

**DEVELOPMENT OF ENTREPRENEURSHIP SKILLS TRAINING MODULE IN
UPHOLSTERY-MAKING FOR CAPACITY BUILDING OF CRAFTSMEN OF LAGOS,
NIGERIA**

BY

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Abstract

This study was conducted to develop entrepreneurship skills training module for capacity building of upholstery-making craftsmen in Lagos State, Nigeria. Three research questions were raised to guide the study. The study adopted research and development design (R&D) and was conducted in Lagos State. The population for the study consisted of 63 participants, made up of 15 woodwork technology facilitators, 22 entrepreneurship education study experts and 26 craftsmen from 16 registered upholstered-making industries in the study area. There was no sampling due to manageable size of the population. Needs Assessment Questionnaire (NAQ) and Entrepreneurial Skill Training Module Questionnaire (ESTMQ) validated by three experts with reliability of coefficient of 0.86 using Cronbach Alpha method were used as instrument for data collection. Data collected were analyzed using Mean and Standard Deviation to answer the research questions. Findings of the study revealed 17 objectives appropriate, 14 content appropriate and 26 facilities appropriate for entrepreneurship skills training module in upholstery-making for capacity building of craftsmen. Based on the findings of the study, the researcher recommended among others that developed entrepreneurship skills training module-upholstery-making should be used to organize workshop or seminar for capacity building of craftsmen.

Keywords: *Entrepreneurship skills, Capacity building, Craftsmen, Training module, Upholstery-making*

Introduction

In today's world of work, paid employment opportunities are difficult to come by. One key indicator of achieving the Nigerian economy diversification plan in the view of Ayonmike and Okeke (2015) is to embracing Technical and Vocational Education and Training (TVET) for producing skilled manpower in various sectors of the nation economy thereby creating job employment for her citizens. TVET as a systemic and organized programme aimed at assisting a craftsman to acquire appropriate skills and acceptable economic activities that would enable them take care of themselves, their families and are more economically function in their environment. The Federal Government of Nigeria (FGN, 2014) observed that the most effective means of empowering the citizenry is to stimulate sustainable national development, improve quality of life, reduce poverty, promote a culture of peace, and entrepreneurship skills development. Similarly, Osuagwu (2002) perceived that entrepreneurship skills development in Nigeria should be a catalyst to increase the rate of economic growth and create job opportunities. This reality reinforced the need to focus attention on entrepreneurship skills-based training to bridge the gap among upholstery-making craftsmen to enable them perceive business opportunities and take advantage of flourishing in upholstery-making business.

Upholstery is a trade for providing furniture, especially seats, with padding, springs, webbing, and fabric or leather covers. It is the craft or trade of upholstering (Kayne, 2003). Upholstering as reported by James (1990) is the process of covering a chair or sofa with fabrics to enhance upholstery-making comfort and beauty. Plumbs (2015) discussed upholstery-making as the art of producing functional cushioned for homes and offices, while White (2011) also posited that upholstery-making involves the skills in wood framing design, car-case construction, webbing, cording, padding and covering with fabric. Upholstery making is one of the practical based trade courses that are taught to individuals in tertiary institutions. However, upholstery-making in tertiary institutions is expected to expose woodwork technology students to various economic and production skills in producing different types of upholstered-furniture products as craftsmen.

The role of craftsmen as catalyst for economic growth and development in the view of Sanusi (2003) has been recognized in most developed and developing countries. Raman (2014) opined that craftsmen are expected to set-up upholstery-making shops; carry out constructions and service customers. Shobowale (2015) observed that many times, craftsmen are constrained by undifferentiated work structure, lack of sufficient capital for growth and limited access to new technological facilities and entrepreneurship skills to trades. In this study, craftsmen are part of the skilled human resources that employ the process of gathering woodworking resources for economic and productive upholstery-making enterprise. To enable craftsmen perform effectively and flourish on their upholstery-making enterprise, it demands appropriate entrepreneurship skills training to survive.

An objective is a measurable step taken to achieve a strategy. In the opinion of Offorma (1994) objectives are specific statement of behavioural expectations of learners at the end of each learning sequence. However, the objectives of entrepreneurship skills training module are to develop, motivate and strengthen the entrepreneurial production qualities for achievement and to enable craftsmen to be independent, capable, promising upholstery-making businessmen. For craftsmen to be economically skilled in an upholstery-making enterprise, they must be trained through systemic training module.

Enemali (2010) noted that training is concerned with acquisition of knowledge (facts, theory, and concept) attitudes (values, styles, and beliefs) and skills (how-to-do-it) to enable individuals perform their tasks or jobs to the required level of competence. Olaitan (2003) emphasized that module always have equal length that will take approximately specific hours of instructional time to achieve by the average group of learners. The objective of training is to achieve changes in behaviour of the trainees. Shobowale stated that a module with clusters of entrepreneurship skills in upholstery and furniture-making could be structured in booklet-form of a training module. A training module is an educational process of imparting a unit of instruction that allows learners' participation in learning on their own or with the help of their technical instructors. Shobowale argued that training module provides series of instructions and operations aimed at designing, constructing, showcasing, and marketing of Upholstery and Furniture-making products. It is an organized educational performance-based approach to content structuring designed to guide technical instructors, which states what to teach, to what extent to teach and in what sequence courses should be taught for improvement of craftsmen in their Upholstery-making enterprise. In view of this study, training module is an educational instruction process of imparting a unit of entrepreneurship skills content appropriate for capacity building of craftsmen in order to perform efficiently on their upholstery-making business economically.

Content is the totality of what is to be taught to, and learnt by the craftsmen. It may be described as the knowledge, skills, crafts, principles, attitudes, and values to be learned. Content according to Kapoma and Namusokwe (2011) is a list of subjects, topics, themes, concepts or tasks to be covered in a training programme. Shobowale emphasized that content is broken down into syllabi, themes, scheme of work, course outlines, units of instruction, and daily lessons. A good content must be significant comprehensive in terms of the areas of human personality stipulated in the objectives; learnable to the students; arranged in sequential order in order to help in the transfer of knowledge, skills and related to the learners' interest, culture and easy to learn. The author further argued in his study that contents appropriate for entrepreneurship skills training module in upholstery and furniture-making include technical skills; business planning skills; financial management skills; management skills; self-motivation skills; communication skills; and marketing skills as modeled in Figure 1.

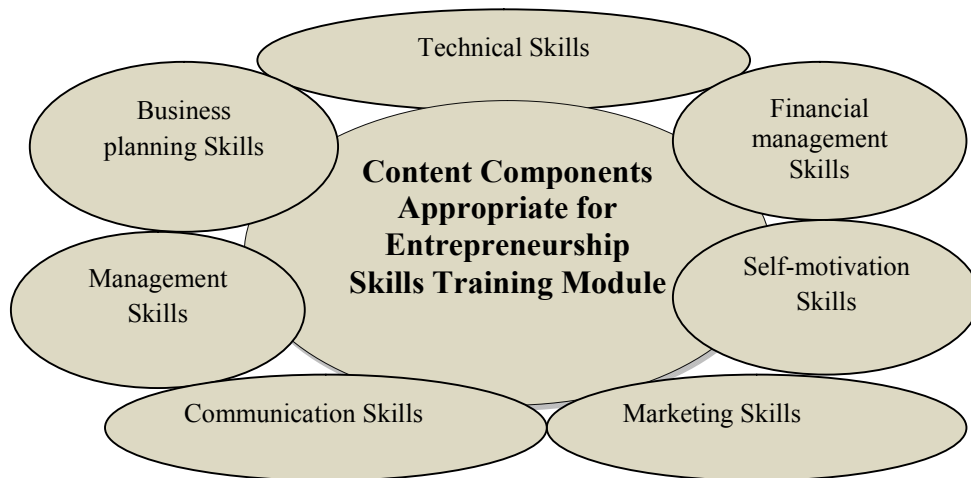


Figure 1: *Content Components Appropriate for Entrepreneurship Skills Training Module (Shobowale, 2015)*

In operationalizing the content components appropriate for entrepreneurship skills training module model, Shobowale proposed and described the model as having seven content components appropriate for inclusion in entrepreneurship skills training module in upholstery and furniture-making for improvement of craftsmen in order to enable them flourishing in their own enterprise. With reference to this study, content is a comprehensive list of tasks to be taught or covered in a guide of entrepreneurship skills training module for capacity building of upholstery-making craftsmen. Such content training module needs to be developed.

Facilities Appropriate for Entrepreneurship Skills Training Module

Facilities are source of knowledge and information from which students can expand and enrich their learning experiences; these facilities are indispensable for learning to take place. Facilities in the view of Asiyai (2012) are the entire school plant and resources, which school administrators, teachers and students harness, allocate and utilized for the smooth efficient management of any educational institutions, for the main objectives of bringing about effective and purposeful teaching and learning experiences. However, facilities are source of upholstery-making economic and production resources that craftsmen can expand and enrich their entrepreneurship skills training and business experiences. This explains that appropriate wood facilities can be better utilized in entrepreneurship skills training module for craftsmen capacity building.

Capacity Building

Capacity building is geared towards making improvement on what an individual is already doing, to increase productivity (Olaitan, Alaribe & Nwobu, 2009). Capacity building as a concept according to Abdulahi (2001) is the process of enhancing individuals' abilities to perform specific tasks up to standard or expectation. This explains that upholstery-making craftsmen are expected to improve on their upholstery-making productivity and employ others. In this study, capacity building refers to the act of upgrading the abilities of upholstery-making craftsmen with appropriate entrepreneurship skills training module to enable flourishing in their enterprises.

Statement of the Problem

Upholstery-making is one of the trade/course in the woodwork technology education programme in Nigeria tertiary institutions. Upholstery-making course in woodwork technology education programme aimed to equip students or craftsmen with economic and production skills required to enable them establish and run a viable enterprises. The craftsmen should be able resourceful to look both now and into the future of the upholstery-making enterprise at the same time, have a well-defined training objectives for structuring and utilization of appropriate facilities to meet with current innovative market

demands of their products and service of their own enterprise. Observations also reveal that upholstery-making craftsmen seem not to have a wholesome view of economic production and entrepreneurship skills instability that threatens their enterprise survival. This brings to the fore, the need to develop entrepreneurship skills training module for capacity building upholstery-making craftsmen in Lagos State. Consequently, the study was guided by three purpose, which opened up to three research questions.

Research Questions

The following three research questions guided the study:

1. What are the objectives appropriate for entrepreneurial skills training module for capacity building of upholstery-making craftsmen?
2. What are the content appropriate for entrepreneurship skills training module for capacity building of upholstery-making enterprise craftsmen?
3. What are the facilities appropriate for entrepreneurship skills training module for capacity building of upholstery-making enterprise craftsmen?

Methodology

The study was conducted in Lagos South-Western Nigeria and the study covered three tertiary institutions in Yaba Local Government Area of Lagos State, Nigeria, namely: University of Lagos, Akoka; Yaba College of Technology, Yaba; and the Federal College of Education (Technical), Akoka. These institutions were selected because they offer woodwork technology, entrepreneurship education studies with qualified facilitators, appropriate facilities, well-equipped woodwork shops and craftsmen from registered upholstery-making industries for carrying out the study. Research and Development (R & D) design was employed for the study. This design was appropriate in that it helped to identify objectives appropriate, contents of entrepreneurship skills and facilities appropriate in the development of training module for capacity building of upholstery-making craftsmen. The population for the study consisted of 63 participants, made up of 15 woodwork technology facilitators and 22 entrepreneurship education study experts from three accredited tertiary institutions in study area. No sampling was carried out since the population was of manageable size.

The two instruments for data collection from the participants were designed by the researcher based on the purpose and research questions of the study. These structured questionnaires include the Needs Assessment Questionnaire (NAQ) and Entrepreneurial Skill Training Module Questionnaire (ESTMQ), which consisted of three research questions, made of sixty eight (68) item statements. Each of the item in the instrument was assigned a five point Likert scale of Very Appropriate (VA) = 5, Appropriate (A) = 4, Moderately Appropriate (MA) = 3, Rarely-Appropriate (RA) = 2, Not-Appropriate (NA) = 1, with the number values of 5,4,3,2 and 1 respectively. The initial developed sixty eight (68) ESTMQ item statements was validated by three experts, namely: one facilitator of woodwork technology, one expert of entrepreneurship education studies and one craftsman from registered upholstery-making industries in Lagos State, Nigeria. The ESTMQ item statements validated were corrected and modified to make up the fifty-one (51) ESTMQ item statements that were adopted for the final study. To determine the internal consistency of the ESTMQ, 20 copies of the questionnaire was administered to sample of 20 respondents, which comprises 6 facilitators of woodwork technology and 14 craftsmen from registered upholstery-making industries outside the study area. Their responses were subjected to Cronbach's Alpha reliability coefficient. The coefficient of 0.78 was obtained. The data collected were analyzed using *Mean* and *Standard Deviation* for answering the research questions. Any item with the Mean of 3.50 or above was regarded as *Appropriate*; while any item with Mean below 3.50 was regarded as *Not-Appropriate*.

Results

Research Question 1

What are the objectives appropriate in entrepreneurship skills training module for capacity building of upholstery-making craftsmen?

Table 1

Mean and Standard Deviation of the Respondent on the Objectives Appropriate in Entrepreneurship Skills Training Module for capacity building of upholstery-making craftsmen
N=63

S/N	Objectives Appropriate for Entrepreneurship Skills Training Module	\bar{X}	SD	Remarks
1.	Conceptualize craftsmen, entrepreneurship and entrepreneurship skills	4.06	0.83	Appropriate
2.	Understand economic and production skills in upholstery making.	4.22	0.85	Appropriate
3.	Identify content appropriate for entrepreneurship skills training module.	4.15	0.88	Appropriate
4.	Identify facilities appropriate for entrepreneurship skills training module.	4.04	0.91	Appropriate
5.	Identify appropriate business opportunities in upholstery-making.	4.13	0.87	Appropriate
6.	Understand competing industries in upholstery making business.	4.05	0.94	Appropriate
7.	Develop simple business plan in upholstery making.	4.13	0.90	Appropriate
8.	Encourage the spirit of self-employment among upholstery-making craftsmen.	4.05	1.02	Appropriate
9.	Understand new venture creation and expansion in upholstery making business.	4.15	0.76	Appropriate
10.	Inculcate the basics industrial relations among upholstery-making craftsmen.	4.04	0.91	Appropriate
11.	Strengthen for innovative achievement in upholstery making business.	4.07	0.94	Appropriate

The result of data analysis presented in Table 1 showed that all 11 item statements of objectives in entrepreneurship skills training module were found appropriate for capacity building of upholstery-making craftsmen. The *Mean* values of the items ranged from 4.04 to 4.22; while the *Standard Deviation* ranged from 0.91 and 0.85, showing closeness in opinions of the respondents.

Research Question 2

What are the contents appropriate in entrepreneurship skills training module for capacity building of upholstery-making craftsmen?

Table 2

Mean Rating and Standard Deviation of Responses on the Contents Appropriate in Entrepreneurship Skills Training Module for Capacity Building of Upholstery-making Craftsmen.
N=63

S/N	Contents appropriate for Entrepreneurship Skills Training Module	\bar{X}	SD	Remarks
1.	Technical skills.	3.77	0.58	Appropriate
2.	Self-motivation skills.	4.02	0.84	Appropriate
3.	Business planning skills.	4.33	0.79	Appropriate
4.	Visionary skills.	4.56	0.81	Appropriate
5.	Self-confidence skills.	3.98	0.60	Appropriate
6.	Communication skills.	3.55	0.66	Appropriate
7.	Financial management skills.	4.10	0.63	Appropriate
8.	Human relation skills	3.87	0.74	Appropriate
9.	Leadership skills	4.67	0.69	Appropriate
10.	Management skills	4.22	0.65	Appropriate
11.	Time management skills	3.53	0.75	Appropriate
12.	Creative thinking skills	4.57	0.82	Appropriate
13.	Problem-solving skills	4.32	0.70	Appropriate
14.	Marketing skills.	3.95	0.88	Appropriate

The data presented in Table 2 revealed that all the 14 entrepreneurship skills item statements had their Mean scores ranged from 3.53 and 4.67; while the Standard Deviation ranged from 0.75 and 0.69, which revealed closeness in opinions of the respondents. The 14 item statements were therefore, found

appropriate in entrepreneurship skills training module were found appropriate for capacity building of upholstery-making craftsmen.

Research Question 3

What are the facilities appropriate in entrepreneurship skills training module for capacity building of upholstery-making craftsmen?

Table 3

Mean Rating and Standard Deviation of Responses on the Facilities Appropriate in entrepreneurship skills training module for capacity building of upholstery-making craftsmen. $N=63$

S/N	Facilities Appropriate for entrepreneurship skills training module	\bar{X}	SD	Remarks
Machines				
1.	Computers.	4.33	0.81	Appropriate
2.	Combination machine.	4.38	0.58	Appropriate
3.	Thickneser machine.	4.34	0.60	Appropriate
4.	Lathe-machine.	4.27	0.91	Appropriate
5.	Drill-press machine.	4.28	0.85	Appropriate
Equipment				
6.	Compressor.	4.22	0.87	Appropriate
7.	Spray gun.	4.15	0.59	Appropriate
8.	Respirator.	4.12	0.81	Appropriate
9.	Portable electric drill.	4.20	1.06	Appropriate
10.	Portable jig saws.	4.18	0.51	Appropriate
11.	Upholstery sewing machine.	4.13	1.11	Appropriate
12.	Button-making machine.	4.15	0.61	Appropriate
13.	Press-N-Snap (Aluminum).	4.09	1.04	Appropriate
Hand tools				
14.	Holding and supporting tools such as: bench-vice, brace.	4.19	0.71	Appropriate
15.	Geometrical tools such as: pencil, rules, knife, and try square.	4.35	0.64	Appropriate
16.	Percussion and impelling tools such as: hammers, mallet, screwdrivers.	4.37	1.02	Appropriate
17.	Cutting tools such as planes, chisels, saws.	4.39	0.73	Appropriate
18.	Webbing stretcher.	4.37	1.21	Appropriate
19.	Trimmer's shears.	4.15	0.61	Appropriate
Consumable-Materials				
20.	Solid-wood such as Afara, Abora, Mahogany, Cedar.	4.22	0.96	Appropriate
21.	Manufactured-boards such as: Plywood, block-board, chip-boards, veneers.	4.24	0.61	Appropriate
22.	Stuffing such as: Foam, Spanish moss, Springs, and Cotton.	4.27	0.72	Appropriate
23.	Tacks, Burlap, Sewing twine, and Covers for protection.	4.18	0.63	Appropriate
24.	Adhesives such as: Vegetable glues, synthetic (plastic) glues.	4.15	0.94	Appropriate
25.	Abrasives such as: scrapers, glass-papers.	4.27	0.68	Appropriate
26.	Finishes such as: lacquer, sanding sealer, thinner.	4.22	0.84	Appropriate

The data presented in Table 3 showed that all 26 item statements of facilities had their Mean scores ranged from 4.09 and 4.39; while the Standard Deviation ranged from 1.04 and 0.73, which revealed closeness in opinions of the respondents. The 26 item statements were therefore, found as facilities appropriate in entrepreneurship skills training module for capacity building of upholstery-making craftsmen.

Discussion

The results of the findings in Table 1 indicated that all 11 objectives appropriate for entrepreneurship skills training module in upholstery -making. The objectives appropriate include conceptualizing craftsmen, entrepreneurship and entrepreneurship skills; understanding relevant economic and production skills; identifying appropriate facilities for entrepreneurship skills training module; identifying content appropriate for entrepreneurship skills training module; identifying appropriate business opportunities in upholstery making; among others, were in agreement with the work of

Offorma (1994) objectives are specific statement of behavioural expectations of learners at the end of each learning sequence. The findings was also in line with the view of Wilburn (2010) that objectives are those skills, insights and understandings that individuals will acquire after passing through training programme. The findings and works of authors above gave credence to the findings of this study on objectives appropriate for entrepreneurship skills training module in upholstery-making.

The results of the findings in Table 2 revealed that 14 entrepreneurship skills are contents appropriate for training module for capacity building of upholstery-making craftsmen. Contents appropriate include technical skills; self-motivation skills; business planning skills; visionary skills; self-confidence skills; among others, were in line with the pinion of Shobowale (2015) who argued that content is the subject matter that is presented to students under the guidance of a teacher or any other teaching medium. The findings also in consonance with the assertion of Amasa (2010) that entrepreneurship skills are the required abilities to perceive business opportunities take advantage of the scarce resources, control and coordinate available human and material resources for success in an enterprise. The findings and views of above authors justify the results of this study on the contents appropriate for entrepreneurship skills training module appropriate for capacity building of upholstery-making craftsmen.

The results of the data analysis presented in Table 3 showed all the respondents agreed that 26 facilities are appropriate for entrepreneurship skills training module in Upholstery-making. The facilities appropriate include Machines-Upholstery sewing machine, Combination machine; Equipment-Portable electric drill, Portable jig saws; Hand tools-Holding and supporting tools; Geometrical tools; Percussion and impelling tools; Cutting tools, Webbing stretcher; Consumable-Materials-Solid-wood, Manufactured-boards, Stuffing, Tacks, Adhesives, Finishes; among others, were agreed with the opinion of Essien (1996) who described facilities as sources of knowledge, skills and information from which learners can enriched their skills training experiences. The findings also in line with the argument of Asiyai (2012) who posited that facilities are the entire school plant and resources, which school administrators, teachers and students harness, allocate and utilized for the smooth efficient management of any educational institutions, for the main objectives of bringing about effective and purposeful teaching and learning experiences. The findings and the views of authors cited above helped to add value to the findings of this study on the facilities appropriate for entrepreneurship skills training module appropriate for capacity building of upholstery-making craftsmen.

Conclusion

Entrepreneurship skills training module provides series of instructions and operations aimed at designing, constructing, showcasing, and marketing of Upholstery-making products. This study established entrepreneurship skills training module, which made up of objectives appropriate to conceptualize craftsmen, entrepreneurship and entrepreneurship skills. The study described the contents appropriate for entrepreneurship skills training module such as technical skills, self-motivation skills and business planning skills; as well as facilities appropriate for entrepreneurship skills training module such as machines-upholstery sewing machine, combination machine; equipment-portable electric drill, portable jig saws; hand tools-holding and supporting tools; geometrical tools; percussion and impelling tools; cutting tools, webbing stretcher; consumable-materials-solid-wood found appropriate for capacity building of craftsmen in order to flourish in their small and medium scale upholstery-making enterprises.

Recommendations

Based on the findings of this study, it was recommended that:

1. The developed entrepreneurship skills training module should be used to organize workshop or seminar for capacity building of upholstery-making craftsmen.
2. Government through tertiary institutions management should provide all the facilities identified for effective capacity building of upholstery-making craftsmen.
3. Facilitators of woodwork technology in tertiary institutions should be retrained for effective implementation the developed training module for capacity building upholstery-making craftsmen.

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