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Perceived Impact of Empowerment through Agricultural Entrepreneurship among Nigerian Graduate Youth

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Abstract

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M.Phil., Walden University, 2020

MS, University of Benin, 1998

BS, Ahmadu Bello University, 1980

Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

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Abstract

Youth unemployment is a concern in the developing world due to lack of industries to absorb youth. This gemeric qualitative study involved exploring Nigerian graduates of entrepreneurship training in agriculture and their empowerment experiences involving pursuing a related career. The study centered on elimination of poverty from an interdisciplinary perspective. The critical social theory and resilience theory were used as conceptual frameworks. The study included 10 trainee interviews via convenience sampling who worked on an agricultural farm and involved obtaining open-ended data concerning their experiences. Data analysis in the study involved a manual process and Microsoft word was used for its imputation. Interviews used in the study generated five themes involving feelings of participants : adopting agricultural practice as a business necessity for the non-availability of white-collar jobs, involvement in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices, stakeholders' experiences could provide tangible outcomes, human and social service practices are not used but desirable, and the success of youth involvement in agribusiness was not only about income generation. This study gives human and social services practitioners in Nigeria information to comprehend their activities to provide advocacy counseling, social action, and social justice. The social change inference offers scholars with a greater understanding of human services administrators and educators in the provision of skill identification and competency-building designs in Nigeria to enact social change involving university graduates with a ripple effect on community development.

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Dedication

I wish to dedicate this research project to my late mother and father for the untiring support they gave me when I was young and for the spirit of hard work and determination they bestowed upon me throughout my school days. The essence of courage to take up significant tasks that I learned from them remains with me and keeps me going.

Acknowledgments

I like to express my profound gratitude to God almighty for giving me the grace to complete this work. Secondly, I thank my Chairperson and mentor, Dr. Nathan Moran, and Dr. Douglas McCoy, my second Committee member, for their tremendous support and valuable suggestions during this research work. I also thank Dr. Randy Heinrich, the URR member, for his helpful and insightful comments, which went a long way to shape this dissertation. I have to thank my family members and friends for the support they gave to me during my pursuit of this degree and reach my goal of completing the Ph. D. dissertation journey.

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Chapter 1: Introduction to the Study

Unemployment and extreme poverty in Nigeria may constitute severe problems, and young people might be the most affected in the country. In growing economies, entrepreneurship might be the right way out of poverty for individuals and the larger economy in situations where unemployment is predominant (Asogwa & Dim, 2016; Bilad, 2018). According to the International Labor Organization (n.d), Nigeria's unemployment has been due to "jobless growth" and an embargo on employment from oil and gas companies. Since 2016 the low global oil prices have caused a recession in the country, which has been a major contributing factor to the job losses in the downstream sector of the oil companies (Bandura & Hammond, 2018). According to Bandura and Hammond (2018), the country "has been dependent on commodities, primarily crude oil, without proper economic diversification." (p.4). The desire to examine the diversification process of the economy from an oil-driven economy that would tackle the social problem of youth unemployment has become necessary at the moment due to the adverse effects of poverty in the country.

Examining the social problem to support social justice in Nigeria as it affects increasingly unemployed university graduates might provide insights for social work administration, human services, advocacy, and community organization professionals. Those multifaceted disciplines would serve as catalysts of change in fostering economic diversification, which could relieve the unemployed youth. The youth in Nigeria are future leaders, and the responsibility for nation-building in Nigeria lies with them as pillars of the workforce (Ayinde et al.2016). Therefore, there may be a need to revamp the agricultural sector, which hitherto had remained at the subsistence level of social and economic development. Agriculture remains a most critical economic base for

Nigeria and most of sub-Saharan Africa, and the Nigerian economy in particular. It provides the means of living for about 70% of the youth population, who are the most active, and reside in rural areas (Ayinde et al., 2016; Losch, 2016). Revamping the agricultural sector by engaging the unemployed youth in agribusinesses could help in job creation and alleviating poverty in Nigeria. Social workers and human service professionals could improve the lives of increasingly more people if they obtain practical knowledge from experiences through understanding the marginalized people they target to help (Ratts et al., 2016). That might be impossible in light of the non-availability of information. Robert and Woods (2005) said social entrepreneurship construction drives transformative positive social change. Ratts et al. (2016) said intervention services that will bring improvement to community members might include advocating and sponsorship potentials alongside the development of competency skills of the concerned professionals to manage intervention programs with professional leadership. These could be unattainable without research that aimed to capture factors and experiences of Nigerian graduate youth participating in the agriculture entrepreneurship program to make a career out of the incident.

Background

According to Shier & Handy(2016) and Zimmer (2015), nonprofits take up social problems arising from government cutbacks due to rising poverty and social vices like kidnapping, armed robbery, prostitution, and religious radicalism. Young individuals constitute most of the population (Adullahi et al., 2016; Ayebameru, 2017; Ayinde et al., 2016; Wayas et al., 2019). As a result, studies on social problems are necessary to understand how to solve problems associated with vulnerable youth who are architects of social vices in Nigeria. According to the

Armed Conflict Location and Event Data Project, the estimated number of Nigerians that were

kidnapped in 2021 was 3,000, and diplomatic sources provide a higher figure of 500 people per

month (The Guardian, n.d). Ugwuoke et al. (2020) described the situation of armed robbery attack

vices as "Nigerians are being held hostage by a generation of angry and frustrated youths who are

prepared to take their [own] pound of flesh from Nigerians." (p.131). Ebiziem et al. (2020) said

34% of youth between 15 and 34 were unemployed in the third quarter of 2018, which could

explain the reasons behind those vices in Nigeria.

Contrarily, Wayas et al. (2019) said corruption among Nigeria's leadership could be the

reason behind the increase in crimes and subsequent unemployment numbers in Nigeria, which

could be the cause of degradation of necessary infrastructures and neglect of Nigeria's

agricultural sector (p. 568). Machinko and Sayeed (2019) said innovation could be a strategy that

might combat unemployment. From the scenario outlined, drivers of initiatives by governments

and organizations could be the solution in aiding young people in adopting farming as a business

to bring about social change (Ayinde et al., 2016; Nyabam & Asuelimen, 2018).

Involving youth in agriculture via the International Institute of Tropical Agriculture

(IITA), Songhai Delta Farms, and other similar farm institutes might provide the leeway that

authorities require in solving the problem in Nigeria but for the critical need for starter packages.

Fawole and Ozkan (2017) said although unemployment and skill acquisition might be the main

reason for the youth involvement in agriculture, schooling was the reason behind their resolve to

take up the challenge. Additionally, Nafiu (2018) said despite the entrepreneurial pull factor and

passion for youth use of opportunities to solve unemployment problems, there might still be

problems for initiatives to yield dividends in terms of poverty reduction. These gaps in literature

call for further research. This study involved Nigerian graduate youths' characteristic experiences involving entrepreneurship training in agriculture to support their career choice in the absence of white-collar employment. It complements the efforts of human and social services professionals in terms of acquiring desired information that could help in programming services and improvements for the wellbeing of youth and other community members.

Problem Statement

There are problems concerning youth unemployment in the developing world due to a lack of industries to absorb growing youth populations. Okafor et al. (2017) said the total unemployment and underemployment rate for Nigerians between 15 and 24 was 63% during the third quarter of 2017. The United States unemployment rate was 3.5% in February 2020 (Raifman et al., 2020). Berk (2018) said the unemployment rate among young people is 20% in many developing countries. Arora et al. (2021) said a solution to the problem is social entrepreneurship (SE), which includes but is not limited to business, public administration, labor economics, empowerment, social work, and disadvantaged populations. The thesis of the present study aims to engage social work administrators, experts in advocacy and community organization, and human services in addition to agricultural experts to help understand the unemployment problem and provide solutions through agribusiness training involving university graduates in Nigeria. According to Smith and Murray (2021), social workers could work and learn alongside professionals in other disciplines as part of social work education.

Engaging youth in agriculture might be appropriate for addressing unemployment (Ayinde et al., 2016; Losch, 2016). That is because the agricultural sector remained a critical economic base of Nigeria's economy. .Agricultural entrepreneurship was a way of engaging teeming youth

population leading to notable social change via their empowerment. Information concerning involvement of the active youth population in entrepreneurship training in agriculture as a solution to unemployment was worthy of examination.

The concept of empowerment remained central to to address the unemployment problem. Ibrahim and Alkire (2007) said empowerment is "an intentional and ongoing process centered on the local community, involving mutual dignity, critical reflection, caring and group participation. [T]hrough which people lacking a valid share of resources gain greater access over those resources, though the exercise of [an] increased leverage of power" (p. 382). However, no study examined the perceived impact of empowerment on agricultural entrepreneurship in terms of the growing population of unemployed Nigerian graduate youth. According to the National Bureau of Statistics (2020), the figures for unemployment since 2014 have been on the rise. The latest recorded increase in the unemployment rate statistics had been at nearly 33%, or 0.5 increase over 32.5% in 2021 (Sasu, 2022). Therefore, research to understand factors and processes in agribusiness training programs to address the documented problem involving chosen careers of unemployed youths in Nigeria through oral interviews to understand the problem was necessary at this stage.

Purpose of Study

Woldermichael et al. (2017) said 70% of the population of Africa was dependent on agriculture. Although Woldermichael et al. (2017) reported that regarding all of Africa, the figure applies to Nigeria equally because the report described agriculture as the backbone of Africa, with 70% of its population accounting for the total GDP tallying with the situation in Nigeria (NBS, 2020-2Q). Betcherman and Khan (2018) said in Nigeria, Ghana, Mali, Niger, Malawi, Congo,

and Uganda, the higher the level of one's education, the chances of such an individual not likely to find employment. Machingo and Sayeed (2019) said innovation in agriculture in Africa should include education and training. Smith and Murray (2021) said there was a need for social work practitioners to actively connect with other disciplines to meet the needs of the vulnerable, even if it required that they maintain their independence of practice amid ethical concerns and dilemmas. Human and social service professionals should understand the perspectives of graduates undertaking entrepreneurial training in agriculture via demonstration of their competencies and skills by exposing them to inter-professional education (IPE) for the benefit of their clients.

The core value of social work and human services is to seek and advocate for social justice to improve the lives of community members. Therefore, the study's purpose is to draw the attention of helping professionals to the plight of the target group through multifaceted intervention services. Smith and Murray (2021) said that kind of involvement of practitioners in intervention services is achievable through inter-professional education. I aim to awaken human and social workers in Nigeria to their professional code of ethics that seeks to identify their attention to the vulnerable target groups.The study involved addressing factors and characteristics that Nigerian graduate youth in agricultural enterprises engage in their pursuit to become self-sufficient in the absence of employment.

Research Question

How do Nigerian entrepreneurship training graduates in agriculture describe theirempowerment experiences in the pursuit of a related career?

Theoretical Framework

A theoretical framework is vital in a research study of a scholar because it provides

meaning and gives readers of those works a better understanding and the message the student

wants to convey because it contributes toward the foundation of knowledge of the discipline

(Kivunja, 2018). The social theory involves collaborative community efforts and how those

efforts lead to individual thinking and actions, which connect transformative changes involving

power, justice, and equity (Asakura et al., 2018; Wolf et al., 2017). Deployment of the theory

aims at the distinguishing factors that university graduates in agribusiness training exhibit to

establish themselves from their position of weakness and vulnerability. It explains why human

and social services practitioners need to support their courage and collaborate with them for

success in their chosen careers. That constituted a component for understanding human and social

services professionals in terms of care and vulnerability of their clients.

.The human services professionals understand it falls within their core values to engage in

programs that help in the improvement of the life of community members. Critical social theory

in the study is deployed in a complementary way to resilience theory. In 1930 Alfred Adler

initially used the word courage to symbolize what the theory represents. Thomas and Otis (2010)

said resilience centers on the ability to cope and adapt to bounce back in the face of adversity

when vulnerable individuals face stress factors.

Nature of the Study

The generic qualitative research design was used to understand how participants in the

study perceived themselves and made meaning of their experiences. It was appropriate to address

specific issues that I identified and how participants identified themselves. The generic qualitative research design was used for this study because it was significant to understand how young people experienced entrepreneurship training in agriculture to prepare for a career in that sector. The design was appropriate because it benefits practitioners in terms of interpreting, understanding, and generating knowledge in the human and social services field. Furthermore, it helps social workers and human services professionals make meaning to their clients situation regarding challenges they face to ameliorate suffering during training and subsequent engagement in agribusiness due to large unemployment numbers in Nigeria. The approach seemed appropriate for the present study dart of information that obtains from research. Saldana said that using the basic qualitative Inquiry research method helps the scholar and professional understand the cause, process, and contextual happenings in analyzing and understanding programs and qualitative undertakings to the target individuals (Saldana, 2016). The research method's goal in the present study aimed to obtain and interpret rich data.

The convenience sampling method for this research was appropriate for the study because it involved information-rich experiences that relate to the phenomenon of interest. The convenience sampling method was suitable for the present study because of the proximity of reaching subjects of population. Participants were readily available, with the sample size determined after data saturation. The choice corroborates with snowballing to reach more potential participants to join colleagues as necessary (Leighton et al., 2021). To be eligible for participation, individuals had to be Nigerian university graduates between 18 and 35. Conversation with participants allows for a flexible description of the learning experience in an intervention program.

Definitions

Empowerment: According to Ayebameru (2017), "empowerment is the process by which individuals and communities are enabled to take power and act effectively in gaining greater control, efficacy, and justice in changing their lives and their environment" (p. 30).

Entrepreneurship: Entrepreneurship serves as a viable alternative to combat or overcome povertyAccording to Bilad (2018), "Entrepreneurship is the right choice to improve the life of the economy independently; Whether it's the economy of ourselves personally, [or] even the economy in general in a bigger scope" (p. 224). It is a means to quelling unemployment (Abimbola et al., 2016, p. 122).

Graduate youth: According to Kibiya (2020) graduate youth are "any person whose life lies between the ends of childhood and beginning of adulthood. Youth is seen as anybody who possesses the features of being young, either male or female" (Kibiya, 2020, p.126). In this study, the term refers to Nigerian university graduates in Nigeria and including those ones returning from overseas who are between 18 and 35. The study was conducted in Abuja at acreational park in Kubwa in Nigeria's capital city.According to Ubi (2007), youth is defined as those between 18 and 35 (p. 3).

Social entrepreneurship: The concept concerns helping individuals to improve their lives in their communities through small-scale loans. According to Roberts and Woods (2005), social entrepreneurship is "the construction, evaluation and pursuit for transformative social change carried out by visionary, passionately dedicated individuals" through intervention enterprises whose bottom line of its establishment is not profit but meeting the needs of community members.

Youth agricultural entrepreneurship: According to Roy and Cartnell Thorp (as cited in Machingo & Sayeed, 2019), youth agricultural entrepreneurship is "a commitment that will enable [youth] to provide job opportunities, share knowledge, and serve as models for others in their community, their country and their continent. They see the value and opportunity that exists in the face of challenges across Africa" (p. 205).

Youth unemployment: Phenomenon involving individualsndividuals ranging between 18 and 35 who are not working and have not worked but could be seeking a job.

Assumptions

This study, which involved 10 graduate youth from Nigerian universities' experiences and perspectives regarding entrepreneurship training in agriculture, was necessary to support their choice to take up careers in agribusses in the absence of employment either in services or industrial sector of Nigeria's economic sector. I assumed all participants answered questions honestly and were truthful concerning their responses.

Scope and Delimitations

Amadasun (2019) said the predominance of poverty in Nigeria calls for practitioner education and restrategizing. What could be pertinent are two ideas that dominate notions about resilience: the question of adversity and the adaptability of individuals or community members. The research question involved individuals' knowledge, ability, and aptitude. Graduate youth may be resilient in Nigeria's clime after graduation because of extreme poverty resulting from a

lack of social security or welfare packages. The study involved understanding factors that involve experiences during which professionals use their skills and experiences to help their vulnerable members of the community through intervention services to come out of poverty.

Limitations

Limitations regarding the study included the ability to remain neutral during the research process by not shaping findings in line with the inquirer's biases, which was a significant concern. That was essential due to the difficulty of building a logical agreement concerning the justification of themes originating from participants' perspectives. This research had a limitation involving researcher bias. Avoiding influencing or altering transcriptions of participants' experiences was challenging but achievable only through careful reading, interpretation, and recording. The present study involved re-awakening the helping professionals in Nigeria to the international code of Ethics advocacy values. Practitioners in social work may not remain untouched and watch graduate youths and their plight of unemployment and poverty. Using peers and other research members helped check biases through debriefings as a scholar-practitioner.

Significance

Government policymakers, program managers, agricultural institutes, curriculum producers, financial agencies, and human and social service practitioners in Nigeria providing related services could benefit from the possible results of the study. I sought to explore Nigerian graduates' experiences in agriculture entrepreneurship training and their interest in pursuing related careers. The study could affect nonprofit organizations, particularly farm training centers such as Songhai Farm Training Center and the IITA. Human and social services practitioners providing similar services could learn from strategies they implement for effective practice and

guide the interprofessional education and training process. The voice to point the way to steps towards improving the lives of unemployed youth with no prospect for improving their lives call for social scientific inquiry as advocated.

Summary

The dominance of poverty in Nigeria is due to unemployment. I initiated the study to engage human and social services professionals to understand the unemployment problem and call for a sustainable way of maintaining an intervention program. I used the critical theory and concept of resilience. That gives professionals grounds for aiding the provision of resources to address strengths or challenges and help youth in Nigeria to cope and gain support in their chosen career in agribusiness to improve their lives and the lives of other community members. Chapter 2 discusses literature search strategies, the theoretical framework, and the literature review related to fundamental study concepts.the study.

Chapter 2: Literature Review

Scholarly works concerning the engagement of human and social services professionals alongside other professions to understand the unemployment problem of university graduates in Nigeria seemed lacking. Kibiya (2020) said the growth of agricultural entrepreneurship training to empower youth and their prosperity and community development was necessary for community development and sustainability. The problem called for urgent attention because youth in Nigeria constitute 45% of the overall population, showing the desire for practitioners to orient youth via professional counselors to accept agricultural jobs as prospects while contributing toward food security and national development. Kiselica and Robinson (2001) said change within the individual alone was not adequate. The desire for advocacy and letting youth gain employment and prepare as change agents for poverty alleviation as future leaders might be unattainable if they remain helpless. The solution is helping professionals to wake up to address structurally disadvantaged communities through intervention programs to enhance social justice by creating and supporting agribusiness programs to solve youth unemployment problems in Nigeria. Chapter 2 includes literature search strategies, the theoretical framework, and a literature review of the main concepts.

Literature search Strategy

For this study, I searched for peer-reviewed articles from journals and archival Internet sources. These were readily available from the Walden University Library. I obtained information related to the subject of study from the following databases: Google Scholar, Academic Search Complete, EBSCOHost, , SAGE Journals, SocINDEX with FULL Text, and ProQuest, which

contained all Walden university publications. The IITA database and other similar farm projects were another source of information. I used the following terms in this study: *empowerment*, *agriculture*, *agricultural entrepreneurship*, *agribusiness and farm*, *agrarian enterprise*, *social enterprise and impact*, *result, youth development, food*, *income*, *poverty*, *sole partnership*, *self-employment*, *farmers*, *self-independent*, *loans*, *grants*, *government*, *nongovernmental organization*, *communities*, *poverty*, *developmental social work*, *resilience processes*, *youth*, *social justice*, and *human and social services in Nigeria*. Using these words and terms helped in terms of locating articles and academic papers related to the research question. Reference lists of peer-reviewed articles I used were further search avenues for the study. The number of sources that I cited for this study was 96.

Theoretical Framework

The critical theory alongside the theory of resilience were theoretical frameworks for this study to explore how Nigerian graduates of entrepreneurship training in agriculture described their empowerment experiences when pursuing related careers. The focus of study was for professionals to gain meaning from practical knowledge they could derive through experiences, primarily through interviews. The critical theory originated in the 1960s by establishing philosophy and procedures for mostly potential social research scholars and helping professionals justify their profession and stand in the gap to improve the lives of the less privileged. According to Horkheimer (1972), the theory involves stopping injustice. Evidence was helpful in understanding injustice and practitioners to attend to resource availability issues to enhance intervention programs for empowerment purposes. Kiselica and Robinson (2001) said it is not possible for professional counselors to act until they engage in "genuine social action, unless [we]

discover such personal moral imperative to serve as a driving force, [our] efforts will be superficial" (p. 396).

Before the term resilience was widespread, Alfred Adler 1930 used the word courage for the same concept. Thomas and Otis (2010) said resilience centers on the "competence to cope and adapt in the face of adversity and to bounce back when stressors become overwhelming" (p. 83). According to Preire (1970), education is for the empowerment of the educated to make living conditions better for themselves. My goal was to contribute to scholarship in the field of human and social services education and practice in several ways, particularly in developing countries like Nigeria.

In developing countries, resolving the unemployment problem is tied very closely with the concept of resilience. National Bureau of Statistics indicates that unemployment has risen from 2014 to 2020, reaching an all-time high of 27.5% in 2020 (NBC, 2Q, 2020). Jin et al. (1995) said the rise in unemployment correlates with issues such as risk of death from various causes like cardiovascular diseases and suicides, and severe depression. Rodriguez et al. (2001) said those who received entitlement benefits in the form of government assistance in the absence of employment had fewer symptoms of depression. Kibiya (2020) said social entrepreneurship had proved beneficial in curbing some problems for the individual because when a business grew, the living standard of entrepreneurs improved due to job and career prospects, security inclusive (p. 127). Nigerian graduates deliberately chose a way out of their unemployment predicament and opted for empowerment in agribusiness to escape poverty and their dependence on family members.

Jegede et al. (2019) said youth empowerment provides the opportunity for self-sustainability and development and to improve the lives of other community members. Jegede et al. (2019) said there is a dart of information concerning youth empowerment in developing countries (p. 141). The National Association of Social Workers (NASW) has a provision for interdisciplinary collaboration that enables social workers to join a team of professionals for clients' well-being.

The Council of Social Work Education also recognizes other players' roles when engaging in inter-professional teams, particularly from the value base of practice at the micro, mezzo, and macro levels (CSWE, 2015). The collaborative effort of teams concerning the well-being of citizens in developed countries like the U. S., Australia, and others aim to serve the poor and most vulnerable with a "particular attention to the needs and empowerment of people" (Preamble, NASW, 2015). The same thing would apply to the target group central in the study, even if it seemed colossal. It is achievable when the principal aim examines the experiences that could improve the lives of the knowledgeable young graduates who should be champions of poverty alleviation in their communities.

Ethical interdisciplinary collaboration seems to be gradually paving the way in scholarship about offering explanations about social problems begging for answers. Smith and Murray (2021) said that when considering the customer's well-being in human and social services, attention should go to inter-professional education. In listing the twelve challenges of social work, the American Academy of Social Work and social welfare had the top list to ensure healthy development for all youth. Furthermore, the list reflects "reduce extreme economic inequality, build financial capability for all, and achieve equal opportunity and justice" (Gehlert et al., 2020,

p. 3). Gastmans' (2013) seminal work about the dignity enhancing care model, which Smith and Murray (2021) built upon, provides ground for the Critical theory applicable in the present study. The perspective of the empowerment experience of the Nigerian graduates involved in agricultural entrepreneurship on micro, mezzo, and macro levels of practice from the standpoint of the ethical principles of social work ethics, is rooted in the philosophical foundations of ethics of social scientific discipline, namely: respect for autonomy, beneficence, non-maleficence, which principle acts for the good of the customer, and justice which border on the distribution of resources alongside morally acceptable laws (Smith & Murray, 2021, p.3) were worthy of reflection in the present study.

The rationale for choosing the critical theory from the perspective of the basic qualitative inquiry aimed to find meaning from Nigerian graduate youth in their experiences concerning the desire for empowerment to function in the broader community (Asakura et al., 2018; Shier & Handy, 2015; Wolf et al., 2018). Pulliam (2017) said that practical application of the theory helps prepare human and social services students and professionals for practice because of their involvement with clients in matters concerning social justice. There have been many distortions of critical theory through parables and autobiographies (Ledesma, 2015; Pulliam, 2017). Pulliam said that the theory's core ought to be about the analysis, deconstruction, and transformation of power in diverse ways. That is inclusive of the promotion of advocacy to affect changes in institutions and programs while at the same time recognizing distresses and resistance of a personal nature that ought to remain paramount (p.416). Those form the crux of anticipated outcomes of the research

The professionals' main task remained that of advancing social justice. In the present study of Nigerian youth graduates by their recruitment into agribusiness and how they fair in farm management platforms, their skills acquisition, and mentorship package regarding the starter packages they receive, the essence of the concept remains paramount as Wolf et al., 2017 posited. Those ideas that emerge from data in the study are examinable from the data analysis and during the discussions throwing up light on collaborative community efforts and how those efforts might lead to transformative changes in power, justice, and equity. It gives insight to professionals in Ethical interdisciplinary collaboration seems to be gradually paving the way in scholarship about offering explanations about social problems begging for answers. Smith and Murray (2021) posited that when considering the customer's well-being in human and social services, attention should go to inter-professional education. In listing the twelve challenges of social work, the American Academy of Social Work and social welfare had on top of the list ensuring healthy development for all youth. Furthermore, 'reduce extreme economic inequality, build financial capability for all, and achieve equal opportunity and justice (Gehlert et al., 2020, p. 3). Gastmans' (2013) seminal work about the dignity enhancing care model, which Smith and Murray (2021) built upon, provides ground for the Critical theory for the present study. The perspective of the empowerment experience of the Nigerian graduates involved in agricultural entrepreneurship on micro, mezzo, and macro levels of practice from the standpoint of the ethical principles of social work ethics, is rooted in the philosophical foundations of ethics of social scientific discipline, viz: respect for autonomy, beneficence, non-maleficence, which principle acts for the good of the customer, and justice which border on distribution of resources alongside morally acceptable laws (Smith & Murray, 2021, p.3) were worthy of reflection in the present study.

The rationale for choosing the critical theory from the perspective of the basic qualitative inquiry aimed to find meaning from the target group in their experiences concerning the desire for empowerment to function in the broader community (Asakura et al., 2018; Shier & Handy, 2015; Wolf et al., 2018). Pulliam (2017) said that the practical application of the theory helps prepare human and social services practitioners and students in their fieldwork to ensure the voices of the disadvantaged are heard. However, scholars and practitioners could have destructively distorted the critical theory through the use of parables and autobiographies (Ledesma, 2015; Pulliam, 2017). Pulliam said that the theory's core ought to be about the analysis, deconstruction, and transformation of power in diverse ways. That is inclusive of the promotion of advocacy to affect changes in institutions and programs while at the same time recognizing distresses and resistance of a personal nature that ought to remain paramount (p.416). Those form the crux of anticipated outcomes of the research.

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Literature review related to key Constructs

A fundamental construct in the present study is youth unemployment and entrepreneurship. Research projects similar to the present study and engaged in qualitative research, which have engaged the qualitative methodology, seem limited. According to Caelli et al. (2003), any study that uses the generic qualitative methods could be different because it would entail "a plea for more attention to, and examination, discussion, and critique of this standard and somewhat pressing problem in qualitative research (p. 2). There seemed to be a shortage of studies related to various constructs in the present study and the choice of methodology. The effort by Bilad (2018) utilized a descriptive method involving interviews, observation, and documented data collection. Though not explicit, the research question was to analyze the experiences of alumni members of a skill acquisition project that set up businesses after training to improve the economic conditions of trainees. The place of appraisal occurred in Indonesia in Cimahi, with a recorded unemployment rate of 74.8%. The main development activity was making bridal makeup by a course and training institute. The study had 4 participants in total.

In a similar study by Musa et al. (2016), the inquirers dwelt on issues that aim to bring about entrepreneurship success, primarily reasonable policies. The prerequisite ingredients include the availability of capital and the provision of a constant electric power supply. The study's methodology was qualitative, involving two research questions and fifteen participants, mostly bureaucrats who were the primary stakeholders. The researchers recruited them through a convenience sampling strategy. Researchers in the study applied non-probability sampling using semi-structured interviews. Inquirers maintained that small-scale business enterprises are the key to eliminating poverty in Nigeria.

Practitioners in the helping profession, particularly those in the discipline of social work in Nigeria, had embraced a colonial system that cared very little about most citizens who mainly reside in rural areas (Amadasun, 2019). They argue that government agencies would instead center social services in urban areas only because the colonial authorities emphasized curbing crime, drug additions, prostitution, and poverty in the cities, thus caring about rehabilitation only to maintain law and order (Amadasun, 2019; Manyama, 2018). These researchers posited that such practice prevented the development of social work and other human services and, in that process, rendered the helping profession ineffective in Nigeria. The social development paradigm was a preferred practice from such a perspective. That is particularly notable because the course typified a developmental human and social work approach whose idea is for practitioners to emphasize the liberation and empowerment of people rather than rely on government agencies and institutions (Amadasun, 2019; Manyama, 2018) for wage employment (Premand et al., 2016). Such scholarship proves the need for a continuous search for knowledge-cum-practice for the historical literature in the field.

Maksimov et al. (2017) said that the United Nations and other international organizations had launched various initiatives in developing countries for social inclusiveness amongst marginalized groups for economic and social development while providing target groups with entrepreneurial opportunities. Gore (2015) noted that the United Nations' global development paradigm could prove desirable because it called for new practice models. The millennium development goals have a common objective: eliminating poverty in every nation. Existing scholarships define unemployment and poverty alleviation solutions from a quantitative study viewpoint. That approach leaves no room for focusing on the external- real world (Percy et al.,

2015, p.79). Liu (2016) said generic qualitative research seems most appropriate in the circumstance because the researcher's approach of an in-depth interview with participants aims to have their inner perspectives and the feelings of their experiences to enhance community members' well-being. The present study provides insight toward action through evidence in a new direction.

There is ample justification for practitioners, government policymakers, and nongovernmental agencies to pay attention to unemployment amongst the youth because that has the potential for an explosion like a bomb with severe economic consequences (Ayinde et al., 2016; Obayelu et al., 2019). These researchers noted that such a scenario has become a global concern and, therefore, not particular to Nigeria. A most appropriate tool in developing countries for tackling joblessness and poverty among the youth seems to lay with entrepreneurship development which could fast-track growth and development (Efe-Imafidon et al., 2017; Musa et al., 2016). A vital concept in the literature which points the way out of unemployment amid poverty is agriculture, which had been a critical sector for absorbing the youth due to the lack of white-collar jobs. Nyabam and Asuelimen (2018) noted that agricultural business points the way to curbing the unemployment problem and provides more wage-earning and entrepreneurship opportunities. Shier and Handy (2016) addressed social innovation with direct application in nonprofit organizational culture alongside a social change to complete the big picture. Shier & Handy (2016) said that according to the responsibilities of practitioners, they could introduce discussions and advocate concerning current practices that could bring about an orientation towards social change by merely studying and observing current rules and procedures from an

organizational culture perspective. The present study establishes that such a model could apply in tackling social justice in the agricultural and allied industry sector.

Study synthesis in a study as the present reseqrch becomes valuable when it helps practitioners find common grounds to locate grey and controversial areas requiring further inquiry. Nafiu et al. (2018) said that even with an increase in Nigeria's entrepreneurial activities, economic problems such as unemployment and poverty continue unabated because of how entrepreneurship engagement by authorities is organized with no acceptable policies on the ground to support entrepreneurs. Nafiu et al. (2018) said the government's initiative of introducing university entrepreneurship training to get students to accept the enterprise's spirit is nothing. Nafiu et al. (2018) adjudge "necessity" entrepreneurs as not the same as "high-expectation entrepreneurs" (p.141). The contribution of such ventures would amount to no economic development. The authors noted that poverty has a direct link with unemployment. While Nafiu et al. (2018) said that in Nigeria, poverty seemed to have increased in the face of increased entrepreneurship practice, Nyaban and Asueliman (2018) say the call for action to reduce poverty in Nigeria is agricultural entrepreneuship. However, the handicap remained a lack of starter packs provided to trainees upon the completion of training. That formed a gap in which the present study pursued to obtain information. Nyabam and Asueliman (2018) said agricultural entrepreneurship is most suitable and attractive to tackle the unemployment problem in Nigeria because stakeholders have built into the scheme aspects of creativity and initiation (p. 146). Such claims need further confirmation; hence, the present study.

Scholars on poverty alleviation and unemployment studies agree on the need for youth to engage in entrepreneurship to combat or overcome poverty and investigate why it is a viable

option. Still, some lack theoretical frameworks to discuss their findings in proffering solutions on the way forward. The works by Nyabam and Asueilemen (2018) and Nafiu et al. (2018) are typical concerning that issue. Despite that, the project by Nyabam and Asueilemen was analytical. It showed that most participants believed that agriculture was the best choice for them because of its profitability and reliability in terms of income generation that could benefit both participants in an intervention and other youths in the community who can also gain employment. The latter source zeroed in on "the interactive nature of entrepreneurship practices, poverty, and unemployment" (Nafiu et al., 2018, p. 146). Both sources call for further research about combating poverty through intervention programs.

Further, Nyabam & Asueilemen (2018) called for additional research on the sustainability of programs involving private and public partnerships and scaling up programs and avenues to expand sources of starter packs for sustainability to enable participants in programs to pursue careers in agribusiness. Bilad's (2018) study on bridal makeup life skills training builds a preparatory, evaluation, and mentoring process. Insight from the project connects with the aspect where participants return to give feedback and mentor others after graduation to become successful independent entrepreneurs with their enterprises to improve their lives and those of their community members. Opara (2008) said Extension agents, media, and agricultural shows aid success in youth agricultural programs. The present study sought to close such a gap and contribute to the narrative literature and for practice by human and social service professionals in tackling youth unemployment programs and the sustainability of interventions.

The study's research question is: How do Nigerian graduates of entrepreneurship training in agriculture characterize their desire for empowerment in pursuing a related career? The generic

qualitative inquiry concerns the actual content of what participants say concerning their situation and not the personal experience per se (Percy et al., 2015). It allowed individuals to participate in economic activities to improve their lives and communities without letting them become a liability to other family members. The bottom line was the creation of employment. Musa et al. (2016) examined how entrepreneurship development could be a tool for economic empowerment. It also dwelt on tackling unemployment problems in a country like Nigeria but with less emphasis on participants' perspectives and more success factors like putting appropriate policies in place, availability of capital and power, or electricity for the sustenance of businesses necessary to tackle poverty and unemployment. The study participants were mainly stakeholders and two beneficiaries of poverty reduction strategies. Although researchers provided no theoretical or conceptual frameworks, they used thematic data analysis to conclude the research and outline their findings. The present study suggests a new framework that allows for alignment between practitioners and cross-collaboration alongside interdisciplinary efforts as components for achieving outcomes with their clients.

Major themes in the literature on the present study include unemployment and poverty. Obayelu et al. (2019) said that the solution to escape poverty in Nigeria is "gaining means of livelihood [is] through self-employment" (p.19). Obayelu et al. 2019) said individuals create jobs for themselves to earn a decent living. One way to tackle the problem of youth unemployment is the provision of training, skill acquisition programs, and financial resources or start-up capital. Furthermore, it should include supervision and follow-up programs regarding basic amenities (Ayinde et al., 2016; Bilad, 2018; Nafiu et al., 2018; Musa et al., 2016; Nyabam & Asuelimen, 2018; Salau; 2014). The agriculture sector is the next central theme in the literature. Agriculture

as a business is the best strategy for youth employment in Nigeria due to a lack of white-collar jobs. That is because it serves as a source of income and can also engage other members of the communities by offering an opportunity to other community members to encourage them to take up careers in the agricultural sector (Nyabam & Asuelimen, 2018).

Empowerment is about vision. The concept emanates from the idea that individuals and organizations initiate interventions to bring about social change because of inequalities in scarce resource distribution, focusing on the positives rather than the negatives (Ayebameru, 2017). Entrepreneurship development in agriculture is about establishing farm businesses by training Youth, and such activity aims to make participants into career farmers (Ayinde et al., 2016; Nyabam & Asuelimen, 2018). It is a way out of youth restiveness and other social menaces in the community. Still, it will enhance economic activities, particularly food sustainability, by bringing young people back to the rural areas to farm with authorities backing them (Ayinde et al., 2016; Berk, 2018; Losch, 2016). That may constitute empowerment because initiatives focus on power while helping young people achieve and succeed in their chosen careers (Ayebameru, 2017). The literature by Losch (2016) could be vital for youth involvement in Nigerian and sub-Saharan Africa to maintain a thriving rural economy. Likewise is the project by Berk (2018) on the youth in agriculture in Turkey. The study by Ali Berk narrates the Turkish situation and how young persons were exiting from the farms and moving into the cities, thereby abandoning farming. From the European Commission's perspective, there was the need to provide incentives in direct payments to young people to start agricultural businesses in more significant volumes.

Berk's (2018) said that it was necessary to encourage young farmers to work on the farms while the older generation farmers remain only as heads of those farms in the rural areas

(European Commission, 2018; William, 2015 cited in Berk, 2018). There are two approaches and scenarios. From the European Commission's perspective, as portrayed by Berk (2018), youth migration from rural to urban areas may be due to insufficient income. The Nigerian situation is different because youth are encouraged to return to the rural areas to farm and create income for themselves, thereby creating employment in the absence of white-collar jobs to attain social justice globally, in line with the International Labor Organization (Losch, 2016).

The literature concerning entrepreneurship training as a business strategy could be rich, not from the psychological and human service perspective. Professionals have had to turn their attention to unemployment on micro and mezzo levels with individuals or groups in counseling from a macro-level, helping more influential groups probably through advocacy because it links directly with psychological resilience. Van Breda (2018) refers to such scholarship as "resilience-informed" (p.2). Due to multiple meanings, scholars have different perceptions of strength as positive adversity. It does not stop human services and social workers from exploring the roots of unemployment and poverty and how young individuals' life experiences could help practitioners brace up concerning their competence, social justice, advocacy counseling, and social action (Kiselica & Robinson, 2001). This present study lends support to the evaluation of resilience as an outcome in the case of what participants at Farm training institutes' youth in agriculture have to say regarding their experiences, with the central focus being the "mediating processes" to inform policy and, in no small extent, practice (van Breda, 2018, p.4). The present study examined ways that bring to life where human and social services could become relevant in helping the unemployed youth take their rightful place in the community as future leaders..

Social workers in developing countries ought to move out of the urban areas where only a handful of citizens reside, as doing so may be detrimental to rural areas where most people dwell. That colonial legacy may need to be dissuaded by practitioners and a rather community development focus put in by social work practice; executable through inter-professional social work education to meet the challenges of the vulnerable (Amadasun, 2019; Manyama, 2018; Murray & Smith, 2021; Udeani, 2019). Homan (2016) said that having a foundation to build is appropriate. Practitioners have to succeed concerning those things they have made up their minds to do, bringing life to rural community members through Graduate youth in agricultural programs, thereby triggering social change.

The study attempted to address how poverty is directly linked to unemployment in the agricultural sector in the absence of white-collar jobs. Nafiu et al. (2018) introduced the subject. They revealed that in Nigeria, even with an increase in entrepreneurship practice, unemployment seems to be on the rise, and the chief aim of the present inquiry is to fill such a gap. Nyabam and Asuelimen (2018) and Obayelu et al. (2010) said the solution could reside with the Nigerian youth's engagement in agriculture and allied industries, not in any enterprise. van Breda (2018) said a better refer to the involvement of the youth in intervention programs that aim to eliminate poverty and improve community lives.

Further, the study seeks to fill the gap in what Berk (2018) suggests: rural families agree with youth migration to the cities and do not want their children to inherit farming. After all, such a posture is tantamount to poverty. Besides, a lack of adequate healthcare in rural areas, low life conditions, insufficient infrastructure and technology, and a lack of right roads, social facilities, and educational facilities in the rural areas; are DE motivators to attract young people to

agriculture in rural areas. Scholars and policymakers might have to address issues that border on making agriculture attractive to the youth, particularly from the lack of job prospects in the industry and services sectors of the city's economy.

Other deals could include insurance- price for agricultural produce, expansion of programs targeting annual meetings to decimate information, and further developments in the field regarding distance learning and digital modules in agriculture to move the sector forward (Berk, 2018). According to Fletcher and Sarkar (2013), the social work perspective of resilience as process and outcome could constitute issues of "supportive" dealings or relationships to make the youth resilient. Additionally, van Breda (2018) said that the decision concerning the outcomes to select depends on a qualitative study such as the present study because the participants will say what was most important to them. The literature review revealed limited sources that have attained qualitative research in the field of study. Furthermore, the present study grounds the development perspective of the profession of human and social workers practice in Nigeria and zeros in on the target groups' unemployment plight through the agricultural sector. Three identifiable concepts in the nursing ethics framework might provide some insight: vulnerability, care, and dignity. These and other similar concepts which constitute the philosophical ethic background of nursing could be adaptable in social work and human services and applicable in practice in the Nigerian situation.

Therefore, the present generic qualitative research used semi-structured interviews to have practical knowledge of what practitioners may learn from Nigerian youth's involvement in entrepreneurship in agriculture. The study uncovered valuable knowledge of Nigeria's human

services and social work. Chapter 3 details how investigations of the literature gap outline execution of the research using the Basic generic research method.

Chapter 3: Research Methodology

This generic qualitative study's purpose was to explore and find meaning from the experiences of Nigerian graduates undertaking entrepreneurial training in agriculture by demonstrating their competencies and skills to gain practical knowledge from the program. It could expose them to interprofessional practice via practitioners that could be useful to their clients. Smith and Murray (2021) said that could be an emerging area of education research that could contribute to narrative literature in the field. This chapter includes an overview of the study's methodology with emphasis on a description of the study's research method, research design, researcher's role and methodology, participant selection logic, the sample of participants, instrumentation, procedures for recruitment, recruitment, participation, and data collection, data analysis plan, trustworthiness, and ethical procedures. The chapter concludes with a summary of the chapter and a transition.

Research Design and Rationale

The research question that I used to guide the study was:

How do Nigerian entrepreneurship training graduates in agriculture describe their empowerment experiences in the pursuit of a related career?

Central Concepts and Phenomenon of Study

This study aimed to understand entrepreneurship training in agriculture and why graduates have chosen to pursue it. Kennedy (2016) said that basic qualitative inquiry does not require the researcher to have a clear starting point. The goal was to obtain in-depth experiences to explain processes or events. Kennedy (2016) said the basic qualitative inquiry was to investigate "people's reports of their subjective opinions, attitudes, beliefs, or reflections on their experiences, of things in the outer world" (p. 1370). Therefore, concern was how Nigerian graduates of entrepreneurship training in agriculture characterize their empowerment experiences in pursuing a related career.

Rationale for the Chosen Tradition

The generic qualitative research design helps scholars and practitioners understand how affected individuals see themselves and view and make meaning of their experiences (Bellamy et al., 2016; Liu, 2016). I sought experiences and reflections of graduate youths in entrepreneurship training in agriculture that included their experiences and perceptions involving empowerment in the programs they attended. I emphasized participants' actual opinions, life experiences, and reflections. Phenomenological research would have been the most appropriate methodology if the study were to extend to the inner organizational or agency structure within which participants function, with direct corporate structural involvement in their experiences.

In the present generic research study, the focus was to explore practical knowledge from the experience of individuals at the IITA research center in Nigeria, where young people receive entrepreneurship training to take related careers in agriculture. Some participants completed training and now owned agricultural enterprises.

Other useable qualitative study plans

First, I could have chosen to use the mixed methods approach. As Malin et al. (2019) said, mixed methods involve when the researcher uses qualitative interviews to explore trends, as shown in survey data. The primary goal of such research could be to use qualitative findings to elaborate and further differentiate results in quantitative study analysis. That may make research more efficient but likely complicated. Leech et al. (2010) said mixed methods studies are suitable when the researcher conducts a meta-analysis to generate quantitative data. I did not intend to use the mixed methods approach because the present research remains a basic generic design that involves exploring Nigerian graduate youths' empowerment experience in pursuit of a related career. Therefore, I considered a mixed methods approach inappropriate, but that does not mean I could not use quantitative data analysis.

Another design I could have considered was phenomenological research which encompasses a research method and a philosophy (Ravitch & Carl, 2016). Ethnographers and students of psychology deploy such a design through quantitative and qualitative data collection to define the lived experiences of a group of individuals who have experienced a particular phenomenon, and that could be through interviews, poems, documents, and participant observation (Creswell & Creswell, 2018; Ravitch & Carl, 2016). Citing Moustakas (1994), Ravitch and Carl (2016) noted that the phenomenological research method has as its primary objective the portrayal of the experience or phenomenon's essence. Therefore, I found it inappropriate because doing so could mean my probable immersion with the group. Grounded theory was unlikely qualitative study such as this one because the aim of a grounded theory study serves as an attempt to come up with a theory from the field, and the primary source of data might come from interviews, observations, videotapes, documents, and anything that shades light to the phenomenon (Patton, 2015; Ravitch & Carl, 2016; Starks & Trinidad, 2007). Starks and Trinidad suggest that grounded theory's origin has its primary focus in interactionism, which connects social processes with the design's primary concern of theorizing, making it unsuitable for the present study. Although the outcome of this research seems unclear at this stage, the study is about social justice, on the one hand, and advocacy alongside positive action from a practitioner's angle, particularly human and social work professionals in Nigeria.

Role of the Researcher

As the sole researcher in the study, I recognize the authenticity of the data I obtain from participants' experiences through interviews with graduate youths ages ranging between 18 and 35. Those participants are individuals currently undertaking entrepreneurship training in

agricultural farms or institutes or earlier completed farming training. They are residents of Nigeria and, at the time of the study operating their farming enterprises in various communities in Nigeria. Being the sole researcher implied a connection between the participants and me, which invariably meant that the study's findings were mediated between participants and me. Roger et al. (2018) said there could be ample ground for my assumptions concerning transparency. The primary interest remained that of the participants and their programs regarding the outcome and meaning of the experience. Roger et al. (2018) said that that created the awareness of what I saw and what could inhibit my perspective.

I belong to the constructivism tradition that leans toward the understanding that philosophy grows from what the scholar understands. And from the epistemologies of how knowledge grows, relating them to their experiences. Several researchers identify typical methods of the type of scholarship of a qualitative researcher I represent, as shown in the present study. I have been an administrator in public service in Nigeria for over twenty years. I have a background in Development Studies in addition to my higher degree in philosophy in Human and social services. I understand that the typical qualitative research embraces namely these methods: understanding who I am with others involved in our world, focusing on self and a specified phenomenon, bringing personal values through active interaction with participants and the research questions, acquire data in context to make sense of them and for furthering knowledge in the field, validate and interpret data to bring out things that may not otherwise come to limelight. I ensured that the participants' stories were Manu scripted with vigor to the best of my abilities through the journals I kept, creating a community of participants through collaborations and knowledge production.

Methodology

Because I was the sole researcher in the study, I was responsible for the authenticity of the data obtained from participants' experiences through interviews. Participants are individuals undertaking entrepreneurship training in agriculture with a farm institute in Nigeria, West Africa. The interviews were done thoughtfully with reflexivity and were robust to ensure that the data from the field was researcher-general data (see Appendix A).

Participant selection logic

At the onset of the study, I interviewed 12 participants for this study who were Nigerian university graduates (ranging between 18 and 35) who had agreed to engage in entrepreneurship training in agriculture with the desire to take up a career in that sector due to a lack of white-collar jobs. However, upon the completion of the interviews and commencement of analysis of data, I found that data reached saturation with ten participants. Therefore, the data source for the project was ten participants obtaining farm training at an Agricultural Institute. Some participants had earlier completed their training and owned agribusinesses. Because the study's location was a farm training Institute, adopting a convenience sampling technique concerning the selection of participants on a one-on-one basis for the interviews in the location in Abuja was ideal. My initial contact snowballed with others having similar meanings and equally participating in the same platform (Palinkas et al., 2015; Spillane et al., 2019). The selection was therefore towed along the recommendation by Rubin and Rubin (2012) when they noted that once the researcher catches on one person, they can collect information on connecting others. Therefore the moment I established my initial contacts and obtained the names and email contacts of individuals in the farm center, I sent emails to them, including: detailed invitation letter, informed Consent

statement informing them of the interview duration (30 minutes). A consent form provided the individuals with all details per the Walden University IRB document. When they agreed, I requested in my email that they reply with "I consent."

Sampling

Sampling is about the researcher's decision concerning articulating epistemological and theoretical basis about their conceptual framework. It aims to obtain good informants' rightful representativeness to produce quality research (Coyne, 1997; Kahlke, 2014). (Coyne, 1997) said in qualitative research, the process has a tremendous effect on the study's outcome. At the same time, Renate Kahlke further opines that in generic research, it calls for the researcher's ability to blend methodologies to justify their choices since they are building from scratch. The study stem from one of the farm institutes concerning helping to minimize hunger, poverty, and stoppage of degradation of natural resources while ensuring food security and encouraging youth to take up agriculture as a career in the absence of white-collar jobs. Because the study aimed to examine the role of university graduates in the process while helping them, I solicited for participants at the farm locations which could constitute a rich environment or information case to tap into data. It included any documents that participants could present for data triangulation. The decision was to solicit participants and to have a minimum number of ten if I attain saturation regarding their responses. After contacting them, they all received emails concerning their participation. The convenience type of sampling in the present study provided room for snowballing as contact with the first persons at the entrance of the Farm institute's premises lead to finding others who were willing to join the study as participants.

Instrumentation

I used an audio recording device to collect data in interviews I conducted face-to-face, one-on-one with participants' permission. All participants in the study had the same set of questions. I designed and dispatched invitation emails to those willing to participate in the research and eager to provide firsthand knowledge concerning the coaching and training they receive concerning the agricultural activities they undertake at the Farm Training Institute. After establishing my first contacts and obtaining the names and contact emails of individuals willing to participate in the study, I directly sent them those emails. I opted for the procedure due to feasibility issues. After obtaining their initial agreement to participate in the investigation, I sent out the exact copy of consent letters to each of them (Walden IRB document) with details about completing an Informed Consent Statement. I informed participants about the nature of the interviews, which were semi-structured and recorded with an audio recording device. That constituted the data collection instrument. To ensure the study's validity, I endeavored to make provision that the interview protocol I dispatched to all participants aligned with my research question: How do Nigerian graduates of entrepreneurship training in agriculture characterize their empowerment experience in the pursuit of a related career?

Procedures for recruitment, participation and data collection

The challenge of unemployment in Nigeria and Africa undoubtedly constitutes an issue that calls for research on the part of practitioners, especially in agriculture, because that seems one way to boost and support the rural family farmers that constitute the majority of the population. The decision to take a sample size of participants who are university graduates selected from an agricultural farm institute who were willing to take up careers in the agriculture sector proves

appropriate for the study. The reason is that these institutions operate a complete package that involves training graduates who had taken the bull by the horns in various agriculture platforms. The process proves beneficial to the target group and contributes to the sustainability of their families and community members in the absence of nothing.

<div align="center">**Recruitment**</div>

To gain access to participants first, I approached one of the first one of my contacts as they left the premises of a Farm Institute in Abuja and introduced myself and my intended mission. That snowballed to other friends of theirs who are also acquiring entrepreneurial skills with the IITA agriculture business program. At that initial meeting we exchanged phone numbers and emails. About a week afterward, I sent them emails while assuring them that their identity will remain confidential if they agreed to participate in the study. After gaining potential participants' initial acceptance to participate in the study, I submitted to them the consent statement form with Walden University letter heading for completion.

<div align="center">**Participation**</div>

Having participated in an oral conference with my supervisory committee concerning my proposal and passed and subsequently received IRB approval and notification of permission from them to conduct research as per Appendix B, I contacted my first subjects for the study around the premises of the IITA. I aimed to obtain the names and emails of those individuals. I had earlier indicated the recruitment process but what is vital concerning participation in the study at the present stage was: did an email pre-contact memo, week afterward, I sent a consent statement form to them detailing that I would record the interview. It would be confidential and specified in that mail that the interview was voluntary, and other rights concerning their privacy and ethical

concerns would adhere. I also provided them with a telephone number they could use concerning any questions they might need to clarify. I also informed them that if they opt to participate in the study, they could return with it an "I consent" reply. That enabled me to schedule an interview date and venue of the interview. When I met with each of them, I probed them with the interview questions. Participants received no incentives except a meal ticket for their lunch on the interview day for the equivalent of $10 to each participant. Upon completion of the interviews, I uploaded the recordings, which I accomplished face to face with participants, to rev.com, an online transcription service, and converted the conversations into a word document to allow for the direct quotation of the participants accurately (Halcomb & Davidson, 2006; Rubin & Rubin, 2012).

Data Collection

As I outlined at the beginning of the methodology procedures section of the study, I set out to interview participants on one basis. I scheduled to hold at a park or an outdoor recreational center in Abuja city in a quiet location. All participants were to be representative enough of the target population I seek. Percy et al. (2015) noted that if the sample size and interviews were information-rich, readers might find it convenient to apply findings to similar situations outside the particular study scenario (p. 79).). And as endorsed by the authors, I presented five semi-structured questions to participants that aimed to answer the research question. Because I was using a high-powered recording device to record the interviews, I relied little on field notes. That is not to say that I downplayed the keeping of a journal to ensure I captured participants' reactions and gestures.

Moreover, those gestures even helped me to determine when to use followup questions. That also contributed to a user as a source of additional information. Upon completing the interviews, I transferred the conversations to my computer in readiness for transcription in readiness for the commencement of data analysis into categories, codes, and themes.

Data Analysis plan

Turning interviews into qualitative research data remains the most vital research process. Taylor et al. (2016) noted that many students new to the qualitative methodology could not make sense of the data they collect in the field because they get stuck in analyzing the information they have put together. That is because the crux of data analysis is not merely mechanical or technical, but it is a process of inductive reasoning, thinking, and theorizing (Taylor et al. 2016, p. 168). Rubin and Rubin (2012) noted that using technology for data transcription adds credibility to qualitative research. One of the first steps in data analysis in the study was sending the interviews for automated transcription with rev.com software for precise verbatim transcription. That made room for prompt action concerning the research's active part. The second part was sorting, balancing, and analyzing the interview participants' conversations. Saldana refers to a code as a word or short phrase that assigns an attribute to a portion of language-based or visual data (Saldana, 2016, p.4). As the inquirer, like Patton (2015) posits, I had to engage in bracketing by laying aside all past personal knowledge about the happenings and giving it full attention by focusing only on the experience (p.117). The essence is to put away all prejudices and assumptions to communicate only what the data exposes in line with the research question (Patton, 2015, p. 522). The third step is generating themes from the data. Saldana (2016) refers to that as code categories, essentially about those personalized variables that help put young

individuals over for success in their chosen endeavors. Those include the issues that motivate them or give them hope, availing them with the chance to emancipate themselves from poverty and oppression in society and determination to own agricultural businesses bearing in mind that such details could only come up in the study in Chapter 5. The last step of the study's coding process was outlining the meanings and patterns that emerge from the data.

Certain constructs that the analysis plan must comply with and ensure I accomplished at the deconstruction stage include (a) locating from the interviews the personal experience or story's key phrases or comments that directly address the phenomenon of study. (b) Interpreting only the things that I have heard as a trained reader. (c) Obtaining the participants' interpretation of comments when it is possible. (d) Examining meanings of the issues participants tell about recurring features (e) Offering a conditional definition regarding information from the interviews in terms of regular features (Patton, 2015). Saldana (2016) endorses summarizing as condensing data or reducing them, which does not diminish data but adds value to the research process (p. 5). Scholars generally tend to resort to using technology such as Nvivo computer software to extract data for the study analysis due to the perception that they could get more in terms of management of evidence. I chose to embark on manual data analysis alongside a word processing software program for the present study. Mattimoe et al. (2021) said that deploying word processing software does not mean an investigation analysis is technological but remains a manual and equally challenging method. That was the most helpful tool for the present study.

Trustworthiness

Trustworthiness in qualitative research is rigorous in the study when it is concerned with Credibility. (b) Transferability, (c) Dependability, and (d) Confirmability (Ravitch & Carl, 2016).

Yin (2011) noted that the procedures should remain transparent for research such as this one if it must be credible and trustworthy. Therefore, to achieve credibility, I documented every aspect of the research procedures for other inquirers to follow. Secondly, I made room for member checks and follow-up interviews to allow participants to confirm my conversations' inferences. When the researcher connects the study, method of data collection, and analysis to a theory, it could afford a reader the chance to view findings in a larger image and connect with the body of inquiry. That transcends a local scenario. Maxwell (1992) also corroborates this view about generalizability in qualitative research. Joseph Maxwell (1992) said that generalization in qualitative research could occur, showing how the same process in different situations can lead to different results. Hinging this study of the Nigerian graduate's vulnerability on the critical theory and resilience theory due to their unemployment plight could provide answers from human and social services professionals about practice in Nigeria. That could happen when they deploy an inter-professional collaborative approach to achieve a maximum outcome with the clients' well-being alongside professional and ethical lines.

Dependability refers to the researcher's findings. Ravitch and Carl (2016) said those narratives ought to go beyond a single picture or account and that triangulation of data sources for the study gives assurance that the story that the researcher seeks to tell is dependable and valid. (2011)said inquirers let participants make their decisions. That was what I aimed to achieve with the study. Such evidence should be evident in the participants' actual language and the context of their expression because language equals the value of reality. Inherent in my theoretical approach for the study entail letting participants in their locations tell their stories concerning their experiences with the agribusiness training program in Abuja. That included all aspects of the

skills and resources they acquire in their desire for empowerment in pursuing a related career. The interviews provide the ground for selecting demonstrable data sources. In writing out the final manuscripts, the analyses of any discrepancies in the data were evident, giving the study the deserved credibility and offering its dependability.

Confirmability in qualitative is about how the researcher handles bias in data handling (Ravitch & Carl, 2016). Patton (2015) and Rubin and Rubin (2012) noted that one of the principal barriers that floor qualitative studies is researchers engaging in trying to shape their findings in line with biases that they bring to their studies because they are the instruments for the search for themes in the phenomenon of interest. To combat this ugly situation, I worked with two doctoral colleagues to serve for debriefing, and I reciprocated the same for their studies. Spall (1998) acknowledges that helping out with colleagues in such a manner provides methodological support, which helps in combating stress in fieldwork. It also assists in curbing issues of bias in the interpretation of one's data. The practice helps straighten a study concerning reflections and feedback on the data and other ideas that bother on trust while at the same time constituting a good ground for learning. That helped in giving my doctoral research study credibility.

Creswell and Creswell (2018) said, it can affect and shape the interpretations and meanings that I bring to data, bearing in mind that the issue is more significant than merely advancing bias but giving direction to all of the research projects. To handle reflexive thinking, as Creswell and Creswell suggest, was for me to write memos. I wrote notes in the research process. As they opined, I judge such reflexivity as sufficient when I find that my research notes reflect my experiences and how they could influence and shape the study results' interpretation. I will seek to discontinue dwelling on the discussion about personal understandings because that could

dominate the research method, thereby jeopardizing the study. Instead, as Spradley (1979) endorsed, on a general note, I recorded in my journal such things as concerning any fears, mistakes, breakthroughs, broad experiences, and problems that arose in the study (cited in Yin, 2011, p. 20).

Ethical Procedures

In America and most of Europe, learning institutions and organizations have IRBs that ensure all research abides by laid down ethical guidelines to minimize minimum risk to human beings. I obtained IRB approval before commencement of the study. I know my study's target population falls under a low-risk category concerning the nature of research that I sought. However, the onus does not rest on me to decide about specific ethical issues despite its classification as this social research does not involve children and the most vulnerable group. Walden University IRB is the body responsible for approving this study's commencement, and I responded to all their concerns. I presented my research design and research questions before the board, alongside various courses that helped with the challenges I faced during the study. In collaboration with IRB, I attended multiple online classes bordering on ethical issues. During my first year of the doctoral program, I took various courses. I obtained certification in my competence, such as the National Institute of Health web-based training course on "Protecting Human Research Participants." There were no ethical concerns about the recruitment of participants to the study because the target group was well-educated young university graduates determined to do something with their lives. The target group faces gross unemployment in a depressed economy with no social security or support except family. However, I attended to all envisaged ethical issues that the university IRB raised concerning the data collection process

before embarking on the study. If the need arose, I was ready to complete a form on Adverse Event Reporting for Walden University's IRB. Having met all criteria set by the University IRB, I obtained a letter of approval number # 01-05-22-0742410 from the board with the expiry date of January 4, 2023(see Appendix B).

In sum concerning the study's ethical concerns and to ensure clearance about any ethical issues that could truncate the research, I received approval from Walden University to conduct research. (b) I respect participants, letting them know they could withdraw from the study anytime they wish without penalties or prejudices. (c) Abide by the promises I make to participants about keeping the information they provide confidential regardless of any circumstances and letting them correct their conversations during the interviews immediately afterward if they so desire. (d) Before the commencement of data collection, I email all participants an invitation letter and a consent form, allowing them to participate in the study. (e) My email to participants outlines the procedure for collecting data, the nature of the interviews, privacy, personal protection, date, time, and interview location. (f) Use of coded identifiers for participants to conceal their identities. (g) That I keep all data from the semi-structured interviews in my home office on a computer containing a password. (h) Provide marks on documents and data that I use for the study showing date of their destruction five years from the date of approval of research by Walden University CAO.

Conclusion

The unemployment rate, particularly among the youth in Nigeria, undoubtedly calls for concern among practitioners and policymakers because the unpleasant side of not attending to the social problem could be severe for all stakeholders. The situation is worse due to the lack of

industries and underdevelopment, with no apparent solution due to global economic recessions and limited resources. Increasingly in Nigeria and sub-Saharan Africa, social security is absent primarily due to a lack of political will and misdirection of the commonwealth.

The involvement of the young, particularly university graduates who opted to engage themselves with agricultural entrepreneurship and nonprofits, could be commendable. There ought to be initiatives whose bottom line and desire should be reducing poverty, eliminating hunger, and tackling unemployment and inequality, especially for this group of future leaders. It paves the way for community development and inter-professional collaborative work with human services and social work ethics on the fore in Nigeria. This study is critical because it shows practitioners that the Nigerian youth's determination for success in the absence of employment has come a long way. They may rise above environmental factors and poverty to take up entrepreneurship in agriculture to become employers in that sector. They probably could be giving back to their local communities by creating a ripple effect, making them a success in place of poverty and oppression while at the same time keeping human and social services professions in Nigeria alive.

Chapter 4: Results

Youth engagement involving entrepreneurship training in agriculture could be necessary due to the lack of white-collar jobs. According to the International Labor Organization (n.d.), Nigeria's unemployment problems arise from an embargo on employment in the oil and gas sector following the fall in prices of oil globally; Oil is the nation's major contributor to the country's Gross Domestic Product (GDP). The second major contributor to the GDP is agriculture which contributes 25% (National Bureau of Statistics, 2020). That sector had received little attention from policymakers due to the boom in oil prices prior to its collapse. Kibiya (2020) said expanding agriculture and agricultural entrepreneurship training to empower youth concerning their prosperity and subsequent community development had become necessary for "the maximization of potentials and development of individual as well as the society" (p. 127).

In this chapter, I examine participants' responses and analyze the data I obtained from them. I asked participants to explain why they chose the training in agriculture. Participants were also to explain how human services professionals might help their development by advocating for resources and wellbeing during and after training programs. Last, participants were to give their perceptions about their idea of what constitutes success concerning entrepreneurship and empowerment. Kibiya (2019) provided the population index of Nigerian youth that include the most effective workforce of the population at "45% of the total population" (p. 125). Therefore, in the absence of jobs, professionals in agriculture, mainly experts in crop production, livestock, forestry, and fishing, should get involved in intervention services. This study indicates that experts in social work administration, advocacy and community organization, and human services could get involved in intervention services to meet the needs of the most vulnerable youth through

observing agricultural innovativeness as a prospect for job creation. The essence is a coping strategy to end poverty from an interdisciplinary perspective.

Research Question

The research question that guided this study was:

How do Nigerian entrepreneurship training graduates in agriculture describe their empowerment experiences in the pursuit of a related career?

Interview questions to the participants aimed for each individual to express why they opted for training in the agricultural sector. What were their areas of interest if they decided to engage in agricultural business among the sector branches: fishing, crop production, livestock, and forestry? There was a question that aimed to understand their expectations concerning stakeholders in the Non-governmental class, national and local governments, international organizations, and local farmers. Participants were also to respond to how social work administrators and human services could help regarding intervention services that might help to improve their lives and mental health during and after their training at the farm centers. Lastly, participants were to give their perceptions about their idea of what constitutes success concerning entrepreneurship and empowerment in Nigeria.

Setting

I used a convenience sampling technique for the study. Although the original plan was to interview 12 participants recruited from a farm training institute in Abuja for interviews, I found that data reached saturation with 10 participants after collecting and analyzing all data. I based the sampling process on the first individuals I located outside the premises of the farm institute. I contacted individuals in the same agricultural programs to participate in interviews one-on-one.

My initial contact email was solicited to provide names and email contacts of individuals in the farm center, including a detailed invitation letter as well as an informed consent statement notifying them of the interview duration (30 minutes). Consent forms were provided to all participants and contained all details in the Walden University IRB document. All participants agreed and replied with the words "I consent" in their emails, as I requested them to do before I scheduled face-to-face interviews and observed social distancing and wearing of facemasks as part of COVID-19 protocol guidelines.

Demographics

The study was limited to 10 participants who were between 24 and 28 (see Table 1). Out of 10 participants, eight were males and two were females. Eight participants were still receiving training in a farm institute, while two were already working after completing their training programs. All were knowledgeable about agricultural entrepreneurship because of the training they received from various farm training centers that ranged in length between 6 months and 1 year. They willingly offered information regarding experiences involving farm entrepreneurship and its benefits and potential.

Table 1

Basic Demographics of Participants in the Study

PARTICIPANT	SEX	AGE
P1	M	24
P2	F	26
P3	M	28
P4	M	25
P5	M	27
P6	M	26
P7	M	27
P8	M	27
P9	F	25
P10	M	26

Data Collection

This study focused on experiences of 10 graduate youth in an agricultural entrepreneurship program that offers them an opportunity for empowerment to gain self-employment. The crux of study stems from critical social theory and resilience theory. It involved examining the rationale for their choice to join entrepreneurship training in agriculture, their expectations concerning aspects of instruction, and preferences to enable them to settle for a career in agriculture as they desire. The study explored participants' experiences and expectations about stakeholders in government, non-governmental, financial institutions, scholar-practitioners, and farmers to understand plights and expectations of target group to help improve their lives. It draws the attention of scholar professionals involved in publicizing their position of disadvantaged community members for awareness purposes, advocacy, and mobilization in their

development path for their wellbeing. I interviewed participants face-to-face and one-on-one to provide their experiences and inner perceptions for five weeks between March and April 2022 at a recreational park in Abuja, Nigeria. All interviews lasted for 30 minutes on average.

I recorded interviews with a digital voice recorder with participants' permission. The interviews took place at a recreational center in Kubwa, Abuja Nigeria's federal capital. After interviews, recordings were transcribed using Rev into a Word document. Data along with reflexive notes taken during interviews were documented and reviewed several times during study analysis. Data reached saturation with 10 participants in place of the earlier settled number of 12, as stated in Chapter 3. I used convenience as well as snowball sampling when it became apparent that requests for participants outside the premises of the farm center were not yielding results.

Data Analysis

Qualitative researchers have used various formats and approaches to convey data analyses for their studies. After the interviews, I transcribed the recorded information to Word using a text recognition software. During reading and analysis, I found that data reached saturation with ten participants out of the original twelve I planned for the study. In qualitative research, the consideration by scholars for validity does not rely on numbers. Instead, it should be recognized when no new themes was arising from the data (Fusch & Ness. 2015). For clarity and accuracy purpose, I read through the interview transcripts of each participant several times before embarking on the coding pattern process, which involved the creation of categories and themes bearing in mind the research question for the study.

I used five questions to obtain responses from participants. I created and stored five folders and assigned them to each of the five questions. Each folder contained participants'

responses using their pseudo names. A scrutiny of the first folder, which addressed the first question, was about the rationale for the participants' choice in joining entrepreneurship training in agriculture and their expectations concerning their empowerment prospects. Some of the phrases in their responses that hinged on the research question featured from what P2 said: "the primary rationale for me is to create [a] job for myself and other young people." Other expressions came from P4 "agriculture is a very lucrative way of making money." P3 also said, "it's also very cheap because you might necessarily not need capital to start some aspect of agriculture." Other comments came from P6 when he said, "it will be one of the simplest ways to escape poverty." P10's response to the question was it "helps you survive." The comments indicate the doggedness and resilience of youth to make a living despite a lack of intervention services to improve the lives of community members.

Concerning the second question, I aimed to address farm management empowerment foundations. Participants received instructions and coaching in areas of their preference in farming should they settle for a career in agriculture. Participants were adopting agricultural entrepreneurship to survive. Concerning participants' responses to the question include: P1 said, "we did piggery, rabbit-ary, and of course poultry and then [finally] fishery." P2 said, "the part I like to take up is snail and catfish production. That's animal production." P4 said, "I feel animal science is the best. You don't stress yourself much in [buying] drugs." The third question was about stakeholders, including NGOs, national and local governments, and local farmers, and their expectations concerning intervention services that would benefit their course. P2's comment was "the major challenge I will face after the whole training is [to have] funding to start the project," and P1 said, "you might not be able to get fertilizer from the government." The fourth question

centered on the role of social work administrators, advocacy and community organizers, and human services that help vulnerable individuals resolve their unemployment issues and ensure justice to improve every community member's life. The last question was about their perception of the success of youth in Nigeria and agricultural entrepreneurship for their livelihood.

Further reading of the transcripts of the interviews enabled for categorization of data which revealed overall themes with further segregation of sub-themes taking into account the research question, which guided the analysis. I gave all 10 participants were given pseudo names ranging from P1 to P10. According to Saldana (2016), an inquirer should go beyond counting or recording data frequencies in the coding process and ponder, scrutinize, interrogate, assess, and think hard from what they read in the transcripts of the interviews. I followed that line of analysis for the study. The categories and themes emerged from the codes I created while returning to the transcripts I stored in folders created from the interview questions I posed to participants.

The analytic categories that emerged from the study were 3: sustainable means of livelihood derived from empowerment perspectives, farm administration and enabling motivation, and determining drive for sustainability and development of agricultural entrepreneurship. Five themes emerged from 3 categories from the data I collected, namely: adopting the agricultural practice as a business necessity for non-availability of white-collar jobs, involvement in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices, stakeholders' experiences could provide tangible outcomes, human and social service practices are not used but desirable, and the success of youth involvement in agribusiness was not only about income generation. According to Macdonald et al. (2019), a theme or themes refers to a description of recurring topics or meaning which derives from the crux of a study or

phenomenon and need not necessarily align with the most predominant codes; they are principally those issues that are striking to the research question.

There is a general perception that using technology in data analysis in a qualitative study tends to do more to help data management. According to Mattimoe et al. (2021), even when word processing software is deployable in a study, that study remained with a manual approach in a qualitative approach and not a technological one in extracting themes. From such a perspective, my present study's strategy in the data analysis remained that of a manual process and equally intellectually a challenging experience. Additionally, a great understanding and insightful interactions between the scholar and data were necessary to interpret data in a qualitative study that aimed toward understanding and contributions to the field of discipline (Maher et al. (2018). These principles were what I achieved with the present study.

According to Maher et al. (2021), producing a manuscript with complete data management in a dissertation is necessary for a research study. Letting digital software take over such a process might prove an invaluable tool. I undertook the present qualitative analysis bearing that in mind. I processed data analysis through a manual process in a methodological way. Mattimoe et al. (2021) described six steps of undertaking data analysis manually. They are "familiarising self with the interviewee data and highlighting initial themes," "grounding themes in individual interviewee contexts," drafting initial thematic write-up, "reviewing interview data for supporting quotes," "reviewing thematic write-up," and "generating categories of description" (p. 8-9). Those were the steps I used for analyzing the present study. Following the first step, I read through the transcribed scripts highlighting with markers different aspects of the text I found

would answer the research question. I wrote by those margins the initial themes while being open-minded about the whole process.

In step two, I devoted time to ensure I captured each interviewee's experiences accurately to locate generalizing aspects in their stories only. I achieved this by thoroughly examining all aspects of their profiles that link to the research question. Step three, which concerned drafting the initial descriptive thematic drafts, was executed organically. The fourth step included reviewing interview data for relevant quotes from interviewees for the different themes that arose in the research. In the fifth step, I checked for thematic write-ups after re-reading transcripts and listening to the interviews; I used Word to extract phrases that highlight additional quotes that support the description of themes. The last sixth step was the generation of overriding categories of meanings that I could derive from the study. The general process regarding a manual approach to data analysis enables me to maintain closeness to interview data while organically facilitating themes and avoiding early finalization of pieces in the analysis process (Mattimoe et al. (2021).

Discrepant Cases

During interviews, two interviewees responded differently; P5 spoke of his involvement in agriculture as more of an effective way of impacting the community. He said that his choice for agriculture was borne out of a passion for the industry and natural. He said that his desire is to enable him impact his community in a positive way. His primary aim of delving into agriculture by embarking on gricultural training in first instance is to gather enough experience to empower the impact lives of the average Nigerian youth by empowering them through his agribusiness business. Regarding whether he joined agricultural intervention program because he lacked employment in the industry or services sectors of the country, P5 said:

No, no, that is not the reason why I came into agriculture. Yes, [It] was solely for the passion and what I could build inside of it; it's not lack of employment. I practically found government jobs to go into agriculture as an entrepreneur, as a young, fresh graduate. I had the chance to work with the government in my state, and I turned that down, so it wasn't for lack of employment. (P5)

A second discrepant case concerned the response to interview questions from the same perspective as that of P5. First, the interviewee expressed that he was going into the agricultural industry full-time to see how he could elevate himself on the economic ladder of his community and help the younger generation get out of poverty. He addressed the questions differently when he said that his preference in agribusiness is crop storage which has better prospects than farming. P6 said:

Okay, this agriculture, you see, this is not how it is. This is how it works. It can be done more safely without you getting involved physically... Food is a necessity in this country or any other place. And when Food is a necessity, agriculture is essential. So if the nation or anybody can treat himself well in agriculture, then you're good to go. (P6)

Tables 2 - 4 show how data collected was categorized alongside themes generated for the study. Table 2 shows the first category: sustainable means of livelihood as derived from empowerment perspectives. Two themes emerged from this category: adopting agricultural practice as a business necessity for non-availability of white-collar jobs and involvement in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices. Table 3 shows the second category: farm administration and enabling drives. This category consists of the third and fourth themes: stakeholders' involvement could provide

tangibles outcomes, and human and social services practices not used but are desirable. Table 4 shows the third category: perceptions concerning sustainability and developing agricultural entrepreneurship in Nigeria. That category comprises the fifth theme: success of youth involvement in agribusiness is not only about income generation.

Table 2

Sustainable means of livelihood as derived from empowerment perspectives

Category	Themes showing Interview Transcript Excerpts
A. The only sustainable means of livelihood	1. Adopting agricultural practice as a business necessity due to non-availability of white-collar jobs. • I am trying to make something good for myself. (P1) • I want to create job for myself and other young people. (P2) • It will eliminate hunger and can also serve as a means of income. (P3) • I can obtain seedlings and buds from trees and transplant them within a short period and make money from the process. (P3) • Agriculture is not limited to crop production because that has been mind-set of many people. There is hypo fixation when you use two groups of fish to generate a large amount of cat fish (P4) • Get yourself empowered so you can lend a helping hand to others. (P5) • It is one of the simplest ways to get out of poverty. That is one of my reasons why I decided to go into agriculture. (P6) • With it you have economic power and take care of your family

by meeting their daily needs. (P7)

- I was introduced to poultry farming and other agricultural businesses and now I can produce more chickens and livestock. I now know how to empower other youth and organize programs to share my knowledge. (P8)

- Agriculture can take an individual from zero to surplus. That means taking care of onsself and other people. (P9)

- with agribusiness one can survive. It helps you and your family members. (P10)

2. Involving in farm training and farming practice does not mean cultivating or farming vast acres of land techniques and practices.

70- 80% of interviewees opted for animal production rather than mechanized crop production. An explanation could be the easy availability of natural additives that possess the genuine potential to reduce medicines that aid in producing healthy commercial meat while improving the welfare and reproduction of animal husbandry, including fish, rabbits, and chickens alongside laying hens (Chen et al., 2021).

- I will like to specialize in poultry production and possess ability to breed chickens is quickly [and] in a safe manner. And not breed them with laboratory animal feeds. (P1)

- Catfish and snail production is the area I am interested and the market for sales available. (P2).

- I feel animal production have much to offer. You have value for your investments. That propels you to work harder. Thatmakes you develope love afor the business. (P4)

- Fish farming is a very profitable venture. I have experienced that

now for two years. It's been good even though livestock business

has its ups and downs. But generally it's been a wonderful

experience with fish [production.] (P7)

- Yes, I amcomfortable with poultry and livestock production. (P8)

I will like to go into snail farming. It is very productive and not popular

with other farmers. If you breed them in a good environment, you can

reproduce

them throughout the year (P9).

Fish production is the way to go. There is no risk in it (P10).

Table 3

Farm administration and enabling drivers

Category	Themes showing Interview Transcript Excerpts
B. Farm administration and enabling drivers	3. The involvement of stakeholders such as NGOs, national and local governments, and farmers could provide tangible outcomes. 90% of interviewees shared the desire to obtain help, particularly from the government and NGOs, because without resources, they cannot actualize their dreams. • Loans or grants are very necessary for agribusiness. And there should be ways where entrpreneurs could have access to knowledge arising from research institutes concerning how to handle disease outbreaks because that will always happen. As a precautionary measure, certain

nutrients have to be included in their feeds. If you are dealing with

crops, you also have to think of how to handle treated seeds and obtain

rightful fertilizers from government agencies. (P1)

- I believe that funding covers accommodation which constitutes a

  challenge. If I have all this, it will improve my standard of living. It

  will help me empower other young people that I engage in my project

  (P2).

- Establish mentorship [program] so that [one] can easily reach out when

  the need arises, especially when needing new varieties of crops.

  Additionally there are times to reach out to government agencies to

  seek for their help in times of need. (P3)

- A critical analysis indicates that governments of Nigeria has means of

  helping young people to ontain loans and grantsfor their agibusiness

  (P4).

- If it were possible, we could have platforms that would bring young

  entrepreneurs to form marketing strategies for sales of their own end

  products; that could go a long way. Example, there could be trade fairs.

  (P5).

- If I am given some funds to empower others, [because I am trained

  farmer,] it would be easy for me because I am a professional farmer

  now. Without knowledge indivuals end up wasting whole funds

  provided to them for their business. (P6)

- We need more support from individuals, from organizations,

  government, non-governmental organizations. They need to come in

  and help agriculture to thrive in our country. (P7)

- I think [stakeholders] bringing younger [people] ones into agribusiness is very vital at this time. (P8)

- It is an to appeal to government to come and help citizens especially youth. There is need o empower us to grow in agriculture. They should make an avenue for agribusiness. (P9)

- In chicken production, you require the consultant's services, and you get valuable assistance with increased production; they ensure environmental cleanliness and proper care of the pen. That requires resources. (P10)

4. Human and social services practitioners not used but are desirable. Critical social theory and concept of resilience draw the attention of policymakers, those in the helping profession, and scholars to pursue and support the course of unemployed graduates, thereby achieving social justice. Presently, the target group lacks any form of social welfare and remains poor and without care. During training and after their training, the target group should have the support of social workers to advocate for social justice. Some of them have mental health issues or signs of depression, anxiety, and stress that they may face while seeking training in agribusiness and after completion of their training when their training is over.

   They could be an intermediary between us and the people in higher authority to facilitate acquisition of new varieties of crops or new technologies. (P1)

   I think agencies can motivate youth who take agribusiness

training. They can attend to mental health sessions and we also have counseling sessions. (P2)

No one is an island. Certainly I would need a whole lot of

services, health [inclusive.] (P3)

When a person in training is stressed, or suffers an injury a doctor might be called to assess that individual. That is a different field. (P4)

It seems like counseling; they talk about mindset but it is probably counseling. (P5)

It's called networking. (P6)

Let professionals come and enlighten the young so that they could see that there is a future in agriculture. (P7)

There should be more enlightenment in that aspect. (P7)

It is important that they should be introduced to the system [program] to motivate participants. (P8)

Let other stakeholders come and assist us, the youth (P9)

Every type of resources that will let the farm flourish including human resources to make everyone happy is welcome for youth empowerment. (P10).

Table 4

Perceptions concerning sustainability and development of agricultural entrepreneurship

Category	Theme showing Interview Transcript Excerpts
Perceptions concerning sustainability and development of agricultural entrepreneurship	5. Success of youth with their involvement in agribusiness is not only about income generation but service to the community. Intervention services in agribusiness aim for other unemployed youth's external programs. From such a standpoint, the perspective of the target group's success is necessary and worthy of evaluation and replication. You are already a success when you are an agri-entrepreneur; when you don't depend on the government and you are contributing to [good of] society. (P1) My idea is to start off agribusiness at the end of my training so that I could produce commodities I can sell. Also, local farmers can learn from me. (P2) The way things are at the moment in our country, many may have to fall back to agriculture to serve them as an income. (P3) I see success in farming because the mindset of the youth is changing. [I hope] the government will enlighten the youth to start agribusiness to earn an income on a small level and then enlarge it to feed the nation afterwards. (P4) Make my product a household name. [I like to have] a good number of young people [working] directly from my inputs,

coming into the agricultural sector. (P5)

First, you have to learn how to take care of yourself, then you learn

how to take care of other community members. (P6)

There are many people roaming the streets, let's engage them in

agriculture. (P7)

I look forward to employing young men and training them. (P8)

Empowering the youth through agribusiness is helping to grow the

nation's gross domestic product. (P9)

[Making] your products reach others for their sustenance makes

one happy. (P10)

Evidence of Trustworthiness

The primary source of data collection in the study was the oral interviews with ten participants. To settle issues concerning trustworthiness in social research, scholars ought to focus on the following: credibility, transferability, dependability, and confirmability for transparency in the result of a study. To match validity issues obtained in quantitative research, I embarked on these various stratagems to show my readers that my findings are worthy of attention.

Credibility

To ensure credibility, I confirmed that every aspect of the study procedures is documented to enable other researchers to follow the process. In addition to ensuring that participants could verify the information they provided during the interviews, I allowed t room for them to make amendments to their responses to discussions I had with them for the accuracy of their stories. According to MacDonald et al. (2019), issues concerning member checking and data triangulation

with secondary sources, field notes inclusive, are essential to credibility assessment in social research.

Transferability

In the study, I made efforts to add my contribution to the changing narrative by building on aspects of transferability. According to Ravich and Carl (2016), when scholars make their observations from a theoretical perspective, they allow their readers to view findings in a larger image, connecting what they read with a body of inquiry. I have achieved that in the study, qualifying for its transferability.

I used the critical theory because the study calls for the target group's help from social workers and human services practitioners. After all, graduates are enlightened individuals with high education levels and ought to be change agents by that right. If these professions have their core values of advocacy and social justice for all citizens, they should get involved in any structurally disadvantaged system for graduates. Additionally, the study was rooted in the bedrock of resilience because the Nigerian graduate youths' involvement in agribusiness is out of necessity. It happens due to a lack of social security and jobs in the services and industry of Nigeria. According to Van Breda (2018), resilience connotes realization and subsequent steps for a target group to participate in intervention programs after realizing risk and adversity or risk and vulnerability of their situation. The desire of the target group to seek training and engage in agricultural business for their empowerment could be achievable from a multi-disciplinary approach. It provided grounds for discussions about a reasonable assessment by the social or human services professional concerning the clients' resources, their strengths or challenges, and how they could cope, similar to the caseworkers' responsibility. Therefore, the study is

tantamount to a blend of different methods, including non-traditional developmental type organizations (Grey et al., 2017; Manyama, 2018). From such a perspective, my interview of 10 participants of graduates in agri-business, given the socio-economic problems they face, provides ample grounds for generalization of the study from the standpoint of human and social services practice and education in collaboration with experts in the agricultural sector in Nigeria.

Dependability

Lincoln and Guba (1985) equates dependability in a qualitative study to the notion of reliability obtained in a quantitative research study. This study involved a growing large number of young persons in Nigeria. I have taken steps to ensure that the outcome of the investigation process is dependable. It allowed interviewees to make their decisions and in their actual language in their desire to gain self-employment. I have deployed efforts in the study in a dependable way. My report of discrepancies in the process supports the study's deserved credibility and offers its dependability. My interview questions pointed to the research question of the survey I conducted, transcribed, and engaged in a critical manner devoid of any potential biases, with my application of bracketing, which has proven grounds for sufficient dependability.

Confirmability

Nowell et al. (2017) said understanding why a researcher makes decisions, and their choice of methodology, theory, and analytical selection in a research study becomes vital because it allows other scholars to understand and follow the process of their work. That is the idea of understanding confirmability in qualitative research. It reveals how the researcher handled their biases in data management in a study (Ravitch & Carl, 2016). I chose a colleague as a debriefer to combat preference issues in my research. Spall (1998) acknowledged that such a decision assists in checking bias concerning the interpretation of data and other ideas that bother on reflections, feedback, and learning to give a dissertation study its credibility.

Results

Based on interview questions and data from interviewees' responses, I present study results in the remaining part of the chapter based on the research question and data analysis, which revealed the main themes. The themes highlight the experiences and reflections of the study participants on their agricultural entrepreneurship training experience, with the foundation on the research question of how the Nigerian graduates of entrepreneurship training in agriculture describe their empowerment experience in pursuing a related career. The main themes, which include the following, are discussed, namely: adopting agricultural practice as a business necessity for non-availability of white-collar jobs, involvement in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices, stakeholders' experiences could provide tangible outcomes, human and social service practices are not used but desirable, and the success of youth involvement in agribusiness was not only about income generation.

Although the path from the interviews to transcriptions and explanations onto categories was challenging due to several goings over readings and markings alongside interpretations of transcribed data, three categories emerged in the data analysis. These are sustainable means of livelihood as derived from empowerment perspectives, farm administration, enabling drivers, and perceptions concerning sustainability and development of agricultural entrepreneurship. Based on the experiences and perceptions of the study's participants, I explain in the remaining part of the chapter the five themes that had arisen from categories in the interview data.

Theme 1 in the data analysis is adopting agricultural practice as a business has become necessary due to the non-availability of white-collar jobs. The growing number of unemployed graduates in Nigeria has made some realize that the solution for their survival is engaging in agricultural business. They resolved that taking to agriculture practices as a business to earn an income was necessary for them in the absence of white-collar jobs after graduation due to the lack of services and industries that could absorb them. The motivation had been for graduate youth who had completed their studies to seek agricultural training from farm institutes to gain knowledge on how to grow crops and animal science for food and storage purposes for their livelihood and sustainability.

The study's second theme shows that the target group's involvement in farm training and farming practice does not mean cultivating vast acres of land techniques and procedures. Those youth in agricultural business training intervention programs receive instructions on farm skill acquisition programs to help them engage in agribusiness. Professionals mentor farm trainees on various land cultivation techniques, plant health, and disease control of plants and animals. Those

youth have to choose those areas of interest they wish to embrace as a future career and develop business plans to receive start-up capital from stakeholders in the agricultural center. Participants hope to become self-employed at the end of their training sessions, with new knowledge, new skills, and the right mindset to embrace agriculture as a business.

Responses of the interviewees under theme one reveal that all ten interviewees reported differently on their rationale for joining entrepreneurship training in agriculture and their expectations concerning empowerment. About 80% to 90% of the participants responded that they desire to do such things ranging from "sustain oneself," "create jobs," "learn how to do things" for themselves, "an opportunity to feed people," " to eliminate hunger," "strong source of employment." Participant 1 (P1) was quoting the president of the country, and he said, "There are no jobs in the country, there are no further jobs in the country. The youth have to learn to do things for themselves," which is what he has set out to do. Participant 2 (P2) said "the main rationale for me is to create a job for myself and other young people because in Nigeria, getting a job is quite difficult. So agriculture allows everyone to start agribusiness, and then employ other people." P2 said:

> One of the ongoing training sessions is snail production and fish farming. When I start a snail farm, I will not do all of the production processes alone, I will need other young people to work with me so it would be me giving them a job. This is me employing them. When [I] sell them, I'll make a profit, and then I can expand the snail farm. And the more I grow it, the more I will also employ people to work on the farm to increase its production.

Participants agreed that the agricultural business was profitable because it is cheap and stated that individuals do not need much money to start certain aspects. P3 said:

Like getting fruit trees, fruit trees can be gotten; maybe in the surroundings, you don't necessarily buy them. But it takes time, but in the end, you can also get means of income from them. [And] prospects; Agriculture materials, things seen in our daily lives, as you can move from your house, and you see a mango tree; you could also see a cashew tree. And from those trees, you either get seedlings, or there are more ways of getting buds from trees; you have to get them from trees and transplant them. I'm not sure for a short period, you get large amounts. And from there, you can also sell those trees to others who need them. So even with less or more capital, agriculture can be practiced and also serve as means of income.

On the same point about income generation, P4 said that agricultural business is a lucrative way of making money and that he had seen people having an income from fish farming and crop production, thereby empowering themselves. That had driven him also to engage himself in the venture. The point the participant made also connects with theme two from the perspective that the idea of engaging in agriculture does not mean extensive cultivation of land but profitability in the business. P4 said:

When I say agriculture can generate income, agriculture is not just limited to crops, because the mindset of people is that agriculture, whenever they say agriculture, you have to plant yam or beans. But agriculture, there's this thing they taught me in school. They talked about hypo fixation, where you have to use just two groups of fish to generate many fries for catfish.

In addition, P4 said:

So now you can imagine just using just two things, just two fish, to generate a lot of fish withsome procedure. That's not going to cost you much, but you'll earn more in agriculture. And they taught me budding and grafting. And I saw that, wow; I could mix different species of plants of the same family and then still get something huge with some stress, with less stress.

P5 and P6 were discrepant cases, but both contributed to the general study. P5 said the desire to join in agriculture business training was to learn as much as he could take away from it to empower the youth as he hopes to employ some of them when his business begins. P5 said:

> So coming out of school and into the real-life world, it was an easy choice to pursue entrepreneurship in agriculture. Basically, it's a passion and my love for
>
> the field and industry. And then what I want to take away from it as it regards empowerment, well, I was hoping to learn enough, a lot, as much as I can.

P6 said:

> One of the reasons why I decided to go into it full-time is to see how I tried to elevate myself and my younger generation to come away from poverty. Because this few times in agriculture, I've discovered so many ways in which if agriculture is given more attention, it will just be one of the simplest ways to escape poverty. So that is one of the reasons why I decided to go into agriculture. (P6)

Participants 7 and 8 spoke about empowerment from the training they receive. While P7 said that when "tap[ed] into agriculture" they grow themselves as individuals as they grow the community simultaneously, which would go a long way to alleviating the country's socio-economic problems. P7 said:

> When it comes to agriculture benefiting you as an individual, it translates to having economic power in terms of money. You can take care of your family and children and send them to school. And then, when it comes to communities, you can feed your community also. And then, coming back to the country, you can export agricultural produce to other countries, which is a source of revenue even for the country.

Participant 8 said

> Agricultural training which they receive has become important to Nigeria like the president of the country mentioned saying ''most of everything that is going on in this country is [now] has to do with agriculture,

and we all need to put our energy into it, one way or the other to see how we can improve the economy of the country.'' (P8)

Participant 9 expressed that he ventured into the agricultural business to become self-sufficient and stand on his own, taking care of himself and other family members. P9 said:

"Okay. Self-independence is just doing things on your own without the help of others, without the help of the government or family members. When you start rearing, okay, let me try and explain a little bit. When you begin breeding animals and raising crops, I think if you raise them and bring them in, you can sell them for a profit. And with this, you can generate income. And with that, you can take care of yourself and sustain your livelihood."

Participant 10 expressed the same and indicated that from the experience he had had with his father he knows he can survive with agribusiness and also help his family members because he knew how much income that the father received from it. P10 said

"I see what comes in yearly, and what goes out yearly. Because with agriculture, you can actually survive with yourself and your family, what you can't get with your product, you can't really sell to get the currency to buy what you really want. Agriculture, to me, I think is a very good option [because] if you want to pursue it. That way, it can also survive you, it makes, it helps you survive and it helps your family also and everyone around you" (P10).

The aspect of theme two applies to 80% of participants except for discrepant cases regarding participants 3 and 5, which indicated that most of them involving in farm training does not mean cultivating or farming vast acres of land techniques. The protocol question I asked of all participants was regarding the training they had received from the farm centers and areas of their preference in farming should they settle for a career in agriculture. Most participants received training in Crop Production, livestock and animal production, fish farming, and poultry. P11 said

''what I would like to specialize on is to go for poultry because we in this country are lovers of meat and the ability to breed [birds] is quick and safe.''

Participant 2's preference was "snail and catfish production. [Because] that's animal production" and added that "the market is quite good here in Abuja and Nigeria at large." (P2) Participant 4 also said that "animal production in catfish is best because one does not stress regarding the purchase of drugs." (P4) The participant indicated that fish and poultry production is the best and "have much to offer." (P4) investments and profit returns. P7 and P8 noted that fish farming was their area of preference. P8 stated "I experienced this two years ago. It's been good; even though they are livestock, there are ups and downs. But generally, it's been a wonderful experience in fish." P8 said that they feel comfortable with the knowledge they had acquired and are still learning more about fish farming and are happy because it is an all-year-round business. Participants 9 and 10 expressed that they feel comfortable with animal production. P9 opted to go into snail production because of its profitability and probably plantain (banana) farming and P 10 preferred poultry and fish farming.P10 said, "predators like cats and rats. They do come and end up feeding on the base, [although] there are preventive measures, either you use a trap or poison to get rid of things like those predators."

Discrepant cases are the participants who said they preferred going into forestry, gardens, and trees for beautification on the one hand and crop production (rice production), which were P3 and P5, respectively. Participant 3 noted that "planting trees are suitable for obtaining building materials and beautification like sugar beets and stated," it's also very, very lucrative because some trees have and can withstand harsh weather. So if planted in one year, you might not necessarily do much to keep them growing, and when they are grown, selling them could fetch

money. P5 said it is worthwhile for "economic values, improving the GDP of the state and the country, and giving the entrepreneur a good take-home. It also provides enough to pay for people who work with you on the production journey." That indicates P5's intention of farming big. Participant 6 did not come under a discrepant case concerning theme 2 of the study because the preference for this participant was crop storage. P6 said, "you don't need to stress yourself when it comes to farming. You don't need to worry about whether or not there's rainfall, [and] nothing will bother you. You wait for the right time. The part I have been interested in is crop storage."

One theme that emerged under this category concerns the program management and fundamentals of graduate empowerment in agribusiness. Participants rely on stakeholders and relevant organizations to provide resources for start-ups and infrastructure to invest more in agricultural innovations to enable the sustainability of the programs to meet the teeming population of unemployed graduate youth. Having been exposed to various experiences and agricultural technological production innovations, all participants expect multiple forms of support to start their businesses. All the participants expressed their concerns, expectations, and challenges.

P1 and P10 shared their desire for help from the government and other shareholders about funding and various forms of input to bring their dreams into reality. P1 said, "We could start with funds, talk about grants, loans, or it's essential because no matter what you try to do, you need the capital to start. This funding can help build infrastructure and other necessary materials and equipment." P1poke about creating a poultry farm and rearing birds in a safe and healthy environment for those birds and that the funds for the business could come from loans or grants

from the government. Other forms of support P1 expressed that could come from surrounding farmers with more experience in the vocation.

Participant 2 spoke along the same line concerning funding to start their project and funding for living expenses in the form of accommodation as part of the things that constitute challenges. P2 said:

> The major challenge I think I would face after the training is funding to start the project. Funding covers the site selection for production. Funding covers every aspect of the production process. That's the aspect that I think I would want the government and other stakeholders to come in to give young people grant or loan that will enable them to start. Because we are young people, we are just coming into the labor force. If we have this funding, it will allow us to follow our dreams. Additionally, I want the government to develop a Monitoring and Evaluation sector to make sure that all agencies that it set up are working.

Participant 3 reported the necessity of having the governments come to their aid in acquiring land for farming because that could be problematic for young agricultural entrepreneurs. And that help could come in the form of leases from the government, gifts, and loans inclusive. The participant noted that "incentives could come from the governments like getting some plants not available in Nigeria" (P3); and that they could work out modalities between them and the government concerning the sharing of profits arising from the business.

Participant 4 said the government has the means of helping the youth obtain loans and grants. P4 made mention of the Small and Medium Enterprises Development Agency of Nigeria (SMEDAN). The government set up the organization to help promote Micro, Small, and Medium Enterprises for sustainable economic development. The participant said once they complete their training, they will register with the organization as that is the "means of getting grants and loans that the government usually gives to all" (P4). And that with the grants, they could invest; the

participant also said the NGO where they are obtaining training could also be of assistance if they found proposals and business plans worthy of an enduring business for investment. P4 expressed that that seems the best way that they could start generating income for themselves.

Participant 6 said "setting up something [agricultural business] is the ability to source for funds" and expressed further that "some people do not actually know what they want to do with the funds. One thing is to even get the funds, [and another] thing is know what to do with funds" (P6). The participant noted that stakeholders give loans to the wrong persons who have had no training in agribusiness and that way funds meant for professionals and genuine persons are wasted. P6 said:

> The 1000 hectares was a failed project. And that was millions of naira. It was a failed   project, and that was when it went back to 0.0. Now, imagine what our money will do in the hands of somebody that knows what they are doing. That money will bring out a lot of people in poverty. The government is trying to release funds, but the funds are getting into the wrong hands.

The participant said the government can move the society forward if they dealt with the rightful individuals with the rightful businesses in agriculture. And expressed "so getting the right people, giving them the right resources, is just an easier way to empower others; like they said, you can't give out what you don't know." (P6)

P7 said, "I would say it's vital for government, both private and public sectors, to invest more in agriculture, especially for young entrepreneurs seeking funds to expand their farms. If we have access to loan facilities and other support means, I think we will do great things in the farming industry. So we need more support from individuals, organizations, government, and non-governmental organizations to come in and help agriculture thrive in our country." The

participant expressed that two things will help young graduates who have made up their minds to become successful, a conducive environment for their operations and having access to loans.

P8 said there are businesses in agriculture such as poultry farming, fisheries, and livestock production. And said "[so] a lot of stakeholders can initiate all these things, or all these programs so that we can train all these young ones, make them understand the key importance of agriculture in society" (P8). According to P8, "Like what I just said, this thing is just an avenue to create awareness. Bring participants together, and then get some coaches to explain better about the opportunity and life within the agricultural sector. So the government can initiate programs" (P8).

A female participant who had completed agricultural training and had acquired prerequisite skills and knowledge from a World Bank project said "we are still waiting" (P9). The participant said "for me to go into this kind of stuff I just mentioned, I'll need availability of land. Land is very scarce; availability of land, inputs, and then capital to start us off. Those are the three essential things." (P9) And she added, "If they [government] bring more youth, I think we will do; [So] government should empower us, and they should empower the youth so that we can grow. [Because] if the government gets old, they will die; and us, we want to come in and help the nation. That's what helps," and such a feeling from the participant provoked a sense of urgency and probably distress.

The emphasis from participant 10 was the call for the government and other stakeholders to do the right thing if they desired to benefit from agriculture. And said, "without resources, you can't get a good outcome. Like when it comes to poultry, you can't start up [poultry] when you do not have the resources to provide feeds" (P10). The participant noted that funds are required to hire personnel to take care of the birds for maximum profitability.

One discrepant case that graduate youth seeking to enter into agribusiness might face and their expectations of stakeholders to tackle such challenge were expressed by participant 5. The participant noted, "so, and one of the challenges that people have is, especially the young, upcoming entrepreneurs in agriculture, is the lack of a strong market. So the competition in the market is somewhat tedious. Some people already have people they already have a relationship with over time, so it's not that particular person they're not buying." (P5) And he went on to say if any means that stakeholders could incorporate new entrants into the markets to encourage them to meet with other producers and customers for marketing and networking strategies, there might be a chance of creating solid markets for upcoming entrepreneurs. That is achievable through trade fairs, for example.

Theme 4 of the study also comes under farm administration and empowerment fundamentals. There is, therefore, a need to retain the attention of youth in agribusiness. From that perspective, there ought to be other professionals who understand the psychology of the graduates in vulnerable environments since they were redirecting their attention from an oil business (legal or illegal) environment to agricultural entrepreneurship. Due to the precarious situation in which the youth find themselves jobless and without social security or income, they remain vulnerable, needing care and justice while retaining their self-esteem and undergoing agribusiness training. Participants in the study expressed different ideas concerning the practice of social work and human services that can support their course while undergoing training and trying to become self-employed in agribusiness.

Some participants expressed that experts, social workers, and human services professionals might help in their development path to succeed in diverse ways, including knowing

agencies and influential individuals that could aid their access to loans and grants or gifts. Participant 1 said, "you might not have access to all those things, and [so] knowing certain people [they] could help you." (P1) P1 also noted that human and social services professionals could be helpful in terms of "people wanting to get more of new varieties of crops or new technologies in the field of agriculture." A female alluded to the same thing when she said, " I think people have all of this exciting place to encouraging young people to follow through in practicing agribusiness because a lot of young people take this training, but they do not have some motivation. So I believe agencies will motivate young people and will mentor them too. Because after training, they are not learning everything here. We need some mentoring" (P3). She also added that they "have mental health sessions during the training." P3 said:

> Aside from the whole business aspect, many young people still have issues they're facing with their families. Some people are battling depression and all of that. So as much as they enable us to follow through with this business, they also ensure that we are in the right emotional and mental state to run a business. (P3).

Participant 3 said those one-on-one counseling sessions were usually helpful because some in the program are from low-income families and might be suffering from depression. Therefore, they must be in an excellent mental state while pursuing agribusiness skills that will be helpful to them afterward.

Participant 3's perspective of the human and social services professional seems like any individuals or professionals the entrepreneur pays in the value chain of production in the business. The participant said they had not had exposure to this category of experts but liken the experience to that of persons used as "agricultural extension workers of the local farmers, so I want to meet such person. When you receive empowerment in knowledge from them, you can reach other

farmers." (P3) Participant 4 perceived the role of the human services professional as that of a mentor from whom they could learn. He said "accessing ideas from them is easy, because a business may not work with emotions" (P4). And the participant added that they would have to learn from mentors so that they do not make the mistakes that others who had passed through the process earlier did.

Participants 5 and 6 stated that they identify human and social services professionals from the perspective of networking for success in a group. P5 said having those professionals could go a long way to help in fundraising. They noted "you're able to have other professionals as well to be able to come in [and] do this network to reach out to some of these stakeholders." The participant said they could serve as "official event leaders, official fundraisers" (P5). Additionally, the participant said the young entrepreneur might not be able to organize trade fairs to raise awareness except professionals to make agribusiness programs effective. Participant 6 addressed the role of practitioners in human services as "networking" where they could, for example, take the lead in a forum "young farmers" event (P6). That could create a ripple effect that might bring socio-economic benefits to young entrepreneurs.

P8 noted that having human services professionals in agribusiness programs would be a good idea from their angle of "advocacy, training and other resources that can motivate participants." (P8) The participant expressed their presence will enable others in the programs to "make [have] a voice." P7, P9, and P10, from the perspective of their understanding of the role of human services in agribusiness, constitute discrepant cases because their response did not connote adequate understanding of the issue seeking knowledge from them. P7 said:

I think it's the people already in the agricultural sector that need to carry the young ones along. I believe that not every young person wants to engage in agriculture. One of the reasons is a lack of knowledge and exposure. But when there's proper exposure, and there are people who see these young ones, take them forward, and teach them very well, agriculture, we will make headway in the agricultural sector (P7).

P7 said the ministry of agriculture officials should sensitize young individuals in the community and let them know that engaging in agriculture is not the cultivation of acreages of land with manual labor. The ministry officials will organize seminars and workshops on agriculture for young individuals to come and join in agribusiness programs. When the awareness begins, they will see "why we need an army of farmers." (P7) Equally, Participants 9 and 10, which are discrepant cases, reveal their understanding of professionals in agribusiness in different ways. P9 noted that "it will be a great benefit when stakeholders assist the youth because they know what they want in agriculture." Additionally, the participant said that it would boost the productivity of crops and animals, which will help the nation by bringing the youth up while increasing the country's GDP. P10 said it is better to hire a professional than a person with no practical knowledge because agriculture is practical knowledge.

Success might not be about income generation alone and that is what participants in agribusiness have expressed in the study. The participants seem determined to let their successes in agriculture have a ripple effect on their communities when they must have commenced business in their chosen endeavor in the absence of jobs in Nigeria. According to Stecker (2014), social entrepreneurship is a social enterprise that aims to disrupt unjust systems of suffering and inequality in the community. Therefore, efforts that the present study make about youth involvement in agribusiness is a success story when it impacts communities while individuals still maintain their wellbeing. From that standpoint, the concept that youths might not be opting for a

successful career from a sense of meaning, the strategy of social enterprise brings a degree of success, and the participants' perspectives might be worthy of investigation.

Several of participants in the study noted they see success of agribusiness regarding youth engagement as the ability to impact their community after setting up their own businesses in that regard. They said reaching the grass root farmers and engaging the youth in their community constitute success. P1 said success is "when you do not depend on the government and you are contributing to society." Additionally the participant noted that they become successful "when able to provide job for other people in the community. P2 said:

> My idea of success is that at the end of this training, I will be able to start up an agribusiness. And when I start up, I will be able to produce commodities I can sell in the market. And then, other local farmers can learn my production technique and practice it because I'm a professional now. So when they know my process and practices, they will have more production. And also, I'll be able to engage other young people. I can create some job opportunities for young people. And also encourage young people and families to pursue agricultural entrepreneurship.

For P2, the emphasis after the completion of training, the enterprise's goal is to impact the grassroots farmers by organizing outreaches to them and "show them what we can do, and encourage them to practice it." (P2)

Participants 4 and 5 perceive success in the youth as seeing them get involved in agribusiness, which according to P4, requires a change in "the mindset of everybody. [But] I hope the government will enlighten the youth about agriculture." P5's perception of success is "when I have at least up to a good number of young people directly from, or indirectly from my inputs,

coming into the agricultural sector and having their success in line with their definition on what they want; that to me would mean success."

Participant 7 stated that success of youth involvement in agriculture is to have an "army of farmers. Yes, because if you have 50 people in a community and 30 people are engaged in agriculture, it's a good one, you have food security in that community." (P7) Additionally, the participant noted that agribusiness should go to a point where there is employment in agriculture. Many people are roaming the streets. Let's engage them in agriculture. From there, they learn and can employ other people. From there, they get something to feed themselves and their families. Let some people establish their businesses because you showed the way. That's my idea of success in agriculture.

Two other participants, P8 and P9 expressed that they see great prospect in agriculture for the youth in Nigeria. P8 said "If you look at agricultural systems in Nigeria now, it's very promising. There are a lot of opportunities for youth. I have learned a lot of things, and I stand very well on this passion that in the next few years, I will create an avenue where I will employ people to work for me and train them in the area I'm interested in. That means the entrepreneurship route, the agricultural support. So I'm looking at employing more people and teaching them to my standards." On a similar traction, P9 said, "agribusiness is the only success." Additionally, the female participant said in agribusiness lies the success of agriculture in Nigeria and will help the nation in employment prospects. Participant 10 agreed with the others when they spoke that success is seeing their farm products sold in the markets, and they are sustaining lives. The participant said success is "when you can help a person who is close to you and that gives you a sense of relief and happiness." (P10)

Summary

This chapter included the study results, which involved answering the research question about how Nigerian graduates of entrepreneurship training in agriculture describe their empowerment experience in pursuing a related career. Following interview sessions aimed at gathering relevant material, 10 participants who volunteered to participate in the study were sufficient to reach saturation. Based on interview questions and data from their responses and subsequent analysis for codes and categories, five themes emerged from the study.

The themes were: adopting agricultural practice as a business becomes necessary in the absence of white-collar jobs, involvement in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices, stakeholders' experiences could provide tangible outcomes, human and social services practice is not used but desirable. and the success of youth involvement in agribusiness is not only about income generation. I endeavor to further these themes further in Chapter 5. Also in Chapter 5, I address the study's limitations, make recommendations for social change, and summarize the study.

Chapter 5: Discussion, Conclusions, and Recommendation

This qualitative study confirms that the agricultural sector constitutes the solution to unemployment of Nigerian graduate youth. From the scholarly works of Asogwa and Dim (2016), Ayinde et al. (2016), Balad (2016), Musa et al. (2016), and Nyabam and Asuelimen (2018), the present study confirms that the solution to unemployment may lay with the engagement of youth in entrepreneurship, and in the agricultural business in particular. Whereas the survey by Nyabam and Asuelimen (2018) showed the lack of capital, other factors like inadequate training and lack

of government support, among other constraints, could be the primary factors militating against the success of the intervention, the present study provided insight into these problems. The involvement of social work and human services professionals in the intervention process, which is their primary focus, including advocacy, would improve the lives of community members, particularly that of the youth. Additionally, Nafiu et al. (2018) said despite an "increase in entrepreneurship activities in Nigeria" (p. 140), poverty had continued unabated with no solution in sight. However, the present study suggests that the engagement of youth in agricultural business from an interdisciplinary perspective from a multi-faceted discipline with human services involvement could provide respite from poverty in Nigeria.

I set out in the study to understand how young people experience entrepreneurship training in agriculture to prepare for a career in that sector. I used the experiences and perceptions of participants to answer the research question. Upon completing oral interviews with participants and subsequent transcription of those interviews, the process of coding and creating categories followed. I identified five themes in the study. I read through the data several times before organizing them manually. I achieved that with the assistance of Microsoft word. I organized the study data through interview questions, after which I formed the participants' responses into categories.

The first category was sustainable means of livelihood as derived from empowerment perspectives. From that category, two themes emerged: adopting agricultural practice as a business necessity due to the non-availability of white-collar jobs, involvement in farm training, and farming does not mean cultivating or farming vast acres of land techniques and practices. Category 2 was farm administration and enabling motivations. In that category, two themes

emerged: stakeholders' experiences (comprising of non-governmental organizations, national and local governments, international organizations, and financial institutions) could provide tangible outcomes, and human and social service practices are not used but desirable. In category 3, determining the drive for sustainability and development of agricultural entrepreneurship, the success of youth involvement in agribusiness is not only about income generation emerged is the only theme that occurred (see Tables 2 - 4).

Interpretation of the findings

Kibiya (2020) said the growth of agricultural entrepreneurship training to empower youth concerning their prosperity and community development is essential because it will go a long way in the elimination of poverty and will improve community life. The study showed that adopting agricultural entrepreneurship was necessary to tackle unemployment. According to Kibiya (2020), the youth population in Nigeria constitutes 45% of the country. Nine participants decided to opt for agribusiness because they wanted to sustain themselves, create jobs, learn how to operate for themselves, and have the opportunity to feed people and eliminate hunger in the community. P1 said, "there are no more jobs opportunities in the country [due to the cureent economic recessions]. The youth have to learn to do things for themselves." Likewise, P2 said the primary rationale for joining agribusiness is to create jobs for themselves and other young people because getting a job in Nigeria is arduous.

Under theme eight participants' agribusiness preferences includes poultry, fish farming, and snail production. P6, who preferred crop storage, said they do not need to worry about crop production, which depends on the weather, or whether there is rainfall or no rainfall. Crop storage involves waiting for the right time to sell at a profit. Rentizelas et al. (2020) said preference for

sustainability practices could encourage employees or employers to bring about improved results or outputs with innovative techniques driven by business goals and initiatives. Participants expressed that stakeholders and relevant organizations should offer resources for startups and infrastructure to enable young agribusiness entrepreneurs to invest in their businesses to improve their lives. That would also enhance the sustainability of agribusiness interventions. Those views corroborate with the surveys that indicate entrepreneurship development is a tool for economic empowerment and helps solve the unemployment problem (Musa et al., 2016). Bilad (2018) said entrepreneurship is "the right choice to [improve the economy's life] independently. Whether it is the economy of ourselves personally, even the economy in general in a bigger scope" (p. 19).) P4 said if they register with those types of organizations when they finish training, they are likely to obtain grants or loans to start their agribusiness. P2 emphasized desire for an effective monitoring and evaluation section for agricultural financing agencies to ensure they use funds provided to participants for right purposes and only to authorized youth who had undergone training.

There is a need to retain the attention of youth in agribusiness because of the environment in which they find themselves coming from a position of having no income. Although they are an oil-producing nation, there is a need for professionals in Nigeria who understand their psychology to redirect their focus from the oil business to agribusiness. Amadasun (2019) said social work in Nigeria has been ineffective because practitioners have embraced a colonial system that lacked compassion for most citizens. Government agencies situated social services centers in urban rather than rural areas. That is because colonial authorities emphasized curbing crime, drug additions, prostitution, and poverty in cities, thus caring only about rehabilitation to maintain law and order. Hence, according to Gehlert et al. (2020), involvement of practitioners in ethical

interdisciplinary collaboration reduces extreme economic inequality, builds financial capability for all, and leads to equal opportunity and justice.

The study conforms to peer-review works by the scholars mentioned above, including the adoption of Smith and Murray's (2021) research, which hinged on having a new framework that allows alignment between social work and cross-collaboration alongside interdisciplinary efforts as components for achieving results. The present study findings are specific from the perspectives of participants when P3 said during training they have mental health sessions, have family problems, and some of them suffer depression, and desire to be in the right emotional and mental state to pursue a business. P1 noted that having or knowing other people such as the human and social worker might facilitate their ability to secure grants, loans or gifts upon completing their agribusiness training.

Increasing agricultural entrepreneurship is a necessity for community development. Theme 5, the success of Youth involvement in agribusiness, is not only about income generation. Several participants indicated that their success and happiness would be far-reaching when they could exert their ability to impact their community after setting up their businesses. P7 said they would like to see an army of farmers, which signifies food security for the community. P5 also said agribusiness could become successful and pull many young people out of the streets. The participant also said that would remove them from idleness and crime into employment in agribusiness. These findings align with the works of Berk (2018) and Losch (2016) that urge the Youth to return to farming to create an income for them, which signifies employment in the absence of white-collar jobs to attain social justice globally in line with the International Labor Organization. The piece of work by Berk (2018) is portrayed from the European Commission's

perspective with direct government support through a policy of the need to provide incentives in the form of direct payments to young people to start agricultural businesses in more significant volumes. The idea is to encourage young farmers to work on the farms while the older generation farmers remain only heads of those farms in the rural areas. That conforms to the idea which P7 expresses concerning having an army of young farmers to ensure food security.

Conceptual Framework

I derived the conceptual framework for the study from the social critical theory alongside the theory of resilience. A central proposition of the critical approach is the concern for stopping injustice, and such knowledge brings obligations (Horkheimer, 1972). The aim of the study is for practitioners and other professionals in agriculture and allied industry to gain insight from the target group's minds and help unearth their potential. That is how participants indicated that adopting agricultural practice as a business is necessary for the absence of white-collar jobs. Also, concerning the social critical theory, as noted by Kiselica and Robinson (2001), identifying with some human conditions could move the professional to a personal imperative for making the world a better place. That is achievable through the professionals' advocacy action spirit that suits the personality of their target group. Further, that could only be achievable by their advocacy and counsellorship skills for "genuine social action." That confirms the need for action as reflected in one of the themes of the study that human and social services practices are not used but desirable.

Additionally, the critical theory throws light on the activities and behavior that guide educated individuals into demonstrating the competencies that societies and economies need in times of need, rather than being disillusioned by the oppression and injustice that goes on in the

community (United Nations Education, Scientific and Cultural Organization [UNESCO], 2015). That ties up with my use of the theory of resilience which, according to Brendtro and Larson (2016), was first termed ''courage'' by Alfred Adler in1930. Additionally, Kovacic and Dolan (2020) say the demonstration of coping skills as evident in the study is typical in resilience research, particularly among young people. Theme two addressed that involving in farm training and farming does not mean cultivating or farming vast acres of land techniques. That shows that the youth might not have what it takes to engage in large-scale agriculture, at least at the initial stage but are prepared to do something by starting fish farming, poultry, snail farming, and livestock production generally as indicated by a majority of the participants as their choice for agribusiness.

Theme five of the study conforms to the coping abilities and courage or resilience of the target group about the success of their involvement in agribusiness going beyond income generation. Participants voiced their desire to extend their agribusinesses to other younger members of their community by employing them and helping other local farmers to disseminate knowledge to them for their empowerment as well. Alongside the involvement of human services in job employment through agribusiness, that paves the way for ethical interdisciplinary collaboration that might lead the way to seeking solutions to social problems. Smith and Murray (2021) refer to the involvement of practitioners in the process as inter-professional education.

Limitations of the study

In line with the planned recruitment and request for oral interviews with participants through the letters of the interview to them, I assured them the interviews would be confidential and on a one-on-one basis. I also informed the participants the discussions would take place on

the premises of any park around their farm centers. Upon the settlement of time for the interviews, the problem arose concerning the best location given the tight schedule of farm training sessions and the times for lunch breaks. The limited space of time did not allow for the selection of a place far away from the farm center, and the nearest was an open recreational spot, and the participants and I settled for it for the interviews. I discovered afterward that the location was prone to noise and other users' interruptions. On one occasion, during one of the interview sessions, I had to move away from a group that wanted to lend an ear to the discussions. Therefore, while I promised confidentiality to the participants, I could not control the environment at those moments.

The other challenge I faced in the study, which constituted a limitation, was peer debriefing to check my biases that tend to crop up in this type of research. I had a problem reaching out to debriefers in the United States due to Covid-19-related problems. However, I compensated for that by extra careful readings and interpretation of narratives on the research subjects, as noted by Wadams and Park (2018). However, other research members like my instructors were beneficial in this regard. Their input went a long way in checking my biases as a practitioner to ensure I settled only on the issues that pertain to the experiences and perceptions of those participants in the study.

Recommendations

Jegede et al. (2019) noted little literature on youth empowerment exists in Nigeria. Although the present study conveyed aspects of youth empowerment from the angle of agricultural training and agribusiness, there is a need for further research concerning the issue addressed by Jegede et al. (2019). The authors said that youth empowerment ought to settle

around sustainability and development and that government and non-governmental organizations aggressively engage the youth in the decision-making process because they are among the disadvantaged population in the community. Presently in Nigeria, the government policy concerning youth welfare is ambiguous. That seems evident in the study when one of the participants quoted the president of the Federal Republic of Nigeria as saying, "There are no jobs in the country, there are no other jobs in the country; the youth must learn to do things for themselves" (P1). To confirm its vague policy stance on employment, recently (June 2022), the Federal Government, in reaction to the cries of citizens, approved that the Ministry of Labor opens a portal to document all unemployed Nigerians. Further research concerning the youth's employment procedures and policies might be necessary to provide a clear road map for the Nigerian youth's welfare, particularly those who have chosen to make a living through self-employment and agribusiness.

According to Amadasun (2019), social work in Nigeria has become ineffective because practitioners have toed the line of colonialists by caring little about most citizens, most significantly in rural dwellers who engage in subsistence farming. That posture calls for a re-orientation of practitioners and strategy to imbibe a developmental approach such as becoming involved with the youth in agribusiness. That could extend to the rural areas with time to enable the agribusiness to affect the larger population. Participants in the study indicated they need practitioners in their desire for inputs and resources and realize practitioners could help them. The Council of Social Work Education recognizes other players' roles in inter-professional teams from the value base of practice at the micro, mezzo, and macro levels (Council of Social Work Education [CSWE], 2015). Practitioners in developed countries try to pay "'particular attention to

the needs and empowerment of people" (Preamble, National Association of Social Workers [NASW], 2015). That applies to practitioners in Nigeria on how the practice could become effective. The study has initiated discourse on these as it pertains to the youth in agribusiness, but further research is necessary on the way forward.

According to Gehlert et al. (2020), the American Academy of Social Work and social welfare aspect is vital when it addresses the reduction in extreme economic inequality, the building of financial capacity for all, and achieving equal opportunity and justice for all. It is the heart of this study to tackle the problem of youth unemployment and suffering through agribusiness in Nigeria. Scholarship and practice through interdisciplinary collaboration could address it. NASW code of ethics (2018) qualifies social workers to join the team of professionals when that could ensure the well-being of their clients. As noted by Smith & Murray (2021), the ethical principles of practice in social work ethics are based on the social scientific discipline concerning respect for autonomy, beneficence, and non-maleficence. The desire to distribute resources among the target population is necessary for the survival and continuous empowerment of the growing youth in Nigeria. Making a desperate plea, P9 said, "because if the government get(s) old, they will die. And us, we want to come in and help the nation." Therefore, scholars must conduct further research on how to introduce these principles in human and social services practice through non-governmental organizations (NGOs) regarding participants' concerns in the study.

Recommendation for future research

According to Kibiya (2020) solution to unemployment problem is improve intervention programs in agricultural entrepreneurship through farm training to empower of youth and since

about 45% of the overall population in Nigeria constitute youth and urged professional counselors to encourage and orientate youth towards accepting agricultural enterprise as prospects for job creation. Ebiziem et al. (2020), who also put the unemployment figure of the Nigerian youth at 34%, call it an embarrassment. That analysis shows that only 11% of the Nigerian youth are employed or have some job to do for a living. The contribution of the present study, mainly that involving human and social services and therefore from an inter-professional platform for the sustainability of agribusiness and the client to have a voice, is worthy. However, further research is needed to engage stakeholders and instructors of farm training institutes and centers in conversation to have their perspectives not about a lack of starter packs but on what could constitute their experiences concerning prospects and hindrances of growth in programs for agribusiness in the country. Additionally, there is a need for further research concerning what potential policy actions could be for young people seeking to make their living through self-employment and agriculture, as noted by Betcheman and Khan (2018).

Implications

Aside from filling the gap in knowledge concerning the use of agriculture to tackle the problem of unemployment in Nigeria, the study lays the bull work for the actualization of social work and human services professionals' practice that can benefit a more significant percentage of Nigerians. That becomes acceptable from the perspective that 70% of the population in Nigeria is dependent on agriculture (Woldermichael et al., 2017). The study has the potential that practitioners and policymakers could use to impact positive social change from different angles. As noted by P5, their involvement in agribusiness would pull many young people out of the streets and remove them from the life of crime, making them valuable community members. P7

expressed how the program of study makes them a part of an army of farmers, which means bringing food security to society.

The study also fills a gap from the standpoint of Nafiu et al. (2018), when the researchers noted that despite the interactive nature of entrepreneurship practices in Nigeria, poverty increased in the country. The present study shows the way to an appropriate kind of entrepreneurship engagement of graduate youth through a multi-disciplinary approach with the involvement of practitioners to make a difference with "appropriate advocacy strategies" (Clear et al., 2018, p. 858). In Nigeria, professionals could take the advantage to engage in advocacy for their clients because nongovernmental Organizations do not benefit from funding through government contracts.

One other aspect of positive social change the study implies is the global call for Youth to return to farming to create an income for them. That signifies employment in the absence of white-collar jobs and the attainment of social justice in line with the International Labor Organization policy (Losch, 2016). The study has positive social change implications and aligns correctly with the choice of the critical social theory deployed in understanding participants and their plight. Fishman (1997) refers to the evaluations that arise from the research, likened to that of a "reflective practitioner" or the "action researcher" (p. 232), indicating that the problems that occur in the study become a focus of investigations by the human service professional. From Lincoln and Guba's (1985) perspective, the "voice" of the participants calls for the professional's advocate for the Youth. However, they could not be termed "activists" since agricultural training and practices constitute the study's crux of the empowerment that the target group seeks. At the same time, the human service provider only attempts to enhance the relationship with his clients.

As evident in the study, eight participants opted not to go into large acreage of agricultural cultivation of farms. One plausible reason could be because that could be capital intensive and require renting lands for cultivation, purchasing chemicals, and hiring employees and laborers to weed and dispose or sell after harvesting. Moreover, the process has unpredictable outcomes, which the young agribusiness entrepreneurs may not be able to handle. That reinforces the need for practitioners to get involved in programs because they are in a better position to access grants, donors, and other relevant resources to train and equip youth. That is from the perspective that scholar-practitioners possess the appropriate tools, skills, and competencies to accomplish such tasks by their ability to write proposals that could translate to funding through their non-governmental organizations.

Conclusion

This dissertation involved studying and analyzing the research question about how Nigerian graduates of entrepreneurship training in agriculture describe their empowerment experience in pursuing a related career. The study aimed to provide literature on eliminating poverty from an interdisciplinary perspective and used data from interviews with 10 participants at a farm training center. The findings reveal that the target population chose to adopt the agricultural practice as a business strategy because it had become the right thing to do in the absence of white-collar jobs. Secondly, from their perception of their experiences and situation, getting involved in farm training and farming does not mean cultivating or farming vast acres of land techniques and practices. Interviewees were required to go into agribusiness practices such as fish farming, rising birds- poultry, snail production, and gardening to produce vegetables and

bananas to have a steady income to escape poverty and unemployment. Thirdly, the study revealed that unemployed graduates determined to make a success out of agricultural business could benefit from stakeholders in governments, non-governmental organizations, and financial agencies' experiences with tangible outcomes in securing grants, gifts, inputs, and relevant infrastructure or starter packs. Fourthly, the study reveals participants did not engage services of Human and social services professionals. Still, their presence was desirable because they possess skills in social work administration, advocacy, and organization of community programs and human services intervention services that could prove helpful in poverty alleviation. Lastly, the study revealed that the success of involvement in agribusiness was not about income generation alone because participants indicated a strong desire to give back to their community, thereby providing a ripple effect for community members in employment provision to individuals outside intervention projects.

The present study's basic qualitative generic research design seemed appropriate as it aimed to contribute to scholarship and literature on the helping profession in Nigeria. It enables professionals in different disciplines to make meaning of participants' experiences and contribute to the literature in Nigeria's human and social service practice field as a developmental approach. Scholars such as Amadasun (2019), Manyama (2018), and Udeani (2019) said social workers had remained inactive because professionals focus on a limited percentage of vulnerable individuals in the cities while leaving out a majority of the Nigerian population who primarily reside in the rural areas and engage in farming for their livelihood. The present study has advanced beyond such scholarship by proving that interventions from a multifaceted discipline could be beneficial in improving the lives of communities to solve the problems of vulnerable individuals. The target

population is not only envisaged entrepreneurs. Still, they constitute the Nigerian people and workforce who are future leaders and should champion poverty alleviation programs if they were when empowered through agribusiness training schemes and packages, which the study has proved is the panacea for unemployment in Nigeria. That reinforced the study's goal of helping professionals take the lead and join hands with agricultural experts to improve youthful individuals' lives. The exploratory research in the scholarship field might not be inconclusive regarding outcomes and follow-up practice since graduates were still in training in the farm center; only time shall tell.

Further research might be necessary to embrace similar intervention programs to determine the realities and snarl-ups in implementing programs for youth to realize their dreams to improve their lives to get them out of poverty. While at the same time tackling massive unemployment resulting from the government's dwindling fortunes and a lack of financial prosperity in Nigeria. Non-engagement of graduates and other youths outside interventions could give rise to instability with grave consequences, with Nigeria drifting further into darkness. In contrast, the rest of the world's youth forge ahead, bringing socio-economic development to their communities through empowerment programs.

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Appendix A: Interview Questions

1. What could be the rational for your choice to join in entrepreneurship training in agriculture and what do you wish to take away from the experience and particularly concerning empowerment?

2. What aspects of agriculture did you receive instructions or coaching? How long did it last if you have completed the program, and what part of agriculture do you feel comfortable taking up a career in that field to succeed?

3. Outside of your instructors from the various training platforms, how may stakeholders (such as farmers, NGOs, national and local governments, and international organizations help in making your dreams of becoming a success after leaving the farm institute?

4. How do you think having access to other professionals as in the human and social services might help in your development path in their role of providing advocacy for resources and care/wellbeing during your training and welfare after you complete the program?

5. What can you say is your idea of success concerning agricultural entrepreneurship and youth empowerment in Nigeria?

Appendix B: IRB Approval

IRB <irb@mail.waldenu.edu>

To: Jonathan Musa

Cc:

- Nathan R. Moran;

- IRB

Wed 1/5/2022 6:33 PM

Musa Consent Form.doc

55 KB

□

Dear Jonathan Musa,

This email is to notify you that the Institutional Review Board (IRB) has approved your

application for the study entitled, "The Perceived Impact of Empowerment through Agricultural

Entrepreneurship among the Nigerian Graduate Youth."

Your approval # is 01-05-22-0742410. You will need to reference this number in your dissertation

and in any future funding or publication submissions. Also attached to this e-mail is

the IRB approved consent form. Please note, if this is already in an on-line format, you will need to update that consent document to include the IRB approval number and expiration date.

Your IRB approval expires on January 4, 2023 (or when your student status ends, whichever occurs first). One month before this expiration date, you will be sent a Continuing Review Form, which must be submitted if you wish to collect data beyond the approval expiration date.

Your IRB approval is contingent upon your adherence to the exact procedures described in the final version of the IRB application document that has been submitted as of this date. This includes maintaining your current status with the university. Your IRB approval is only valid while you are an actively enrolled student at Walden University. If you need to take a leave of absence or are otherwise unable to remain actively enrolled, your IRB approval is suspended. Absolutely NO participant recruitment or data collection may occur while a student is not actively enrolled.

If you need to make any changes to your research staff or procedures, you must obtain IRB approval by submitting the IRB Request for Change in Procedures Form. You will receive confirmation with a status update of the request within 10 business days of submitting the change request form and are not permitted to implement changes prior to receiving approval. Please note that Walden University does not accept responsibility or liability for research activities conducted without the IRB's approval, and the University will not accept or grant credit

for student work that fails to comply with the policies and procedures related to ethical standards in research.

When you submitted your IRB application, you made a commitment to communicate both discrete adverse events and general problems to the IRB within 1 week of their occurrence/realization. Failure to do so may result in invalidation of data, loss of academic credit, and/or loss of legal protections otherwise available to the researcher.

Both the Adverse Event Reporting form and Request for Change in Procedures form can be obtained on the Tools and Guides page of the Walden website: https://academicguides.waldenu.edu/research-center/research-ethics/tools-guides Doctoral researchers are required to fulfill all of the Student Handbook's Doctoral Student Responsibilities Regarding Research Data regarding raw data retention and dataset confidentiality, as well as logging of all recruitment, data collection, and data management steps. If, in the future, you require copies of the originally submitted IRB materials, you may request them from Institutional Review Board.

Both students and faculty are invited to provide feedback on this IRB experience at the link below:

http://www.surveymonkey.com/s.aspx?sm=qHBJzkJMUx43pZegKlmdiQ_3d_3d

Sincerely,

Libby Munson

Research Ethics Support Specialist

Research Ethics, Compliance, and Partnerships

Walden University

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Information about the Walden University Institutional Review Board, including instructions for

application, may be found at this link: http://academicguides.waldenu.edu/researchcenter/orec