

JOURNAL OF INFORMATION, EDUCATION, SCIENCE AND TECHNOLOGY (Jiest)

VOL. 4, NO. 1

ISSN: 2360-8846

JUNE, 2017

**Official Publication of School of Science and Technology Education
Federal University of Technology, Minna, Nigeria**

VOLUME 4, NUMBER 1

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Jiest is a multi-disciplinary Journal that contains research findings on diverse topics in Information, Education, Science and Technology. The Editorial Board receives articles throughout the year.

My unreserved appreciation goes to the Dean, School of Science and Technology Education of the above University for her tireless efforts in making sure that the demand of the Editorial Board are always met, I thank the University management for assisting in disseminating information regarding this Journal using the University website and Bulletin.

I thank the Editorial Board for their good work and for ensuring that articles are published twice in a year (June and December). The efforts of the contributors to this volume are commendable. It is not easy to conduct a research and have it published. The Editorial consultants and Reviewers made their inputs towards improving the work of contributors and I really appreciate their efforts.

Our readers comments, advice, suggestions are welcome for further improvement on the quality of the Journal.

Robert O. Okwori (Ph.D)
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ENTREPRENEURIAL SKILLS REQUIRED BY PHYSICALLY CHALLENGED LEARNERS IN NIGERIA VOCATIONAL REHABILITATION CENTRE FOR ESTABLISHING BUSINESS ENTERPRISES

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Abstract

The Nigerian government had initiated several rehabilitation programmes through vocational rehabilitation centres, but a lot of these programmes impact are not felt by the nation generally. This is evident in the substantial number of physically challenged that still lack work and entrepreneurial skills- which often results to unemployment, insecurity, loss of lives, properties and unable to live independent and productive lives. The study therefore, set out to identify the entrepreneurial skills required by physically challenged learners in Nigeria vocational rehabilitation centres for establishing small and medium scale enterprises (SMEs). Descriptive survey research design was used and data was obtained using a structured questionnaire known as the Entrepreneurial Skill Inventory Checklist (ESIC). 85 instructors in vocational rehabilitation centre and managers (entrepreneurs) of small and medium scale enterprises took part in the study. Three research questions were answered. Mean, standard deviation were employed to answer the research questions. The reliability coefficient for the study was 0.96 using Cronbach alpha reliability tests. Findings among others revealed that managerial skills required by physically challenged learners to include: depth knowledge and skills in chosen trades, develop interest, and implement policies for achievement of organizational goals; create long term vision for the organization and environment where all members take ownership of the vision; prudently utilizing the available financial and material resources for managing an enterprises and carryout effective marketing and research. It was recommended that vocational rehabilitation centre should include the entrepreneurial skills in the curriculum of rehabilitation centre and government should provide internet facilities, computer laboratory and other training facilities in the centre that would make physically challenge live productive life.

Keywords: Physically Challenged, Entrepreneurial skills, Rehabilitation centre, Vocational rehabilitation, Workforce development, and Small and Medium scale enterprises.

Introduction

The Rehabilitation centre for physical challenged is a federal established centre that has a special mandate to positively transform and empower the lives of people living with disabilities who are often described as physically challenged/handicapped/disabled. Rehabilitation centres were purposely designed to tackle the emerging problem of street begging and destitution. The Rehabilitation centres caters for the vocational needs of its clients (physically challenged learners). Physically challenged learners are rehabilitated and made to live independent and productive lives through the acquisition of various vocational skills (Kolajo, 2006), Onwuchekwa (1984) explained that vocational rehabilitation involves physical restoration, emotional rehabilitation and economic resettlement of rehabilitee. Vocational rehabilitation describes finding employment for rehabilitees, supporting their families and providing tools for them. Vocational rehabilitation therefore refers to all concerted efforts at equipping physically challenged learners with needful skills of functioning productively on a vocation of choice.

Physically challenged learners are viewed by Sokale (1999) as those having significant difficulty in coping with children of the same age; they could be referred to as the hearing impaired, blindness, and limb deformity, emotionally disabled. Physical challenged learners are defined by National Policy on Education (Federal Government of Nigeria (FGN, 2013) as children and adults who have learning difficulties because of different kinds of handicaps ranging from blindness, partial-sightedness, deafness, hardness-of-hearing,

mental retardation, social maladjustments, limbs deformity or malformation due to circumstance of birth, inheritance, social position, mental and physical health patterns or accidents in later life, which as a result of these, such children and adults are unable to cope with the regular school class organization and method. Physically challenged learners are categorized as sets of people who may not benefit fully from the regular or familiar education obtainable in primary, secondary and tertiary institutions. They are learners who cannot benefit maximally in the regular educational setting, their exceptionality might have resulted from misfortune experienced before or after birth.

Physically challenged learners that complete vocational rehabilitation programmes shall have the opportunities to secure employment at the end of the whole course or set up their own business and become self-employed and be able to employ others (FGN, 2013). The responsibilities of vocational rehabilitation centers do not begin and end with instruction in series of skills. Preparation of rehabilitees for successful and productive participation in the world of work is increasingly being recognized as a major responsibility of rehabilitation centres, rehabilitees need to be assisted and prepared satisfactorily for initial and continued employment. As such vocational rehabilitation program should include all of those aspects that will help the rehabilitees discover his/her talents, to relate these talents to work situations and to be skillfully trained in the chosen trade. (Okorie, 2000). In addition, rehabilitees should assist to organize and control the affairs of small and medium scale enterprises and possess skill. It is not enough to train rehabilitees for jobs, it is equally important that these rehabilitees be empowered to establish and manage the job for which they have been trained.

Rehabilitation according to O'Toole (1991) is combined effort and coordinated use of individual to the highest possible level of functional ability. Onwuchekwa (1984) explained that vocational rehabilitation involves physical restoration, emotional rehabilitation and economic resettlement. Vocational rehabilitation describes finding self or paid employment for rehabilitees, supporting their families and providing tools for them. Vocational rehabilitation therefore refers to all concerted effort at equipping physically challenged learners with needful skills of functioning productively on a vocation of choice. A vocation is a job which one does for a living, for giving service to others as needed. It describes an employment one engages in to be in keeping with the economic demands. It is obvious that skills enhances employability and productivity as well as sustain competitiveness in the global economy.

The rehabilitation centre according to Federal Ministry of Sport and Social Development (FMSSD, 2000) is particularly aimed at developing the capacities of physically challenged learners to meet the challenges of disability and contemporary living and to ensure the attainment of satisfactory overall quality of life, which would allow them to make their maximum contributions towards the development of the nation. The specific objectives of the centre are to: ensure effective management of crisis situation of special needs learners; ensure provision of relief materials to trainees in the institution; ensure an appropriate training for special needs learners to reduce dependency; ensure diligent follow-up to facilitate subsequent rehabilitation of the handicapped in form of placement and after care visits; make available to special needs learner adequate physical, social and mental health care facilities; and promote the provision of adequate and accessible recreation, and sporting facilities for the trainees; (Federal Ministry of Sport and Social Development, (FMSSD) (2000) some of the vocational centers that provide these services are: vocational training centre for the blind, Oshodi, Nigeria farm craft centre for the blind, Ikeja, Nigerian armed forces resettlement centre, Oshodi, Vocational rehabilitation centre. Ikorodu Lagos State. Vocational rehabilitation centre Moniya, Nigerian training for the blind and Vocational training centre both in Ogbomoso, Oyo state, and the School for the handicapped, in Ijebu-Ode; Ilaro; Shagamu and Abeokuta in Ogun State.

An important issue of workforce development in Nigeria According to Okorie (2000) is to ensure that human resources are developed to such an extent that the achievement of desired rate of technological changes will not be impeded through lack of personnel with suitable entrepreneurial skills. Thus establishing business enterprises in Nigeria have implications for workforce development in vocational rehabilitation centres. One of the implications is the rising demand for skilled artisan, craftsman and master craftsman required to establish and manage an enterprise.

Entrepreneurial training according to Akintola (2001) is a programme or part of programmes that prepares individuals (physically challenged learners) to undertake the formation and or operation of small business

enterprise which also include franchise operation for the purpose of performing all business functions relating to a product or service with emphasis given to the social responsibilities, legal requirements and risks for the sake of profit involved in the conduct of a private enterprise. Entrepreneurship training according to Ayeduso (2004) is a specialized training given to the trainees of vocational rehabilitation centre to acquire skills, ideas and managerial abilities and capabilities for self employment than being employed for pay. Entrepreneurship is the willingness and ability of an individual to make an investment, opportunities, establishes and run an enterprise successfully (Uwhmeiye & Clark, 2000). The management structure and independence business enterprises put the entrepreneur in the most critical position in running of the enterprises. Thus the success and failure of the business depend largely on the entrepreneur competence.

The technical requirement of getting out a product or rendering a service should be understood in considerable details by entrepreneurs before embarking on business enterprise (Nzelobe, 1996). Lankard (2003) stressed that entrepreneurial skills must be nurtured through proper education so that it can be directed to responsible and enriching small business endeavour that will benefit the individual and the communities in which entrepreneurs live. Small and medium enterprises (SMEs) is an enterprise with a minimum asset base between N1,000,000 and N 200 million, excluding land and working capital, with the number of staff employed by the enterprise not less than 5 and not more than 300.

One of the common features of SMEs is that they are either sole proprietorship or partnership and have centralized management structure (Udechuckwu, 2003). In most cases, the operational and administrative management of SMEs are in the hands of one or two person usually the owner(s)/ manager(s) who are also responsible for making the major decision of the enterprise. Small and Medium Enterprise (SMEs) helps to improve the production of goods and services required for nation's economic, industrial and technological development.

Furthermore, the revival of interest in SMEs in developing and developed countries is due to the potential of the sector in poverty alleviation, employment generation, rapid industrialization and mitigation rural and urban drift. In order to make the SMEs sector more vibrant, successive Nigeria government has employed various monetary, fiscal and industrial policy measures to promote and develop SMEs in Nigeria. These include the provision of local finance, through its agencies such as the Central Bank, of Nigeria (CBN), and other commercial banks. In addition, government has also facilitated and guaranteed external finance for SMEs through the World Bank. Presently, the Government through the Central Bank, of Nigeria initiated the Small and Medium Industrial Equity Investment scheme (SMIEIS). The scheme required all banks in Nigeria to set aside 10% of their profit before tax annually for equity investment in SMEs.

In spite of the government efforts, the level of industrial development expected to be generated through the development of SMEs compared to the need of the country has never been achieved. Salami (2003) observed that there has been high mortality rate of SMEs in the country due to lack of entrepreneurial skill by the Small and Medium scale entrepreneurs. According to Salami inadequate entrepreneurial skills has resulted into reluctance of banks to extend credit to SMEs entrepreneur. In the same vein, most rehabilitees from vocational rehabilitation centre expected to acquire skills for self-reliance and join the pool of entrepreneurs for industrial development of this country, which majority of them do not have entrepreneurial skills. Managing a new business present entrepreneur with a different set of circumstances from the one of the corporate manager typically faces. A distinctly different set of skills often needs to be developed either through the entrepreneurial experiences or education (Hisrich & Peter, 1998). Many new entrepreneur according to Hisrich & Peter find that the most difficult stage of their life cycle is the rapid growth stage. It is the period when management decision making becomes most critical. Goal setting, financial controls, marketing planning, hiring new employees, and even simple record keeping issues are only a few of the important management activities that need constant attention during establishing business ventures.

Additionally, entrepreneur will need some knowledge of how to provide appropriate controls to ensure that the projections and goals are met some financial skills are thus necessary for entrepreneur to manage the venture during early years. Cash flows, the income statement, and the balance sheet are the key financial areas that will need careful management and control. During growth of a new business, entrepreneur will

need to consider some important management skills that often contribute to business failure. Studies have shown that during the growth of new business, management skills and strategies in such areas as record keeping and financial controls, human resources, marketing, and planning are critical to achieving long-term success. Management involves implementing a management style and structure, as well as determining the key variables for success. A control system must be identified so that any problem areas can be carefully monitored (Hisrich & Peter, 1998)

Statement of the Problem

The fundamental objective of vocational rehabilitation centres is to guarantee for physically challenged learners an enabling environment and opportunities for the total development of their human potentials by providing training facilities for placement and after care workers. The rehabilitation centres according to Federal Ministry of Sports and Social Development (FMSSD) (2000) is aimed at developing the capacities of physically challenged learners to meet the challenges of disability and contemporary living and to ensure the attainment of satisfactory overall quality of life, which would allow them to make their maximum contributions towards the development of the nation. Unfortunately, this is not the case as the vast majority of trainees are not receiving the needed services from rehabilitation centers, which makes them experience great difficulties in establishing and managing small business enterprises hence making their becoming economic independent difficult. This was attributed to not being given a level of entrepreneurial skills in starting and managing business organization. Also, despite United Nations Education, Social and Cultural Organization (UNESCO, 2004) declaration that the potential of small and medium scale enterprises and the self-employment has necessitated the introduction of entrepreneurial skill development in the technical and vocational education curriculum in most countries.

Unfortunately, against the declaration of UNESCO and agitation of successive Nigerian government to guarantee physically challenged learners an enabling environment and opportunities for total development of their human potential to live independent life, vocational training programmes has not been encouraging. The inability of vocational rehabilitation centres to effectively rehabilitate physically challenged learners with entrepreneurial skills essential for starting and managing their own business in its programme will therefore likely result to unintended consequences like armed robbery, ritual killings, car theft, street begging and other vices instead of practicing the trained trade. However, if vocational rehabilitation of physically challenged learners is to ensure that training imparted are aimed at developing the capacities of rehabilitees to meet the challenges of disabilities and contemporary living then proper entrepreneurial skills should be develop in helping rehabilitees to stimulate growth and form new habits that will assist them through entrepreneurial training that will brings both immediate and lasting economic returns. Vocational rehabilitation centres therefore need to give more entrepreneurial training that will help rehabilitees to establish and manage business of their own and become socially and economically independent. It becomes necessary therefore, to identify entrepreneurial skills required by physically challenged learners in vocational rehabilitation centre for establishing small and medium enterprise in Lagos and Ogun states, South-West, Nigeria.

Purpose of the study

The main purpose of the study is to identify the entrepreneurial skills required by physically challenged learners in Nigeria vocational rehabilitation centres for establishing small and medium scale enterprises. Specifically, the study sought to determine the:

- a. Managerial skills required by physically challenged learners for establishing small and medium scale enterprises;
- b. Financial skills required by physically challenged learners for establishing small and medium scale enterprises and
- c. Marketing skills required by physically challenged learners for establishing small and medium scale enterprises.

Research Questions

The following are the research questions formulated for this study:

- a. What are the managerial skills required by physically challenged learners for establishing small and medium scale enterprises?
- b. What are the financial skills required by physically challenged learners for establishing small and medium scale enterprises?

- c. What are the marketing skills required by physically challenged learners for establishing small and medium scale enterprises?

Methodology

Research Design

The design of the study was a descriptive survey research. Ashulume (2003) defined survey approach design as a way of establishing opinion on an issue of the day, attitude towards more basic issues and facts about the people being interviewed. Survey approach design is considered appropriate since it focuses on entrepreneurial skills in the areas of management, financial and marketing. Hence, the researchers sought the expertise of 85 vocational instructors and entrepreneurs purposefully selected from Lagos and Ogun states in Nigeria for the study.

Population and Sample

The population for the study consists of 63 instructors in vocational rehabilitation center and 22 managers (entrepreneurs) of small scale enterprises from Lagos and Ogun states, Nigeria. To ensure that a representative sample was selected from the population, the researchers defined specific selection criteria used in selecting participants for the study. Instructors with a minimum of seven years teaching experience in vocational rehabilitation centers, and with a significant contribution to issues in rehabilitation program were considered the base selection criteria for participants for the study. Hence, a total of 150 instructors were first listed as potential participants for the study having met the base selection criteria. After several considerations and review the list was reduced to a total of 85 participants selected. Participants were purposefully selected to ensure that only those with adequate knowledge of vocational rehabilitation related issues and entrepreneurs were chosen, and also to ensure that quality data was generated.

Instrument for Data Collection

Structured questionnaire was used as instrument for data collection. The questionnaire utilized for the study was developed by the researcher known as Entrepreneurial Skill Inventory Checklist (ESIC). The ESIC is a structured questionnaire that consists of four sections, A, B, C and D. Section A sought personal information from respondents which included; vocational rehabilitation/ organization name, position, teaching/working experience. Section B contained 23 items specifically aimed at determining managerial skills required by physically challenged learners. While section C contained 14 items aimed at determining financial skills required by physically challenged learners and section D contained 13 items aimed at determining the marketing skills required by physically challenged learners for establishing small and medium scale enterprises. The ESIC was structured on a five point scale and was subjected to face and content validity by three experts. The experts included a lecturer from vocational rehabilitation department, Federal college of education (special) Oyo, a director from ministry of sports and social development, Ibadan and a manager from one of the commercial banks in Lagos. Expert's suggestions and recommendations were duly incorporated into the final draft of the ESIC. The Cronbach's Alpha value obtained for the ESIC was .96. The responses category for the items are: Very Highly Required (VHR) 4.50-5.00; Highly Required (HR) 3.50-4.49; Required (R) 2.50-3.49; Moderately Required (MR) 1.50-2.49 and Not Required (NR) 0.50-1.49.

Method of Data Analysis

Data were analyzed using descriptive statistics. The analysis was carried out using the Statistical Package for Social Sciences (SPSS) version 16.0. Raw data was first coded and fed into the SPSS programme and mean and standard deviation were specifically used to analyze the data. Out of a total of 85 questionnaires that were packaged and distributed, only 72 of them were retrieved, making up a total of 84.7% retrieval rate.

Results

Research Question 1: What are the managerial skills required by physically challenged learners for establishing Small and Medium Enterprises?

Table 1:

Mean and SD of the Responses of the Respondent on the Managerial Skills Required by Physically Challenged Learners

S/ No	ITEM	\bar{x} N=72	SD	Decision
1	Possess depth of knowledge and skills in chosen trades (i.e. be a competent person)	4.99	1.15	VHR
2	Develop, interpret, and implement policies for the accomplishment of organization goals	4.13	0.91	HR
3	Create a long term vision for the organization and environment where all members take ownership of the vision	4.45	0.60	HR
4	Create environment where leader is approachable and open to new ideas	4.51	0.87	VHR
5	Communicate effectively the organization's vision to others members of staff	4.39	0.56	HR
6	Effectively use computer software for data bases and word processing	4.27	0.79	HR
7	Create an environment in which team members are willing to share ideas	4.25	1.09	HR
8	Raise funds from internal and external generating revenue for new business	4.34	0.68	HR
9	Work with family to determine organization goals	2.00	0.82	MR
10	Think creatively, critically, abstractly as well as linearly in decision making	4.34	0.79	HR
11	Foster relationship among members of the organization	4.44	0.49	HR
12	Demonstrate respect for others within the organization and customers	4.38	0.77	HR
13	Create an environment that support organizational change	4.23	0.63	HR
14	Think creatively, critically, abstractly as well as linearly in decision making	4.50	0.50	VHR
15	Evaluate the impact of personnel in the organization	4.34	0.82	HR
16	Create an environment that values the divers opinion of other staff	4.39	0.87	HR
17	Surround themselves with people of complimentary strength	4.38	0.86	HR
18	Demonstrate empathy for social problems	4.32	0.62	HR
19	Implement and adjust organizational budgets to accomplish organization programs	4.55	0.49	VHR
20	Effectively integrate computer program application (i.e. merge files).	4.47	0.50	HR
21	Develop, interpret and explained budgets for all levels within the organization	4.38	0.72	HR
22	Set goals for the organization	4.27	0.64	HR
23	Effectively use and search the internet.	4.48	0.57	HR

NOTE: Very Highly Required (VHR); highly required (HR); Required (R); Moderately Required (MR); Not Required (NR)

Table 1 show the responses of instructors from vocational rehabilitation centres and managers of SMEs (entrepreneurs) in Lagos and Ogun states on the managerial skills required by physically challenged learners to establish and manage their business in order to promote independent and productive lives through the acquisition of various vocational skills. Respondents indicate that items 1, 4, 14 and 19 (\bar{x} = 4.99, 4.51, 4.50 and 4.55) were very highly required while items 2, 3, 5, 6, 7, 8, 10, 11, 12, 13, 15-18 and 20-23 having means ranging from 3.50 to 4.49. Further findings from table 1 indicate item 9 (Work with family to determine organization goals) (\bar{x} = 2.00) is rated as moderately required by rehabilitees for effective management of their own business as shown in table 1. Findings revealed that entrepreneurial skills that will develop managerial skills of physically challenged learners should focus on: possessing depth knowledge and skills in chosen trades; develop interest and implement policies for achievement of organizational goals; create a long term vision for the organization and environment where all members take ownership of the vision; raise funds from internal and external generating revenue for new business;

think creatively, critically, abstractly as well as linearly in decision making and create an environment that support organizational change.

Research Question 2

What are the financial skills required by physically challenged learners for establishing SMEs

Table 2

Mean and SD of the Respondent on the Financial Skills Required by Physically Challenged Learners

S/No	ITEM	\bar{X} N=72	SD	Decision
1	Prepare a trading, profit and loss accounts	4.47	0.73	HR
2	Operate petty cash book	4.32	0.60	HR
3	Prepare a ledger account	4.29	0.53	HR
4	Utilize balance sheet for business financial transactions	4.63	0.55	VHR
5	prepare book journals for the business financial transaction	4.51	0.57	VHR
6	Audit business account	2.32	0.46	MR
7	keep accounting records	4.41	0.62	HR
8	Operate the various accounting record e.g. double entry book keeping	4.60	0.56	VHR
9	Use accounting software for financial transaction	4.42	0.56	HR
10	Make financing decision	4.32	0.66	HR
11	Identify accounting books such as ledger account, cash book etc.	4.29	0.83	HR
12	Make business investment decision	4.35	0.72	HR
13	Making decision on how the profit accruing from investments are going to be utilized	4.41	0.68	HR
14	Determine cost analysis and allocation of cost to items and project.	4.47	0.64	HR

NOTE: Very Highly Required (VHR); highly required (HR); Required (R); Moderately Required (MR); Not Required (NR)

Findings as observed from Table 2 above show the mean rating of respondents on financial skills required by physically challenged learners for establishing small and medium scale enterprises. Findings indicate that items 4, 5 and 8 (\bar{X} = 4.63, 4.51 and 4.60) were rated as very highly required while other items were having means ranging from 3.50 to 4.49 respectively; hence these items were remarked as highly required, while item 6 (\bar{X} = 2.32) (Audit business account) was indicate as moderate required as financial skills suggested by the researchers on entrepreneurial skills required by physically challenged learners in Nigeria vocational rehabilitation centres for establishing SMEs some of which include: prepare a trading, profit and loss accounts, utilize balance sheet for business financial transactions; prepare book journals for the business financial transaction; operate the various accounting record e.g. double entry book-keeping, use accounting software for financial transaction; make financing decision; make business investment decision, making decision on how the profit accruing from investments are going to be utilized; determine cost analysis and allocation of cost to items and project. This implies that these items are essential for financial skills of physically challenged learners.

Research Question 3: What are the marketing skills required by physically challenged learners for establishing SMEs

Table 3:

Mean and SD of the Respondent Responses on the Marketing Skills Required by Physically Challenged Learners for Establishing SMEs

S/ No	ITEM	\bar{X} N=72	SD	Decision
1	Capture and retain the attention of customers	4.52	0.50	VHR
2	Promote and sell organization product	4.16	0.92	HR
3	Analyze demand and supply situation	4.25	0.87	HR
4	Carryout effective marketing and research	4.47	0.50	VHR
5	Acquire effective sales habit	4.45	0.60	HR
6	Demonstrate knowledge of forecasting and analysis of sales	4.47	0.56	HR
7	Utilize view and data of marketing research	4.48	0.50	HR
8	Segment the market	4.29	0.57	HR
9	Exhibit knowledge of marketing strategies	4.46	0.50	HR
10	Define information needs	4.34	0.57	HR
11	Conduct market survey for determining customers needs	4.35	0.67	HR
12	Make decision on marketing mix	4.30	0.53	HR
13	Conduct house to house advertisement	2.69	0.46	R

NOTE: Very Highly Required (VHR); highly required (HR); Required (R); Moderately Required (MR); Not Required (NR).

Table 3 show the responses of experts (Instructors) and Managers (Entrepreneurs) on the marketing skills required by physically challenged learners for establishing small and medium scale enterprises. Respondents rated items 1 and 4 ($\bar{X} = 4.52$ and 4.47) as very highly required, item 13 ($\bar{X} = 2.69$) while other items were rated as highly required with means ranging from 3.50 to 4.49 as shown in table 3. This implies that majority of the respondents used for the study indicate that these items listed to find out if they are marketing skills required by physically challenged in vocational rehabilitation centres for est. Findings revealed that marketing skills for physically challenged learners to establish SMEs should focus on: capture and retain the attention of customers, promote and sell organization product, analyze demand and supply situation, carryout effective marketing and research, acquire effective sales habit, demonstrate knowledge of forecasting and analysis of sales, utilize view and data of marketing research, segment the market, exhibit knowledge of marketing strategies, define information needs, conduct market survey for determining customers' needs, make decision on marketing mix.

Discussion of Findings

The study sought to identify managerial, financial as well as marketing skills required by physically challenged learners in Nigeria vocational rehabilitation centre for establishing business enterprises. Based on the data collected and analyzed, findings from table 1 indicate that instructors from vocational rehabilitation centres and business experts recommend that managerial skill should be develop in physically challenged learners. Those managerial skill considered as required includes; possessing in-depth knowledge and skills in chosen trades; develop, interpret, and implement policies for the accomplishment of organization goals; create a long term vision for the organization and environment where all members take ownership of the vision; communicate effectively the organization vision to others members of staff; think creatively, critically, abstractly as well as linearly in decision making; create an environment that values the divers opinion of other staff. Thus, the finding were in agreement with Aluko et al (1998) and Osuala (2001) who emphasized that an organization success depend on how well its management is able to plan and ensure constructive coordination management at all levels into an effective instrument for achieving cooperate objectives. Osuala (2004) added that prospective small business manager should have adequate technical ability-a working knowledge of the physical operation of the business, sufficient conceptual ability, the power to visualize, co-ordinate and integrate the various operations of the business into a synergistic whole and an ample interpersonal ability – the skill to manage the people in the organization and to motivate them to higher level of performance. He went further to explain that adequate experience and special attitude are very important in the fields of business for survival of business.

The data presented in Table 2 provided answer to research question two on financial skills required to establish small and medium enterprise. Findings revealed that rehabilitees in vocational rehabilitation centres intending to small and medium enterprises should be able to prepare a trading profit and loss accounts and ledger; operate petty cash book and double entry book keeping and keep accounting records. These findings are in line with Needle (1997), who opined that accounting record and information is particularly useful to management in the planning, organizing and controlling of organization resources. Osuala (2004) supporting the view, suggested the following as the basic financial records to be kept by an entrepreneur: Journals, Ledger, Balance Sheet, Sales document and other business records. Management of finance is the vehicle through which success and survival of enterprise is determined. Entrepreneur must understand, the complexity surrounding the source, security and multiplication of fund invested. The findings of this study also revealed that special needs learner intending entrepreneurs should be able to use computer software for financial transaction. This finding stemmed from the fact most organization use computers for their financial transaction.

The data presented in Table 3 provided answer to research question three on marketing skills required by physically challenged in vocational rehabilitation centre for establishing SMEs. Findings revealed that physically challenged learner entrepreneurs should be able to capture and retain the attention of customers; promote and sell organization product; analyze demand and supply situation; carryout effective marketing and research; acquire effective sales habit; demonstrate knowledge of forecasting and analysis of sales; utilize view and data of marketing research; segment the market; exhibit knowledge of marketing strategies; define information needs; and conduct market survey for determining customers' needs. Customer and organizational satisfaction goals are two issues in the marketing concept that cannot be treated in isolation. The firm has a choice. It is not obliged to produce goods that cost than consumers can pay. According to Kotler, Philip and Armstrong (1992) it is only by satisfying consumers that long run profit can be achieved and customers are satisfied when they receive adequate value for their money and see the profit of the firm as a fair return on investment and not the result of exploitation.

In addition, marketing concept holds that achieving organization goals depends on the needs and wants of target markets and delivering the desired satisfaction, effectively and efficiently than competitors (Kotler, 2003). Therefore any physically challenged craftsperson intending to establish small and medium scale enterprise should be able to conduct market survey and utilize data for marketing research. Furthermore, the marketing mix is one of the fundamental effective concepts associated with the marketing process. According to Needle (1994) marketing mix generally refers to an overall marketing strategy which involves the manipulation of four key elements. These are decisions concerning the nature of the product and its design; decisions about price; decisions about sales promotion, advertising and customer awareness; and decisions concerning distribution. These four factors are popularly referred to as the 4 Ps; product, price, promotion and place. Two important aspects of this are not made explicit. These are market research and buyer behaviour. Decisions about the marketing mix cannot be made without researching the market in all its aspects and that includes a thorough understanding of buyer behaviour. Therefore, SMEs operator needs to understand the complexity of marketing mix variables.

Conclusions

This study set out to identify entrepreneurial skills required by physically challenged learners in vocational rehabilitation centre for establishing small and medium scale enterprise in Lagos and Ogun states. The study has identified managerial skills, financial skills, and marketing skills required by the rehabilitees after graduation from the rehabilitation centre. These findings represent the opinions of managers (entrepreneurs) and Managers in Micro finance bank who are considered to be experienced in business management. It is hoped therefore, that if all these skills are taken into consideration the training of special needs craftsperson in the vocational rehabilitation centre, the rehabilitees will graduate from vocational rehabilitation centre with entrepreneurial skills required for establishing Small and Medium Scale Enterprises. Consequently, Banks mangers will have confidence in releasing Loan to the rehabilitees on graduation from the rehabilitation centre. Hence, the rehabilitees will be able to establish their own workshop, make their maximum contributions towards the development of the nation and become employers of labour instead of hoping solely on paid employment which not forthcoming which can lead to street begging and destitution.

Recommendations

Based on the findings of this study, the following recommendations are made:

- a. Vocational rehabilitation centre should include the entrepreneurial skills identified by this study in the curriculum of rehabilitation centre.
- b. Government should provide internet facilities and computer laboratory in the centre.
- c. Ministry of education in conjunction with ministry of sports and social development should always conduct instructional supervision aimed at improving the teaching of entrepreneurial skills in the vocational rehabilitation centre, and
- d. Constant seminars, workshops and conferences should be organized for the physically challenged learners and their teachers on the need for entrepreneurial skills for the world of work.

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