



RESEARCH ARTICLE

TECHNICAL AND VOCATIONAL SKILLS ACQUISITION: VERITABLE TOOLS FOR SELF-EMPLOYMENT

**¹ENOBUN-NWIDI, Patience Enyiamaka, ²AWEN, Benjamin Iorsue, ³Hannatu, G.
DANBATURE**

¹⁻³Department of Business Education, Federal University of Education, Zaria

ABSTRACT

The objective of this paper is to investigate the influence of technical and vocational skills acquisition on self-employment in Benin Metropolis, Edo State. This paper employed descriptive survey research design. The population of the study was 75 registered experts in the selected skills in Benin Metropolis. Purposive/judgmental sampling was adopted to select respondents whose opinions are relevant and to make valuable decisions. Thus, 75 samples were arrived at based on value judgement that the respondents are very knowledgeable in the subject matter. The instrument for data collection was closed-ended structured questionnaire. The study adapted items suitable in measuring the various construct of this study from previous studies. The questionnaire was designed using 5-point likert scales ratings of “strongly disagree” (1) and “strongly agree” (5). Face validity assessment in this area of academic discipline was also done by the issuance of a copy of the questionnaire each to three experts in the field. Cronbach alpha coefficient was used to determine the reliability of instruments used with alpha value of .786. Data were coded using Statistical Package for the Social Sciences (SPSS) version 21.0. Hypotheses were tested using multiple regression. The findings show that tailoring, food service, cosmetology, and photography skills have positive significant influence on self-employment. The study recommended that the career counsellors and other stakeholders should continue to counsel the youths and graduates on the important of skills acquisition on tailoring and fashion designing, food service, cosmetology and photography for self-employment.

Keywords: Technical vocational skills acquisition, tailoring and fashion designing skill, food service skill, cosmetology skill, photography skill and self-employment.

Corresponding Author:

Patience Enyiamaka ENOBUN-NWIDI,

Email : patiencenwidi@gmail.com, Tell: : +2347055851143 OR 08061278137

Received: 22/12/2024; **Revised:** 19/1/2025; **Accepted:** 20/2/2025; **Published:** 28/03/2025



1.0. INTRODUCTION

Technical and vocational skills acquisition has been identified as a panacea for the high youth unemployment, poverty and hunger in Nigeria, where statistics have shown that 70% of the unemployed population of the country are unskilled (Alfred & God'sdesire, 2022). Effective engagement of youths in vocational skills acquisition is an intervention mechanism in the eradication of unemployment and poverty in the society. Technical and vocational skills acquisition could help the youths to be self-employed or be relevant in the world of work, thereby preventing poverty and providing for them a more fulfilled life. Therefore, people trained in a range of technical and vocational skills end up not only becoming self-employed and self-reliant, they also become employers of labour. (Omene, 2021).

Self-employment is an economic activity which one may perform on his own as a gainful occupation, and this may consist of producing and selling goods, buying and selling goods, or rendering services for a price. Self-employment refers to a situation in which an individual conceives, creates, manages and assumes responsibility for a business enterprise rather than working for others in a paid employment. Self-employment is the state of working for oneself rather than an employer (as cited in Martinus, 2018). Self-employed people are those who work for themselves and do not receive a salary or compensation; instead, they make money by doing their business or profession on their own initiative and/or at their own risk (CBS, 2018). Thus, a self-employed person is a person whose primary responsibility is to perform labour for his own benefit or risk in his own business or practice, in a family member's business or practice, in an independent profession, or, finally, as a significant shareholder (Yusuff, 2019). Self-employment avail the opportunity of generating one's income directly from customers, clients or other organizations as opposed to earning salary as an employee. Self-employment is when an individual engages in any economic activity and manages it on his own to earn a living (OECD, 2016). Self employment may be seen either as a survival strategy for those who cannot find any



other means of earning an income or as evidence of entrepreneurial spirit and a desire to be one's own boss (Atah & Ukah, 2021). Self-employed persons are those who earn income from their trade or business, who set the terms of how, when, and where they perform their work; and who assume all the risks and responsibilities of their entrepreneurial (Atah & Ukah, 2021). Thus, this paper sees self-employment as a situation in which an individual works for him/ herself instead of working for an employer that pays salary or wages.

Technical and vocational skills acquisition as a non-formal education supports development by helping to transform young peoples' potentials, creativity, talents, initiatives and social responsibilities, through the acquisition of related knowledge, skills, attitudes and values (Effiong, Onyemah & Godwin, 2022). Technical and vocational skills acquisition is the ability to learn or acquire skills. It involves the development of a new skill, practice of a way of doing things usually gained through training or experience (Ekong & Ekong, 2016). Vocational skills acquisition is a way of promoting self-reliance and employability among citizens, especially the youths and graduates and thereby improve their socio-economic condition and living standards (Amuah & Amaewhule, 2019). However, as numerous scholars have pointed out, the significance of acquiring technical and vocational skills cannot be overstated. According to Ochogba and Amaechi (2018), acquiring skills can empower young people in a number of ways, including by promoting self-employment and offering a variety of work options. Additionally, as noted by Ummunadi in Ogide, Uka, and Ogide (2019), acquiring technical vocational skills can enable an individual to build values and talents for their own and society's benefit. According to Okwelle and Amaechi (2017) there are many technical and vocational skills, such as; furniture making, pipe fitting, machining, phone repairs, masonry, electrical installation, boat building, foundry, automobile, scaffolding, welding and electronics, among others which help in empowering youths in Rivers State. Also, technical and vocational skills acquisition can be in areas of making detergents, odour controls used in toilets, food service, photography, production of Izal, Rob, Soda soaps, basket caps, tailoring and fashion designing, school bags, cosmetology,



and a whole lot of skills (Omene, 2021). But this paper concentrates on tailoring and fashion designing, food service, hair styling and beauty, and photography skills.

Tailoring and fashion designing skills refer to the business processes of making men/women's clothes with use of technical, skills and styles or the way of design and make of suits and jackets for an individuals and society customer of a particular area (Mambo, 2014). Tailoring is a diverse crafting profession which allows one to use various cloths and tailoring equipment to craft armour, bags, suits and carpets. It is normally loved by cloth-wearing classes and clothesline (Mambo, 2014). On the other hand, the fashion industry is another industry with a very high demand rate that has provided an escape from unemployment and poverty for the Nigerian. The driving force here is passion. Under six to twelve months, people who are passionate about fashion are able to acquire enough skill to help them start up their own tailoring shops and fashion lines. Consistency in this industry actually pays off, some indigenous fashion labels that we have watched grow from scratch to top are designs by Mai Atafo, Deola Sagoe, Lanre Dasilva Ajayi and many other young ones doing remarkable jobs. They style celebrities and top government officials, royalties and others who can afford their services. (Lami, 2017)

Food service skill is another type of skill that provides self-employment to people. There is an endless demand for food all over the world. Many young Nigerians have acquired degrees and training as chefs and have been able to build popular and successful food brands that have earned them both money and fame. Some of them operate from the comforts of their home with the help of social media and the internet. There are many caterers, bakers and their likes who make good money by running their brands online. Food service is an in demand vocational skill that enjoys a healthy outlook that keeps growing steadily. Anyone with food service skills must definitely find a job if they are not yet ready to run their own business (Lami, 2017)



Cosmetology is the application of beauty treatment or a field in beauty industry that encompasses a wide range of hair, skin and cosmetic services (Schmaling, 2015). Traditionally, cosmetology as a profession is primarily engaged by female, most of who are in their reproductive or childbearing age but in recent time there is an upsurge influx of males into the profession (Halliday-Bell, Gissler & Jaakkola, 2009 as cited in Asouzu, Durueke and Nakie (2022). Furthermore, cosmetology is a tool (otherwise instrument) of employment and sustainable development. Its branches or area of specialty which are geared towards beautifying individuals include: hairstyling, skin care, cosmetics, manicures/pedicures, non-permanent hair removal such as waxing and sugaring and permanent hair removal processes such as electrolysis and Intense Pulsed Light (IPL) (Schmaling, 2015). Hence, cosmetologists are trained to skillfully engage in acts or trades such as hair stylists, make-up artists, or nail technicians, among others either as a vocation or entrepreneurial (profit-making) venture. Cosmetology is also regarded as the exhibition of professional skill or practice of creativity, innovation, and inventing of styles, designs, hairdos, etc. by the cosmetologists who engage in this profit-making trade or business targeted at beautifying the hair, face and skin of the individual or customer. Young men and women have broken boundaries in this industry by becoming owners of beauty brands and employers of huge labour. Hair styling, like makeup is a trendy skill that is high in demand especially bridal hair styling. Individuals generally want to feel and look good and beauticians can help them achieve that. This industry has grown and is still growing with good opportunities especially for people who are and desire to be self employed (Omone, 2021)

Photography Skills involves the creation of durable and beautiful images by use of an image sensor or other related materials. Most people love to create and keep memories by taking photos while others communicate their stories to the world by photos. There is a good market and demand for photographers in Nigeria with weddings as the largest market. One will be amazed at the costs of making photos and videos at weddings and other events. There are many budding photographers their talents on the internet. Lagos state seems to be the home of photography



because you will find many training schools here as well as many job opportunities (Lami, 2017).

Generally, literatures have been reviewed on technical and vocational skills acquisitions related factors. Medun and Bello (2024) studied the influence of vocational skills training on youth employability and job creation in Lagos State. A sequential explanatory mixed technique was used by the researcher. A structured questionnaire and interviews with a sample of 118 individuals who were purposefully chosen were utilized to collect primary data for the study. Descriptive statistics and Pearson correlation analysis were used to examine the gathered data. The results demonstrated how young employability skills development and job creation in Lagos State had been impacted by vocational skills training and skills acquisition programs. The study recommended that the government should establish vocational skills centres in every local government area in the state, integrate more pertinent partners, and allocate sufficient funds for skills acquisition programs.

Kibitanyi and Ismail (2024) conducted research on the contribution of vocational educational training on promoting self-employment in Morogoro Municipality, Tanzania. Convenient sampling technique was used to generate data from 110 respondents. Interviews and questionnaires were used to generate data. Qualitative data were analyzed through content analysis and quantitative data were analyzed through descriptive analysis including index scale measurement. The results indicated that self-employed VETA graduates performed their duties to generate income for their livelihood. The study recommended that the government should make sure that the colleges have advanced and more current equipment to make sure students are well up-to-date with current technology.

Ajiva, Ejike and Abhulimen (2024) studied the critical role of professional photography in the digital marketing strategies of small and medium-sized enterprises (SMEs). The study found that



as visual content becomes increasingly crucial in capturing costumers' attention and building brand identity, high-quality photography emerges as a critical differentiator for SMEs in a competitive market. The paper also recommended that SMEs should optimize their return on investment in visual content and explores future trends and opportunities in the evolving landscape of digital marketing.

Alfred and God's Desire (2022) conducted a study on the performance evaluation of self-reliance skills development among technical college graduates in Nigeria's Cross River State. The findings demonstrated a significant positive influence of skills acquisition for self-reliance among graduates of technical colleges in Cross River State, Nigeria. The study recommended that the government should reposition all of the technical colleges in Cross River State, Nigeria, and evaluate their output on a regular basis to identify areas that need improvement and give prompt feedback so that the program can continue to be sustained and promoted. The study also suggested that a replication of this research should be conducted once more on the variables that were not previously examined.

Effiong, Onyemah and Godwin (2022) investigated the impact of vocational technical skill development on reduction of insecurity in Niger-Delta Region of Nigeria. The study used a correlational survey design. The purposive sampling technique was used to generate data from a sample of 102. It was found that skill development had a substantial correlation with a decrease in insecurity in Niger Delta. It was suggested that youths at the grassroots level should have free access to vocational training and skill development.

Omene (2021) assessed the influence of skills acquisition on graduate unemployment reduction in South-South Nigeria. The sample size of the study was 354 respondents. data were generated from both primary and secondary sources. Regression analysis and descriptive statistics were used to analyze the data. The study found that skill development training helps graduates become independent and create a plan for directing their necessary energy from paid jobs to self-



employment. The study also discovered that graduates' effective participation in skill-building training can lower their unemployment rate. It was concluded that the strategies used by the skills-acquisition centres are improving the graduates' employment situation and equipping them with marketable talents and the will to launch their own businesses. The study recommended that the government and other stakeholders should provide an enabling environment that goes beyond the skills the youths have acquired to give a startup loan and others as a way of motivating graduates in South South Nigeria. The study suggested that more efforts should be directed by the federal and state governments towards investing in the development of skills acquisition centres.

Asouzu, Durueke and Nakie (2022) examined the impact of cosmetology in employment and sustainable development among students in Federal College of Education Technical, Omoku. The study adopted the descriptive survey research design. A sample of 100 subjects was selected from the population. The study revealed that the study of cosmetology enabled students develop skills either as hair stylists, nail fixers, skin care or make-up artists to invent different trendy styles which improved their business, income, self-employment, and employers of labour while their schooling. The study recommended that students are encouraged to use the skills in cosmetology like hair styling, skin care, and nail fixing, and make-up artists to develop their entrepreneurial or business acumen or expertise, thus creating self-employment.

Amuah and Amaewhule (2019) studied the determination of entrepreneurship skills for self reliance of business education students in tertiary institutions in Rivers State. The research design used in the study was survey-based. The population of the study 572. The findings showed that students studying business education at Rivers State's postsecondary institutions have the capacity to be independent in terms of their creative abilities and drive for success. Based on the findings, it was suggested that management of tertiary institutions should involve business education students in a variety of innovative processes to produce new business ideas



and revenue, as they possess innovative skills and achievement needs as well as entrepreneurship potentials for self-reliance. In order to realize their full potential, they should also be urged to look for mentors and business role models.

Mambo (2014) examined the contribution of tailoring business in Zanzibar Economy in Urban West Region Zanzibar. Descriptive, quantitative, and qualitative research methods were used. The study's sample size consisted of 50 respondents chosen from the population of 100. Questionnaires and interviews were used to gather data for the study. The study found that owners and tailors play a significant role in the Zanzibari economy by generating a large number of jobs and reducing unemployment, both of which lead to a significant decrease in poverty level. Despite such contribution, the study also discovered that all the business models that were identified operated at the micro and small business levels, which hindered industrial growth resulting to inefficient earnings. The study also identified a number of obstacles in the development of the industry, including business knowledge, technology, and government legislation. The study suggested that RGoZ improve their policy and support the tailoring sector in any way feasible, including by providing fair loans and incubating them during the planned period. It was suggested that giant owners should motivate their tailors. In overall, it was advised that owners and tailors should value their profession by gaining new knowledge, skills and doing what their customers desire.

Mustapha, Fakokunde and Awolusi (2014) conducted a study on the quick service restaurant business in Nigeria: exploring the emerging opportunity for entrepreneurial development and growth. Amidst the current global crisis, one line of business in Nigeria that continues to promise greater returns on investment is the Quick Service Restaurant. Despite the presence of economic, social and political dilemma in the country, the business continues to strive. This paper, therefore, by presenting an in-depth knowledge of the industry exposes its potentials for growth and also highlights the prospects and challenges of operating fast-food business in Nigeria. It



goes further to identify and recommend the required skills needed by its emerging entrepreneurs to succeed in an environment such as Nigeria. However, many studies have been conducted on technical and vocational skills related factors as can be seen from the literature but only few were conducted on technical and vocational skills acquisition and self-employment especially in relation to Benin Metropolis. Also, there are few studies on tailoring and fashion design, food service, hairy styling and beauty service, and photography skills and self-employment. But no studies combined these variables at the same time. Thus, to fill these gaps, this paper tends to investigate the impact of technical and vocational skills acquisition on self-employment in Benin Metropolis.

Generally, the human capital theory, as applied by Gary (1993) in Kibitanyi and Ismail (2024), serves as the foundation for this paper. It asserts that the more one invests in his/her education, the more returns one should receive in the form of earnings (Gary, 1993) and that experience and education throughout one's lifetime provide a wide range of skills that are transferable across occupations, which helps one develop an intuition for successful business behaviour (Gary, 1993). This theory is supported by the fact that having knowledge and expertise in various industries should lead to greater financial success for people, which in turn leads to self-employment. The theory is relevant to this study as it asserts that the more one invests in his/her education and skills, the more returns he/she should receive in the form of earnings. In this sense, the more people acquire and utilize technical and vocational skills the more return they will earn as self-employed or being employed.

2.1. Research Questions

In order to provide solutions to the problems stated, the following research questions were raised;



1. How does tailoring and fashion designing skill influences self-employment in Benin Metropolis?
2. How does food service skill influences self-employment in Benin Metropolis?
3. How does cosmetology skill influences self-employment in Benin Metropolis?
4. How does photography skill influences self-employment in Benin Metropolis?

2..2. Objectives of the Study

The general objective of this paper is to investigate the influence of technical and vocational skills acquisition on self-employment in Benin Metropolis. However, the specific objectives of the study are to;

1. Determine the influence of tailoring and fashion designing skill on self-employment in Benin Metropolis.
2. Examine the influence of food service skill on self-employment in Benin Metropolis.
3. Determine the influence of cosmetology skill on self-employment in Benin Metropolis.
4. Determine the influence of photography skill on self-employment in Benin Metropolis.

2.3. Hypotheses of the Study

The following hypotheses were formulated in null form;

1. Tailoring and fashion designing skill has no significant influence on self-employment in Benin Metropolis.
2. Food service skill has no significant influence on self-employment in Benin Metropolis.
3. Cosmetology skill has no significant influence on self-employment in Benin Metropolis.
4. Photography skill has no significant influence on self-employment in Benin Metropolis.



3.0. MATERIALS AND METHODS

This paper employed descriptive survey research design. The population of the study is 75 registered experts in the selected skills in Benin Metropolis. The experts comprise 20 tailors and fashion designers, 15 food servants, 30 cosmetologist and 10 photographers. Purposive and judgmental sampling was adopted to select respondents whose opinions are relevant and to make valuable decision. Thus, 75 samples were arrived at based on value judgement that the respondents are very knowledgeable in the subject matter. The instrument for data collection was closed-ended structured questionnaire. The study adapted items suitable in measuring the various construct of this study from previous studies. The questionnaire was designed using 5-point likert scales ratings of “strongly disagree” (1) and “strongly agree” (5). Face validity assessment in this area of academic discipline was done by the issuance of a copy of the questionnaire each to four experts in the field. Cronbach alpha coefficient was used to determine the reliability of instruments used with alpha value of 0.786. According to Sekeran (2003) Cronbach alpha coefficient value of 0.5 and above is deemed reliable and accepted. Therefore, the instruments are considered reliable. The demographic profile was presented on a table and analysed with simple percentages. Data were coded using SPSS version 21.0. The null hypotheses were tested using multiple regression. The null hypothesis is rejected if the p-value is less than 5%, otherwise it is not rejected. To avoid rejecting a good predictor or testing for the importance of the independent variables (Hair, Black, Babin, Anderson, and Tatham, 2010), multicollinearity was assessed using variance inflation factor (VIF) and Tolerance (reciprocal of the VIF) as indicators. The adopted threshold is VIF value of 10 and Tolerance value of .10 as recommended by Sekaran and Bougie (2013). The results of the multicollinearity test in Table 2 shows that the VIF values are below 10 and the Tolerance values are above 0.10. Thus, the dimensions of vocational skills acquisitions are free from multicollinearity problem. as can be seen from the table 1.



Table 1: VIF and Tolerance values for dimensions of Vocational Skills Acquisitions

Variable	VIF	Tolerance
Tailoring and Fashion Designing Skill	1.532	.720
Food Service Skill	1.401	.662
Cosmetology Skill	1.213	.681
Photography Skill	1.410	.682

Source: SPSS, 2025

4.0. Result and Discussion

Table 2: Distribution of Copies of Questionnaires

Questionnaire distributed	Frequency	Percentage
Copies of questionnaire administered	100	100
Copies of questionnaire returned	75	75
Copies of questionnaire not returned	25	25

Table 2 shows that 100 copies of questionnaire were administered to the respondents. 75 copies of questionnaire were returned and correctly filled; and this constitutes 75% valid for the study. While 25 copies of questionnaire were not returned.

Table 3: Demographic Profile of the Respondents

Characteristics	Respondents Category	Frequency	Percentage
Gender	Male	45	60
	Female	30	40
	Total	75	100
Age	<30 Years	15	20
	30-40years	25	33.33
	41-50years	20	26.67
	>50 years	15	20



	Total	75	100
Marital Status	Single	28	37.33
	Married	47	62.67
	Total	75	100
Educational Qualification	WAEC/NECO/ND/NCE	48	64
	Degree and above	27	36
	Total	75	100
Type of Skill	Tailoring and Fashion Design	20	26.67
	Food Service Skill	15	20
	cosmetology Skill	25	33.33
	Photography Skill	15	20
	Total	75	100
Work Experience	<5 years	12	16
	5-10 years	20	26.67
	11-15 years	30	40
	>15 years	13	17.33
	Total	75	100

Source: Researcher's Computation, 2025

The table 3 shows the demographic profile of the respondents which reveals that amongst other things male respondents were more as they constitute 60% while females were 40%. The age distribution shows that more of the respondents are within the age bracket of 30-40years with a high percentile score of 33.33%, less than 30years were 20%, 41-50years; 26.67% while greater than 50years were 20%. This implies that on average, the respondents were within the age bracket of 30-40years which are still part of the active population. The marital status reveals that a significant portion of the respondents were of the married category as they constitute 62.67% while singles were 37.33% of the population. Educational qualification shows that significant responses of 64% are WAEC, NCE and OND holders. While 36% are degree holders and above. Also, the working experience reveals that more of the respondents had averagely 11-15years experience as they constitute 40% of the responses, less than 5years were 16%, 5-10years were



26.67% while greater than 15years were 17.33% of the sampled responses. The type of skill shows that a significant portion of respondents are cosmetologist at 33.33%, followed by tailoring and fashion design at 26.67%; food service and photography skills are at 20%.

Table 4: Multiple Regression Result on the Relationship Between Technical and Vocational Skills Acquisitions and Self-Employment

Variables	Hypotheses	B	Standard Error	T	S. G	Decision on H ₀
(Constant)		4.325	.752	4.730	.000	
Tailoring and Fashion Designing Skill	H ₀₁	4.279	.402	4.426	.000	Not Accepted
Food Service Skill	H ₀₂	3.162	.249	4.025	.000	Not Accepted
Cosmetology Skill	H ₀₃	3.187	.311	3.311	.010	Not Accepted
Photography Skill	H ₀₄	.912	.826	.488	.031	Not Accepted
R		.697				
R ²		.486				
Adjusted R ²		.486				
P. Value		0.000				

Source: SPSS Output, 2025

Table 4 revealed that tailoring skill has positive significant influence on vocational skills acquisitions at Beta=4.279, t=4.426 and p value=0.000 at 0.1 significant level. This implies that a unit change in tailoring skills will result to 4.279 change in self-employment. This finding is in line with the finding of Mambo (2014) which revealed that tailors contribute immensely to the economy in terms of creating many jobs and reduce unemployment which eventually results into substantial reduction of poverty. Thus, the null hypothesis one which says that tailoring skill has no significant impact on self-employment is rejected.



Table 4 also showed that food service skill has positive significant influence on self-employment at Beta=3.162, t=4.025 and p value=0.000 at 0.01 significant level. This means that the more the increase in food service skill the more self-employment by people. This supports the study of Mustapha, et al (2014) which found that despite amidst the current global crisis, Quick service restaurant business in Nigeria continues to promise greater returns on investment. Despite the presence of economic, social and political dilemma in the country, the business continues to strive. Hence, we fail to accept the null hypothesis two which states that food service skill has no significant influence on self-employment.

Cosmetology skill has positive significant influence on self-employment as evidenced from Table 4. This means that a unit change in hair styling and beauty service skill will result to increase in self-employment. This finding supports the study of (Asouzu, et al, 2022) & Lami, 2017) which found that young men and women have broken boundaries in hair styling and beauty service industry by becoming owners of beauty brands and employers of huge labour. Furthermore, the use of skills in cosmetology like hair styling, skin care, and nail fixing, and make-up artists for developing entrepreneurial or business acumen or expertise. Alongside, cosmetologists opening a mobile or makeshift hair saloon or beauty centre to enhance their self-employment and independence. We fail to accept the null hypothesis three.

Table 4 also showed that photography skill has positive significant influence on self-employment at Beta=.912, t=.488 and p value=0.031 at 0.05 significant level. This implies that a unit change in photography skill will result to 61.2% change in self-employment. This finding also is consistent with the study of (Ajiva et al., 2024 & Omone, 2021) who found that there is a good market and demand for photographers in Nigeria with weddings as the largest market. Also, there are many photography training schools as well as many job opportunities for photographers (Lami, 2017). The null hypothesis four is rejected.



The R^2 value of 0.486 indicates that the coefficient of determination 48.6% of variation in self-employment are attributed to tailoring, food service, cosmetology and photography skills. This implies that tailoring, food service, hair dressing and beauty service, and photography skills increase self-employment in Benin Metropolis. Other vocational skills acquisitions factors not considered in the study contributed to 51.4% of the variation in self-employment.

5.0. CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion

The study concludes that the independent variables used in this paper have positive significant impact on self-employment. People should engage themselves meaningfully so as to become not only self-employed, creators of wealth but also employers of labour. The self employed should also be encouraged to seek the help of business role models and mentors to crystallize their potential. Vocational skills earn lucrative jobs that could enhance self-employment and provide good income for many young youths. It also exposes the skill provider and customers to social interactions and lessen high rate of social vices in the country as a whole.

5.2. Recommendations

On the basis of findings of this study, the following recommendations are made:

1. Career counsellors and other stakeholders should as a matter of importance continue to counsel the youths and graduates on the importance of discovering their potentials in tailoring and readiness to explore self employment.
2. The government and other stakeholders should also assist the youths and graduates through grants to enable them purchase the required tools needed in tailoring, food service, cosmetology and photography skills. This is because it is one thing to acquire the skills and another to have the funds needed for start-ups to practicalize these skills.
3. Youths as well should be orientated about the importance of vocational skills acquisition in cosmetology as the skill generates high revenue for self-employment.



4. The counsellors and other stakeholders should also continue to counsel the youths on the lucrative nature of photography skill. This will make them not to look down on the skill training but rather make themselves available to acquire the skill when necessary for self-employment.

Competing Interest

The author had declared that no conflicting interest existed regarding this paper.

References

- Ajiva, O. A., Ejike, O. G. & Abhulimen, A. O. (2024). The critical role of professional photography in digital marketing for SMEs: Strategies and best practices for success. *International Journal of Management & Entrepreneurship Research*, 6(8); 2626-2636
- Alfred, D. O. & God'sdesire, A. O. (2022). Performance evaluation of skills acquisition for self-reliance among graduates of technical colleges in Cross River State, Nigeria, *International Journal of Vocational and Technical Education Research*, 8(1);1-10
- Amuah, A. A. & Amaewhule, W. (2019). Determination of entrepreneurship skills for self-reliance of business education students in tertiary institutions in Rivers State. *International Journal of Innovative Education Research* 7(3):37-45
- Asouzu, A. I., Durueke, A. I. & Nakie, M. D. (2022). Cosmetology: a tool for employment and sustainable development among students in Federal College of Education Technical, Omoku. *Sci. & Ind. Tech. Educ. J. (SITEJ)*, 6(1);9-20
- Atah, C. A. & Ukah, T. A. (2021). Entrepreneurship skills development and self-reliance motive. *World Journal of Entrepreneurial Development Studies*, 6 No. 1; 43-52
- Benner, P. (1982). From novice to expert. *The American Journal of Nursing* 82: 402-407.
- Dreyfus, S. E. (2004). The five-stage model of adult skill acquisition. *Bulletin of Science, Technology & Society*, 24(3); 177-181. DOI: 10.1177/0270467604264992



- Effiong, E. A., Onyemah, L. N. & Godwin, R. Y. (2022). Vocational skill development and the reduction of insecurity in Niger-Delta Region of Nigeria. *European Journal of Education and Pedagogy*, 3(2);178-182
- Ekong, U. M. & Ekong, C. U. (2016) Skills acquisition and unemployment reduction in Nigeria: a case study of National Directorate of Employment (NDE) in Akwa Ibom State. *Int J Econ Manag Sci* 5(352);5-10. doi:10.4172/2162-6359.1000352
- Kibitanyi, C., & Ismail, J. (2024). Contribution of vocational educational training on promoting self employment in Morogoro Municipality, Tanzania. *East African Journal of Education Studies*, 7(4), 320-328. <https://doi.org/10.37284/eajes.7.4.2311>
- Magaji, M. (2015). The role of vocational and technical education for improving national economy for sustainable development: *Curriculum Issues Journal of Research & Method in Education (JRME)*, 5(3); 39-57.
- Mambo, H. M. (2014). *Analysing the contribution of tailoring business in Zanzibar economy: A case of urban west region Zanzibar*. Being a Dissertation Submitted in Partial Fulfilment of the Requirements for the Master Degree of Business Administration of the Open University of Tanzania
- Martinus, R. (2018). Self-employment and its different forms: A conceptual overview. *Being a Bachelors Degree Thesis on Human Resource Studies*, Tilburg University
- Medun, F. & Bello, S. A. (2024). The influence of vocational skills training on youth employability and job creation in Lagos State. *International Journal of Research and Innovation in Social Sciences*, 8(8);138-152
- Mustapha, A. M., Fakokunde, T. O. & Awolusi, O. D. (2014). The quick service restaurant business in Nigeria: exploring the emerging opportunity for entrepreneurial development and growth. *G.J.C.M.P.*, Vol.3(3):8-14 (May-June, 2014)
- Ochogba, C.O. & Amaechi, O. J. (2018). The influence of technical skills acquisition in curbing insecurity challenges in Rivers State. *International Journal of Education and Evaluation*, 4(2), 19-26
- OECD (2016), "Self-employment", in OECD Factbook 2015-2016: Economic, Environmental and Social Statistics OECD Publishing, Paris
- Ogide, C.J., Uka, A.U. & Ogide, C.G. (2019). The impact of vocational skill acquisition in mitigating insecurity in Rivers State. *A paper presented at the annual conference of the faculty of Vocational and Technical education, Ignatius Ajuru University of Education, Port Harcourt.*
- Okeleke, P. K. (2017). *Impact of vocational skills acquisition on self-employability readiness and potentials among unemployed graduates in Delta State, Nigeria*. Being a Thesis in the Department



of Educational Foundations Submitted to the School of Postgraduate Studies, University Of Lagos in Partial Fulfilment of the Requirements for the Award of the Degree of Doctor of Philosophy (Ph. D) in Guidance and Counselling of the University of Lagos, Akoka, Yaba, Lagos

Okwelle, P. C & Amaechi, O. J. (2017). Relevance of technical and vocational education and training as a tool for mitigating insecurity in Rivers State, Nigeria. *International Journal of Innovative Development & Policy Studies*, 5(3), 43-51.

Omene, G. R. (2021). Skills acquisition and graduate unemployment reduction in South- South Nigeria. *International Journal of Innovative Development and Policy Studies*, 9(4):158-172

Onyiah I. A., Aneke, S. C. & Otiji, O. (2020). An empirical review of the impact of technical and vocational education in nation building. *British International Journal of Education and Social Sciences*, 7(2);47-52

Yusuff, M. A. (2019). Entrepreneurship education and self-employment in Nigeria: evaluation of perceived barriers to actualization. *International Journal of Academic Research in Business and Social Sciences*, 8(12); 2160–2174.