

## THE ROLE OF VOCATIONAL SKILLS ACQUISITION IN REDUCING UNEMPLOYMENT AMONG ARCHITECTURE GRADUATES IN NIGERIA

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### Abstract

*Unemployment and its consequences in Nigeria have steadily increased annually spanning a considerable length of time. Before now, this trend has been restricted to certain courses studied in higher institutions of learning but today, there is no field of study that unemployment and the menace has not affected adversely. This study therefore examines the role of vocational training in curbing unemployment in Nigeria. The methodology employed is research survey field visits, interaction with stakeholders of vocational skills graduates. In addition, secondary data were used. The results were presented using discrete statistics and tables. The result revealed that vocational skills development is a fertile avenue for creating employment in Nigeria. Vocational skills acquisition is also identified to be an area which if keyed into could go a long way in ameliorating the negative impact of unemployment in Nigeria. The paper concluded that with willingness and determination the skill acquired from a vocational centre the prospective graduate may not have to look for paid employment and hence this avenue could go a long way to reduce unemployment to a large extent. Thus, the study recommends that vocational skill acquisition is strengthened in Nigerian tertiary institutions so that such graduates could be self-employed thereby contributing the aggregate socio-economic fortunes of the nation.*

**Keywords:** Unemployment, Vocational Skills, Architecture Graduate.

### Introduction

Every architecture graduate from a recognized tertiary institution across the globe is trained to fit into any other extraneous skill especially those ones that hover around building development. In the light of this, there are diverse skills that could easily be learnt to checkmate the trends of unemployment. Architecture as defined by Architects Registration Council of Nigeria (ARCON), is “the art and science of the theory and practice of design, erection, commissioning, maintenance, management and coordination of allied professionals’ inputs thereto of building, or group of buildings forming a comprehensive institution, establishment of neighborhood as well as any other organized space, enclosed or opened required for human and other activities”. The foregoing definition substantiate the fact that it is ease for the architecture graduate to fit into any appropriate skill of his own interest and develop it to start a living no matter how basic it could be, and the future growth would be determine by the foresight, determination and dedication. Hence, such a graduate could venture into vocational skills close to his profession but might be completely different from his initial training in terms of orientation. Such skills as masonry, carpentry, aluminum framing, tailoring, painting, block making and so on are areas a graduate could key into and prepared himself for future greener pasture. This is initially meant to overcome the tendency of idleness and abject poverty. Commenting on the evil of unemployment, king Solomon (wisest man) in the holy bible as described in Proverb chapter 19 verse 4 revealed that “wealth makes many friends but the poor is

separated from his neighbor”. He further stated, “all the brethren of the poor do hate him, how much more do his friends go far from him, he pursue them with words yet they are wanting to him” This quote corroborates a reason why a person must strive to overcome the evil of poverty by all means through every legitimate means no matter how mean it could be.

As every professional is prone to poverty initially in spite of the training and peculiar profession, the trained architect especially when just leaving school, must from the onset strive to overcome poverty through available skills easily acquired as mentioned above. The distress one normally goes through as a poor person or unemployed is so desperate that the book of proverbs echoes thus “All the brethren of the poor do hate him, how much more do his friends go far from him, he pursues them with mouth yet they are wanting to him”. By this stance, every unemployed person must gang up their minds to despise shame to go for extra skills acquisition with the intent of overcoming unemployment. Okechukwu (2009), opined that “employment creation and boosting income opportunity are some of Nigerian’s challenges today. Democratic governance has placed them at the top of its policy priorities. He further stated that “although government has been the major employer in Nigeria’s formal sector, the development of the economy and the growth of employment opportunities actually depend on the investment decision of the private sectors made up mainly of the major corporate investors and medium scale businesses”. This infers that government alone has never been able to meet up with the employment needs of her citizenry hence a need for skill development to cushion the gap.

Unemployment as defined by Amadeo (2018) is as published by the bureau of labor statistics as “people who do not have jobs, and have actively been looking for work in the past four weeks and are currently available for employment. Also people who were laid off temporarily and waiting to be called back to that job are included in the unemployment statistics.” In Nigeria in particular, uncountable number of people are looking for jobs that can be gotten. Also due to the economy on the slide many have been laid off with no hope of retrieving their jobs.

As seen above, unemployment problem seem be anemic as for long all effort made to curb the evil of unemployment by various governments have failed due to many factors especially as economy keeps melding down and population is persistently on the increase. That is why as an individual even before you starts an academic program today; you should make up your mind to plan for extra skills to make you self-reliance after the days of academic training, which is the only practical way of dealing with evils of unemployment.

### **Objectives of the Study**

The paper is aim at throwing more light on the negative consequences of unemployment and what could the architecture graduates do to overcome this through vocational skills development geared towards paid employment. However, the specific objectives of this study are:

- i. To identify causes of unemployment among architecture graduates in Nigeria.
- ii. To examine the consequences of unemployment in Nigeria.
- iii. To explore the possibilities in vocational skill development as means of abating unemployment menace in Nigeria.
- iv. To determine how the architecture graduates could key into acquiring extra skills as means of averting the embarrassment of unemployment after school.

### **Scope of the Study**

The paper is limited to studies on the negative effect of unemployment in Nigeria, the impact on Architecture as a profession generally, and the effects on architecture graduates, what they could do to overcome the evils through exploring the potentials in vocational skills development to create jobs for self-reliance.

### **Literature Review**

Various authorities have defined unemployment and they show that the state of the unemployed is often palpable, frustrating, despicable and elusive that no one wants to be a victim of it. According to Webster's dictionary (2004), "unemployment literally applies to all persons without work. It also means individuals able to work and is actively looking for work". This people looking for work are actually agile and qualified and have been looking for somebody to engage them but none.

Commenting on the evil of unemployment, Kalu (2013) stated thus, "the logic is simple. If we do not get our youths productively engaged during the daytime, they will keep us busy and sleepless during the nighttime. The upsurge in crime such as kidnapping, armed robbery, cultism and other violent crimes are to a very large extent directly attributable to joblessness". He further explained that in "Nigeria no one can say that we have not been sufficiently warned about the danger of not aggressively tackling the upsurge in mass unemployment especially among the youths. Never in the history of this country has kidnapping been so rampant as it is today. From the young to the old and even to the elderly no one is safe from the onslaught of this dare devil kidnappers". This extracts attest to the need to do something proactive and immediate as the situation is degenerating as years keep lapsing more so as nothing tangible is being done to ameliorate the tempo of mass unemployment in the nation. Actually, our nation as observed by one of the former Nigerian presidents is standing on a dangerous time bomb demanding urgent intervention before explosion. Vocational skill acquisition is identified as one of the ways out.

In the same vein, Asiodu (2018), who at a forum recently spoke on, youth restiveness and development challenges prevalent in the country observed that "three quarters of crime is committed by young men who are jobless and become readily disposed to social vices".

The problem of unemployment has been on in Nigeria and even globally. According to encyclopedia Americana (2005), "the modern concept of unemployment dates back from the 19<sup>th</sup> Century and it is closely associated with the rise of industrial wage economies. Before then person without work were indiscriminately described as unemployed regardless of the reasons. Children, disabled adults, and the aged for example were counted. In Nigeria and other developing nations unemployment is often related to people who have attained some levels of education and yet could not get anyone to employ the services they are able to offer. Today even a PhD holder in a hitherto relevant profession finds it difficult to easily get befitting employment.

In Nigeria, the population of the unemployed youth is unfathomable as it keeps increasing every year. The following table shows the percentage rate of increase of unemployment in Nigeria since the year 2014.

**Table1: National unemployment rate of increase -2014 - 2018**

Year	January (%)	July(%)	December (%)
2018		3.9	
2017	4.8		4.1
2016	4.9		4.7
2015	5.7		5.0
2014	6.6		5.6

**Source: National Bureau of statistics (2018).**

Although above percentage may appear small it is much considering the number of graduates being released into job market every year. The problem is that very insignificant number gets employment with employment agency available and even among few that get employment may not be befitting. Generally, unemployment rate in Nigeria as at 2014 was put at 21.73 % and rose to 33.10% in 2017. This is great compared with the total population of graduates being surged from higher institutions of learning today.

In the global realm, the story of unemployment is not different as the following statistics of high unemployment rate in some countries of the world depict.

**Table 2: International statistics of countries with high unemployment**

S/N	Country	Unemployment rate (%)
1	Burkina Faso	77
2	Syria	50
3	Senegal	48
4	Haiti	40.6
5	Kenya	40
6	Djibouti	40
7	Marshal Island	36
8	Republic of Congo	36
9	Namibia	34
10	Kiribati	30.6
11	South Africa	27.6
12	Yemen	27
13	Gaza Strip	26.7
14	West Bank	26.7

**Source: International bureau of statistics (2018).**

Above shows that on the international scene there are general problems as far as unemployment is concerned and alternative to government employment must be adduced especially as a way of developing graduates to be self-reliance before leaving their institutions of learning.

### **Causes of Unemployment among Architecture Graduates in Nigeria**

As pointed out above, unemployment and its consequences cut across every profession today but that of architecture should have been minimal but the situation is pathetic. What then are the causes of architecture graduates unemployment in Nigeria today? The following are some of the causes found out from some years of site exposures, observations, interactions with undergraduates and interviews with some stakeholders in the profession.

- i. Many higher institutions of studies today both polytechnics and universities are offering courses leading to national Diploma, Higher national Diploma, Bachelor of Science degree, Masters of Science degree certificates in architecture have sprung up which shows that “up to 40 polytechnics and 22 universities in Nigeria today are offering architecture”. Hence, it is expected that job market of the profession would be glutted naturally as minimal number have opportunity to be employed.
- ii. As a follow up to the above, multitudes of graduates are being released yearly into the already bloated job markets with little or no hope of being employed.
- iii. Economic meltdown which restrict many people from property development: Many today desires to develop their property but find it difficult due to financial constraints.
- iv. Inability to diversify into alternative employment through skill acquisition.
- v. Poor orientation of many developers on the credible services of an architect in the building process. Many developers think that employing architects for designs would arbitrarily increase the cost of development.
- vi. General lack of users’ participation in design process. The final users or developers are supposed to be carried along in designs right from inception to completion but many architects today find it difficult to do that but mostly give available related designs to their clients which may not meet their expected desires.
- vii. Population explosion in most urban centers leading to increase in price of lands. Very few persons could afford to buy land hence few persons go into property development.
- viii. General increase in the cost of approval of drawings before going to site which make developers to evade design processes before going to site.
- ix. Government ineptitude in housing her population. Gone were days when governments were popular with going into housing estates including Local, States and federal governments.
- x. Tense competition for building design outlets. Due to the advent of technology many go into building designs via AutoCAD even when not trained as architects.
- xi. Lack of sustained researches on the use of local building materials that would have leverage on the government policy on importation of building materials.
- xii. Poor orientation in architectural training generally as it has been devoid of serious practical that would have made the graduates self-reliance upon completion of their academic training.
- xiii. In addition to the above today professional practice in design and project supervision are at the minimum level due the glaring economic situation. Few that go into building development today hardly seek for designs and where that is done supervision is normally done by the client edging the designers out. Gone were days when the architect after his training goes into private practice and could live well with that.

Apart from the above-enumerated points, Kumuyi (2010) posited that “In these times of global financial meltdown, the world’s economy is standing on its head. Many countries owe so much

money that it is doubtful if they can ever pay up their debts. Natural resources are dwindling, the money market is in disarray and human life is threatened by famine, ecological and atmospheric disasters. In all of these, families are the hardest hit because families are what make up a nation. These realities call for every one's hand to be on the spindle". It is a call to keying into any area of job once it is legitimate disregarding the primary profession as something must be done to keep hope alive for next meal both for self and family members.

### **Sources of Employment for Architecture Graduates in Nigeria**

Although unemployment has become an international issue averting solutions adopted by various government, yet a well trained architecture graduate should be able to key into an area of skill for self reliance. Foundationally he could be employed to design and be paid for it hence his main source of employment is the building industry especially the housing sector. Except for the economic meltdown, if not the building industry is naturally buoyant to create enough jobs for the architect. According to the World Bank (2013), "the Nigerian housing deficit is estimated around 16 million units and it requires more than 56 trillion naira to provide the 16 million housing units to bridge the housing deficits at a conservative cost of 3.5 million naira per unit in the country". From this onus is on government to direct her focus on this fertile area of job creation which is the building industry. If government invests her money in this area not only will it create employment for the specific professionals but also uncountable others there by reducing unemployment generally to some level.

Where housing cannot provide the expected employment due to the state of economy and many other factors, what other sources could employment be sourced for. The following are alternative sources of employment creation for an architecture graduates which could be acquired through vocational skills development. The only snag in this alternative means of job creation is the general attitude of many young men as "many young people are unwilling to start low. They want to start from the pinnacle. But many lowly unrecognized jobs are more lucrative than the big-name jobs". Often the researcher has met and even interviewed some former students of architecture who confessed of their interest in fields completely different from their foundational training. Some are into tailoring, painting and other businesses. I learnt of an architect who went into restaurant business and he is prospering from it. The truth is that the way up is the way down. One must start from somewhere as a job begs another one. In the nutshell, architecture as pointed above in the definition as "the art and science of the theory and practice of design, erection, commissioning, maintenance, management and coordination of allied professionals' inputs thereto of building, or group of buildings forming a comprehensive institution, establishment of neighborhood as well as any other organized space, enclosed or opened required for human and other activities". There is no job he might not be able to key into but does it in style.

The architecture graduates can key into the following vocational skills for self reliance:

**Table3: Vocational skills acquisition/training outlets for Architecture Graduates**

S/N	Type	Training duration (in month)	Job creation outlet	Equipment needed
1	Masonry	12 - 18	Mason	Level, trowel, sucking board, Shovel, rope,
2	Block making	6- 12	Block Molder	Head pan, Shovel, trowel, Hand gloves

3	Aluminum fabrication	18-24	Aluminum fabricator	Equipment may be expensive but could team up with others.
4	Carpentry	18-24	Carpenter	Hammers, Level, Hack saw, ropes, Carpenter's square
5	Painting	6-12	Painter	Brushes, Rollers, Level, Nose mask.
6	Tiling	18-24	Tiller	Cutter, Iron level, Spirit level, Shovel, Head pan, ropes
7	Welding	18-24	Welder	Face mask, welding materials including light.
8	Tailoring	12-18	Tailor	Showing machine, scissors, Measuring tapes, pins, threads

Source: Researcher's field survey and Observations, 2018

Table 3 shows some of the possible opportunities available for architecture graduates in Nigeria. The only problem is the psychological impasse attached to being called or working as any of the Artisans, but come to think of it there is money in it as far as the building industry is concerned. If an artisan could cart away about **three thousand naira** from a project site daily how much is the developer ready to pay an architect if he is interested to employ one. Many developers are not willing to part with only a thousand naira for an architect's supervision daily as they think it will be a waste of money. That is why the architect must gang up his mind loins and despise shame and reproach to do something in line with the above at least to start from somewhere in life.

Table 4: Alternative areas of Job Creation for Architecture Graduates

S/N	Area of skill development	Possible services	Possible daily remuneration ( #)
	Masonry	Block laying	3500 to 4000
	Carpentry	Roofing and general carpentry.	3000 to 3500
	Block making	Molding of blocks	3500
	Aluminum works	Aluminum framing and fixing	3000 to 3500
	Painting	General painting	3000
	General building designs	Employed for designs	Varies and negotiable
	Construction supervision	Monitoring of construction works	Varies and negotiable
	Welding	General welding works	3500
	General merchandize	Buying and selling of building materials.	Varies

Source: Site observations and interactions ( Lokoja, kogi State environment), 2018.

Table 4 shows unlimited possibilities for jobs for architecture graduates ready to be tapped. This is to say that unemployment should not be the bane of the expected progress of the aspiring ones.

## Methodology

Data for the study was acquired from both primary and secondary sources. The primary sources were made up of field visits, interaction with stakeholders of vocational skills outlets, building site visits, observations, discussions with students of architecture. Secondary data were also employed from extracts from relevant books, journals, magazines, newspapers. Again, the results were presented using discrete statistics and tables.

## Findings and Discussions

The results from data collected from discussions, interactions, observations, field visits are presented in table 5.

### Various Vocational Skills Acquisition Centers for Job Creation

Several vocational training centers have come on board of recent as people began to appreciate their usefulness to job creation. In the course of my research, some of them were identified and are shown on the table below although majority of them are in Lagos. It is hoped that the tempo will spread to other parts of Nigeria to ease access to skills acquisition centers for youth who desires such opportunities.

Table 5: Vocational skills acquisition centers in Nigeria

S/N	Name	Address	Services	Employment outlet
1	College of vocational science and technology of Nigeria	IPaja, Alimosho, Lagos	To transform youthful population into highly competent citizens	To acquire skills in marine engineering, welding and fabrication, Agricultural training for self reliance.
2	Grace Springs Business and Vocational school	Sura Mogaji street, off coker RD Ilupeju, Lagos	Training on fashion designs and photography, event management, leather works	To become skillful in fashion making and leather works for various self employment
3	Inspire vocational Academies	Ikorodu way RD, opposite Jibowu Bus stop Yaba	Provide training on automobile engineering, foot wear designing, electrical engineering	Acquired skills to become an artisan in mechanical repair works, electric installations.
4	MC Dorsey Training	Moloney street opposite Kam Salem Police station HQ, Obalende, Lagos	Training on mobile phones, laptops, Decoder repairs	Acquired skills to repair phones, decoders and laptops
5	Mix “n” Bake	Ugbejeake street, off Sunmola street, Maryland, Lagos.	Provides training on baking of cake and decorating, confectionary training and event decoration	Acquired skills to do business on baking event centre decorations
6	The Lady mechanic initiative	Abijo GRA, commercial city, Lekki Epe, expressway Lagos	To train, transform and impact technical and mechanical knowledge to vulnerable girls and women in Nigeria	Acquired skills for technical expertise in technical and mechanical lines for women.
7	Deforte Academy	Molero bus stop, Old Ipaja RD, Agege, Lagos	Development of skills on computer repairs, Ankara and leather craft, hat and bridal accessories, hair styling, hair cut, textile designing	Skills acquired to be versatile in various fields

Source: Federal Ministry of Information arts and Culture ( 2018).

Above table shows the National reorientation, consciousness and rebirth of a need for thinking proactively in fighting against evils of unemployment beleaguering our national livelihood. The centers are going to be fertile avenues for job creation if properly organized and the expected mobilization and motivation by government is done.



### Entrepreneurship Development as means of Job Creation

An architecture graduate by virtue of his training could evolve a job outlet and with determination wade through the storms of unemployment successfully through entrepreneurship development. No matter how micro it could be, with determination, focus and agility the business will expand with time. Entrepreneurship as defined by Barrings and Duane (2013) is the “process by which an individual pursue opportunities without regard to available resources at their disposal or control. An entrepreneur finds himself or herself trying to identify opportunity and putting useful ideas into practice”. It is a daring expedition which may fail or succeed depending on the disposition of the entrepreneur. As he endeavors to succeed the entrepreneur faces a lot of challenges. The following were pointed out by Emmanuel (2008) as what it takes to succeed as an entrepreneur:

- i. **Ability to work for a longer period:** He has the drive and does not get tired in his pursuit.
- ii. **Self-confidence:** he is self-confident and believes strongly in himself.
- iii. **Total involvement:** He spends most of his time in the business even if he is not encouraged by any one.
- iv. **Money as a determinant of success:** He manages all resources as credulous as possible as money determines the success of every business.
- v. **Persistent problem solving:** He generates problem and strive to solve them. He foresees a particular problem and strives to solve by providing means to meeting the needs of the society.
- vi. **Goal getting:** He defines his goal and do all to attain to it. He is goal oriented.
- vii. **Risk bearing:** He bears every risk that comes his way whether avoidable or unavoidable no matter the level of the risk.

The above shows that they are numerous problems if one should succeed in life but an architecture graduate with the background of rigorous training will succeed if he applies the principles to his entrepreneurship endeavors.

**Block molding:** A group of three youth could team up themselves to mold blocks for developers and they could earn their living from it above average. A case study of sites at Idah in Kogi state shows that a group of three trained block molders could mold up to 15 bags of cement in one day at a cost of five hundred Naira per bag. If they are able to mould about four times in a week, a lot of money would be expected in their pockets. A graduate who has access to a soft loan could even buy a molding machine, and hard labor in manual molding would be moderated and the business is also sustained. In some sites like Lokoja in Kogi State block molders are paid per block. The following table shows amount that could be earned by block molders based on the number of bags available for them:

Table 6: Average monthly earning from molding 300 bags

No of bags per day	Required No of bags	No of blocks per bag	Amount earned per molded block(#)	Total No of molded blocks expected
15	-	55	15	825
	300	55	15	16,500
<b>Total amount earnable from molding 300 bags at 15 naira per block is #247,500</b>				

Source: Researcher’s field surveys and observations 2018

A group of three molders could conveniently finish molding the 300 bags in a month if not more. Although it may not be easy at the onset, yet it is much better to harp on this type of beginning than going about streets seeking for employment that is far from being gotten even after years of search.

**The general lack of users’ participation in design and construction processes:** Many designers of today do not carry along their developers or final users which is wrong and that corroborates the claims that architects make cost of construction expensive for their clients. Developers should be carried along in design process from inception to completion, discussing every step with him about the pros and cons with practical explanations and welcoming his suggestions. This will exonerate the architect of any accusation and could attract more favors from his clients. This is very important as many developers of today have the tendency of evading architects when they have needs for designs because of their inbuilt thought of architect as professionals that add costs to construction works.

**Lack of professional based entrepreneurship development introduced in Nigerian higher institutions:** This is an avenue for job creation for under graduates to make them self-reliance at the time of graduation, but the problem is that it is not professional based if not it would have cut down greatly the yearly multiplication of unemployed graduates. If this arrangement is professionalized, an architecture graduates will naturally become self-reliance before graduating from his school. Contrary the entrepreneurship development in schools is majorly about general merchandize which may not be able to sufficiently fight evils of unemployment.

**Block making business:** This is another area of job creation available for architecture graduates that have been over taken by people who have never gone into any studies in the school of environmental studies. Although the level of construction works has gone down low due to unfavorable economic situation and political ineptitude, yet evolving a business in block making for sales cannot fail as block molded cannot depreciate in value easily. The table below shows the probable business profit in block making on a site at Idah Kogi State.

Table7: Possible block making business profit – Idah site

Resources needed	Price per QTY (#)	Total cost(#)	Size of block( inches)	No produced per bag	Total produced	Market Cost per block (#)	Amt realized from sales(#)
Water	1800	3600	-	-	-	-	-
2 tipper load of sand	8000	16000	-	-	-	-	-
30 bags of cement	2500	75000	-	-	-	-	-
Extra labor	1000	2000	-	-	-	-	-
Curing	1500	3000	-	-	-	-	-
Transportation of molded blocks	5	6000	-	-	-	-	-
Total No of blocks produced			6	40	1200	120	144,000
Total cost of production		105,600					
Estimated profit		#144,000- #105,600 = #38,400					

Source: **Researcher’s site surveys and observations- 2018.**

Above profit margin may look intangible compared to labor and money invested but if the prospective entrepreneur is prudent to reinvest the profit into more molding of blocks and the expected market is favorable the business would not take time to expand significantly.

### Research Findings

From discussions, interactions, interviews, surveys and observations carried out so far, it was discovered that vocation skill development is evergreen with job creation especially for architecture graduates, and the following are reasons adduced for that:

- a. **Sustainability of acquired vocational skills as means of job creation:** In Nigeria today the population of youth is about half of the nation's population. There is always a need for employment which government alone cannot improvise hence there is always a need for alternative means especially in the building industry where people must be housed and our population is increasing almost geometrically.
- b. **The skilled graduate is versatile especially those trained as masons or carpenters:** In spite of the down turn in our economy people are still building but it is to the favor mostly of the artisans and so if you are well trained in any, your job placement is ever sure daily.
- c. **Money needed to be an entrepreneur is not much:** With some thousands of naira, you could start a business and with prudence you are already on the way up.
- d. **Possibility of creating more jobs than even states and federal governments combined:** No single avenue could create jobs compared to the potentials in vocational skills development for graduates in architecture and other fields.
- e. **Duration of training is not much:** You don't need many years to train and even become experienced. A graduate could even learn one during his service years and become proficient and self reliance hence not looking for any government job after service.
- f. **Few persons needed to associate to start a business especially the block making:** Three persons could associate to go into the business and would succeed if the market environment is conducive.

### Conclusion and Recommendations

The paper concludes that the architecture graduates with this information procured from this study should key into skill acquisition as a tool for curbing the negative effect of unemployment and to make him sustainably self-reliance in the face of economy adversity. However, the recommendations are as stated below:

- i. Government should spearhead establishment of more skill acquisition centers and makes them professionally oriented.
- ii. Graduates interested in alternative skill acquisition should be given necessary incentives to enable them start doing something on their own immediately after acquiring the skills.
- iii. There should be a government policy enacted making skill acquisition criteria for promotion, and more emphasis should be laid on it in our higher institutions of learning.
- iv. Government should provide a leveraging environment for small-scale businesses to thrive especially good roads, regular power supply and affordable housing.
- v. Nigerian architecture professionals should emphasize on users' participation in design and construction processes as means of motivating developers to patronize their services.

- vi. Government should prevail over transport cost by moderating on the cost of fuel to motivate budding entrepreneurs.
- vii. Related professionals in the building industry like Architecture, building, quantity surveying should veer into acquiring extra skills related to building construction to make them proficient in the building industry instead of leaving the gaps to be filled by non professional people.

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