male, middle-aged, married, made remunerative income from their enterprise and had considerable years of experience as agripreneurs. Training received by the ex-agripreneurial trainees was effective. Inadequate finance, economic instability, the poor state of infrastructure and difficulty in securing loans to sustain and expand their enterprise were prominent among constraints associated with the utilisation of skill set. Attributes of an entrepreneur possessed by the ex-agripreneurial trainees include

Table 5. Relationship between causal variables and sustained utilisation of a skill set

Variable	R	P
Household size	0.456	0.000
Average net monthly income	0.537	0.000
Years of experience as an agripreneur	0.509	0.000
Effectiveness of training received	0.314	0.002
Attributes of entrepreneur possessed by ex-agripreneurial trainees	0.380	0.000

Source: Field Survey, 2020

enthusiasm about enterprise, ability to identify market demand and target them and ability to accomplish goals in the midst of challenges. It was recorded that utilisation of skill set by the ex-agripreneurs was high. A significant relationship existed among household size, average net monthly income, years of experience as an agripreneur, effectiveness of training received, attributes of an entrepreneur possessed, and utilisation of skill set. It is recommended that this training module/template be sustained and adapted by other training outlets. Profiling of prospective trainees should also be carried out. This is to ascertain that they have reasonable years of experience as agripreneurs; this should serve as an admission criterion.

CONFLICT OF INTEREST

The authors declared no conflicts of interest with respect to the research, authorship, and publication of this article.

ETHICAL COMPLIANCE

The authors have followed ethical standards in conducting the research and preparing the manuscript.

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Received: February 10, 2022

Accepted: November 12, 2022