

Original Article

FACTORS INFLUENCING GRADUAL EXTINCTION OF IGBO TRADITIONAL APPRENTICESHIP SCHEME IN SOUTH EAST, NIGERIA: AN IMPLICATION FOR COUNSELLING

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Abstract

The main purpose of the study was to ascertain the factors influencing the gradual extinction of igbo traditional apprenticeship scheme in South East Nigeria. Two research questions and two null hypotheses guided the study. Cross- Sectional Survey research design was adopted for this study. The population for the study is 100 business owners and apprentice identified within Enugu metropolis. The population size was manageable hence there was no sampling. A 13-itemed questionnaire developed by the researcher was used for data collection. The Instrument was validated by three research experts. The reliability of the instrument was determined using Cronbach Alpha Reliability Coefficient, overall reliability coefficient was 0.97, indicating that the instrument was reliable for use in data collection. Data collected with the questionnaire was analyzed using Mean with Standard deviation to answer each of the research questions. However, each of the two hypotheses was tested using t-test statistics at .05 level of significance. On the decision, items with mean score less than 2.50 was considered little extent while items with mean of 2.50 and above was considered great extent. The null hypotheses were not rejected when the significant level was less than 0.05 and were rejected when the significant level was equal or more than 0.05 level of significance. The result of the findings revealed that sudden dismissal of an apprentice and poor settlement of an apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. There is no significant difference in the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria and that there is no significant difference in the mean ratings of business owners and apprentice on the extent to which poor settlement of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. Based on the findings of this study, the researchers recommended among others; that there should be institutionalization of legal framework for the parties under the Igbo apprenticeship scheme so as to ensure the existence of a valid contract between the master (Oga) and apprentice (Nwaboi), which will ensure that duties and responsibilities by both parties are adhered to, otherwise consequences will be ensured.

Keywords: Igbo, Tradition, Apprenticeship, Scheme

Introduction

Apprenticeship is a system of an on-the-job training of new generation of practitioners for a trade or profession. Apprenticeships can also enable practitioners to gain a license to practice in a regulated occupation. Most of their training is done while working for an employer who helps the apprentices learn their trade or profession, in exchange for their continued labor for an agreed period after they have achieved measurable competencies (Aleke, 2016). Apprenticeship period vary significantly across sectors, professions, roles and cultures. In some cases people who successfully complete an apprenticeship can reach the "journeyman" or professional certification level of competence. Olulu and Udeorah (2018), posited that apprenticeship may be considered as a system of learning whereby an individual is trained in a professional skill in a practical way through a structured program of on-the-job training. It usually involves acquiring knowledge, mechanical skills and the development of an attitude or discipline for a particular job. Orugun and Nafiu (2014), opined that apprenticeship provides a ladder of opportunity to obtain critical skills businesses require to flourish, placing apprenticeship as the seedbed of entrepreneurship. They further stated that, the combination of these attributes, the business and entrepreneurial activities of the Igbos continue to be the backbone of commerce and manufacturing in the Nigerian economy. According to Udoka (2016), apprenticeship practice is in three categories viz; the traditional model, the informal model and the modern apprenticeship model. The traditional model involves the transfer of family skill to the next generation of members, while the informal model though traditional in nature, have non-family members engage in the apprenticeship scheme. The modern apprenticeship scheme involves training of participants in vocational skills, well-structured programme of learning, fixed working/training hours and combination of vocational training with educational programmes.

In Nigeria, the practice of apprenticeship is popular among the Nupes, Igbos, Fulanis and other tribes

that have specialized skills which they pass on from generation to generation. Trades in apprenticeship category in Nigeria includes; blacksmith, welding, trading, block molding, motor mechanics and repair, barbing, electronics repair, wood carving amongst others (Aleke, 2016). The apprenticeship system practiced among the Igbo ethnic group is arranged in such a way that the apprentice lives with his master so as to acquire through a process of acculturation the necessary attitude, diplomacy and decorum required for the trade or skill acquisition, usually for an agreed number of years after which the master settles the apprentice by setting up a business for him, that is provision of startup capital and the required guidance up until certain level of business maturity. It is the combination of these dispositions that make graduates of Igbo apprenticeship scheme entrepreneurs instead of job seekers (Neuwirth, 2017).

The Igbo culture of entrepreneurship can be traced back to the slave trade business from the 15th century. By 1800s about 320,000 Igbos have been sold at Bonny, as well as 50,000 at Calabar and Elem Kalabari (Adamu, 2017). This process continued until the abolition of slave trade in the 1900s. Unlike most African communities, slaves from the Igbo ethnic group were exposed to entrepreneurship by their owners trading commodities like spices, sugar, tobacco, cotton for export to America, Europe and Asia (Ohadike, 2018). This action kindled the entrepreneurship spirit of the Igbo people and galvanized them to quickly venture into various forms of entrepreneurship during the pre-colonial era, (Iwara, Amaechi and Netshandama, 2019). The colonial era met the Igbos as the leading exporters of palm oil and kernel, craftsmen, traders, merchants, cottage industrialists among others. This culture of entrepreneurship has been sustained till the present age through the apprenticeship framework (Alike and Umunze, 2019). Alike & Orjiako-Umunze further noted that the Igbo apprenticeship scheme is essential in generating business ideas, business location and capital for start-ups.

The Igbo apprenticeship scheme has 3 major types: Igba-boi also known as Igba-Odibo (become an

apprentice), Imu Oru also known as Imu-Oruaka (learn a craft) and Imu-Ahia (learn a trade). The term Igba-boi', in this context does not literally mean 'to serve another' in the literal sense of the word, whereby the only purpose is total servitude to the master. The Igbo 'Igba-boi' model is a process whereby someone is being trained in the act of entrepreneurship (Agozino and Anyanike, 2017). While all types are geared toward the transfer of knowledge of entrepreneur skills, they differ in approach.

In the Igba-Odibo/ Boi type of Igbo apprenticeship scheme, the parent or guardian has to agree with their child or ward on their choice of profession, and will consciously seek for successful entrepreneurs in that particular profession for his training. Osiri, (2020) noted that there is often a brief traditional handing-over ceremony of the apprentice, to his master (Oga). In the ceremony, an oral indentureship agreement based on trust and credibility will be entered into in which the conditions and terms will be spelt out. The agreement comes in two ways; one, the intending apprentice will live with the master for the number of years agreed upon, two, that the Oga will train the apprentice in his trade with all sincerity and settle him with a seed capital to start his own business at the end of the agreed number of years. Traditional kolanuts and palm wine are shared with a Christian prayer or traditional rituals. This is normally to bless the occasion and ensure a smooth hand-over of the young boy to the master. The young apprentice is also advised by both his parents and elders that are present on the virtues of honesty, hard work, obedience and respectfulness to his new boss. At the end of the brief traditional handing-over ceremony, the apprentice is expected to go home with the master, to start his indentureship journey.

The apprentice in the Igbo apprentice scheme is expected to live with the master and his family throughout the period of his indentureship. The apprentices are not just apprentices in the strict sense of the word; they are also an integral part of his Oga's household. They are set to begin teaching and learning process, the apprentice is expected to do minor chores, taught the basic ways of living, against

what he may have known before now. The next step is to initiate the apprentice into the science of entrepreneurship and innovation. This normally happens within the first three months of the apprentice's arrival. These early months in the process serves as a trial period, during which the apprentice's suitability for the training and other roles would have been tested. Within this period, the apprentice is expected to follow the master and (probably other older apprentices) to learn the rudiments of the scheme through which the master gives the judgment as to whether he should continue. Three main issues pivotal for determining whether the apprentice stays or is sent home after the first three months are: the 'willingness to learn', 'resilience' and 'trustworthiness'. The apprentices that make it through this first stage often demonstrate the willingness to learn. It is this willingness that gets them the possibility to continue their training.

The apprentice is taught basic strategies such as: customer negotiation, how to maximize entrepreneurial opportunities; the act of building a good customer relationship, as well as transaction process. The apprentice is also encouraged to develop certain unique skills that help them deal with the dynamics of their growth and development process. At about two years before the end of the number of years agreed for his apprenticeship, the master allows the apprentice to work with minimal supervision, similar to an examination. After passing this test, the apprentice is then ready for settlement (Orugun & Nafiu, 2014). At the end of the agreed period, according to Onyima, Nzewi and Chiekiezie (2017), there is usually a freedom party which serves as a graduation and commencement ceremony for the erstwhile apprentice to start his business sojourn called 'Idu-uno'. At the ceremony, the master settles him with a seed capital to enable him to establish his own trade and promise of still providing him with the required mentorship up until a certain level of business maturity. The family of the apprentice does not pay the master any premium for the training. The period of 'Igba-odibo' lasts between 4-8 years depending on the agreed duration. After the

settlement period, the apprentice becomes a certified member of their local trade union and can fully utilize the business network that was formed during the training period, acquiring goods on credit from his former master who invariably become a guarantor to his former apprentice who is now an Oga to also obtain goods on credit from other suppliers, that is leveraging on his master's influence. Once, he sets the ball rolling in his business, in most cases he manages his business alone for about six months or less depending on the nature of his business and level of capital to key the now new business to a trading track, that is, making all the necessary supply contacts and widening his customer base before getting an apprentice to stay under his tutelage and the cycle continues.

Another way of becoming an apprentice under the Igbo scheme of customary apprenticeship is through 'Imu-Oruaka and Imu-Ahia' (To learn a skill or craft/trade). Here the apprentice is given to a master craftsman to be under his tutelage. Unlike the Igba-boi/Igba- Odibo where an apprentice will be trained for free for a period of pre-agreed years. In the Imu-Oru/Imu-Oruaka and Imu-Ahia types tutorship are paid for by the apprentice's parents/sponsors, (Iwara, 2019). The payment is usually accompanied with some drinks meant for the entertainment of witnesses who are usually tradesmen within the environment in which the trade or craft is to be learnt. The fee is usually a lump sum of money paid before the training is commenced. The apprentice in this case does not live with the master within the period of the training. The master only blesses the apprentice at the end of the successful completion of the training and provides the new master with technical guide up until a certain level of business maturity. The master may employ the apprentice, if his family is not able to establish him immediately. The time frame for 'imu-oru aka/ imu-ahia' is usually 2-5 years depending on the nature of the trade or craft. Onyima, Nzewi & Chiekezie (2017), asserted that in both types of apprentices under Igbo apprenticeship scheme, the progress and respect of the terms and conditions of the indentureship by both parties are supervised by both the master and the apprentice's

family, and that probation period applies in both cases.

The Igbo apprenticeship system is the reason southeastern Nigeria is considered the region in Nigeria with the highest level of human wellbeing (not necessarily education attainment which is not exclusive) by the United Nations in 2019. Ekekwe (2019), posited that the Igbo people or the Igbos have a rich network of economically prosperous citizens whose business models has attracted considerable attention recently from researchers, policymakers and practitioners alike (Chinweuba & Ezeugwu, 2017). Ekekwe (2019), stated that the value of the Igbo business model became most apparent at the aftermath of the 1967–1970 Nigerian/Biafran civil war. The war left the region depleted of basic infrastructure and amenities. The endless list of successful business individuals had to start from nothing and built all over again (Falola, Afolabi, & Ades 2018).

Igbo apprenticeship scheme has the best practical business networking, less vulnerability to business uncertainties, reduction of market search-related transaction costs, the creation and utilization of social capital (trust), access to collateral-free credit, collective business expansion and job creation (Ichoku, 2019). However despite decades of the Igbo apprenticeship scheme and its contributions to the economic growth and wellbeing of the youths and the nation at large Onwuka (2015), revealed that Igbo apprenticeship scheme is on a gradual extinction as a result of some influencing factors and challenges. Onwuka (2015), noted that one of the challenges of the Igbo apprenticeship scheme despite its early practice is the absence of classroom work and reading. Consequently, certificates are not issued for successful completion of the training. Aleke (2016) asserted that Igbo apprenticeship scheme sometimes takes in mavericks and rejects, hoping to give them a future. According to Adekola (2013), one major problem of Igbo apprenticeship scheme is that, it is generally believed to be meant for people who cannot do well in the formal education system or those whose parents cannot afford to sponsor their education. Udoka (2016), stated that it is assumed

that people undergoing apprenticeship are the never do wells', and they are not given the deserved respect like their counterparts in the formal school system. For Ekekwe (2019), dismissing of an apprentice suddenly after several years, for filthy reasons, like; accusation of theft, affairs with the master's wife, or being disobedient to justify their action constitutes the factors that influence the extinction of the igbo traditional apprenticeship. Dismissing of an apprentice suddenly after several years, for filthy reasons could be very frustrating to the apprentice from a poor family background as some might have difficulties in sourcing startup capital to support their dream enterprise (Onwuka, 2015).

Another challenge of Igbo apprenticeship scheme is the issue of settling the apprentice at the end of his indentureship, leading to abuse and shirking of duties by masters and this demonstrates lack of adequate legal protection for young apprentice, because of the fact that the contract arrangement was verbally, it will be difficult for the apprentice to file a case against his master. Thus, this becomes the basis for the legal framework that will adequately protect the master (Oga) and the apprentice (Boi) in their contract (Aleke, 2016). Malicious stealing of the Oga's money by the Boi(s) through various channels like; deliberate taking away of money from the money drawer without recording it in any of the books used for business transaction leading to the Oga's inability to trace the purpose of such cash movement; under disclosure of the proceeds of transactions especially the ones from 'Oso-afia'; that is, goods supplied to a customer from another dealer's shop that naturally does not belong to the Oga; deliberate over supplying of goods to a customer with the intention of profiting from it as well as deliberate divulging of information concerning the Oga's sources of supplies and customers to his opponents with the intention of profiting from it. These factors among others are assumed to influence gradual extinction of the Igbo traditional apprenticeship scheme in South East, Nigeria. It is therefore against this background that the researcher embarks on this study.

Statement of the Problem

The Igbo apprenticeship scheme is said to have the best practical business networking, less vulnerability to business uncertainties, reduction of market search-related transaction costs, the creation and utilization of social capital (trust), access to collateral-free credit, collective business expansion and job creation . However despite the decades of the Igbo apprenticeship scheme and its contributions to the economic growth and wellbeing of the youths and the nation at large, the Igbo apprenticeship scheme is revealed to be on gradual extinction as a result of some influencing factors and challenge. Findings from significant individuals and youths attributed the gradual extinction of the Igbo apprenticeship scheme to some influencing factors such as dismissing of an apprentice suddenly after several years, for filthy reasons and poor settlement after apprenticeship among others. More so, the validity of these claims is not yet ascertained and thus created the gap which this study sets to fill. Therefore the problem of the study stated in question form is: what are the factors influencing gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Purpose of the Study

The main purpose of the study is to find out the extent existing factors influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. Specifically, this study sought to find out;

1. Extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme.
2. Extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme.

Research Questions

The following research questions guided the study:

1. To what extent does sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria?
2. To what extent does poor settlement of apprentice influence gradual extinction of Igbo

traditional apprenticeship scheme in South East, Nigeria?

Hypotheses

The following hypotheses were tested at .05 level of significance

Ho₁ There is no significant difference in the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Ho₂ There is no significant difference in the mean ratings of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Method

Cross- Sectional Survey research design was adopted for this study. Idoko (2011) defined cross-sectional survey research design as a type of research design in which more than one group /class of subjects are studied at the same time. The cross-sectional survey research design is considered suitable for the study since both business owners and apprentice are involved in the study. The population for the study was made up of 100 business owners and apprentice registered under the Ogbete Market Union (2023) in Enugu State. The population was made up of 80 Business owners and 20 apprentices. The choice for business owners and apprentice under the Ogbete Market Union was as a result of the increasing number of cases between apprentice and business owners being reported to the union, as well as the observed decline in the Igbo traditional apprenticeship scheme South East, Nigeria. The population size was manageable hence there was no sampling. A 13-itemed questionnaire developed by the researchers was used for data collection. The questionnaire titled; Factors Influencing Gradual Extinction of Igbo Traditional Apprenticeship Scheme (FIGEITAS) is of two parts. Part I which concerned the personal data of the respondents and part II that consists of the items that addressed the research questions which was pertinent to the variables of the study. The 13 items of the questionnaire that guided the study were arranged in

two clusters in line with the two research questions that guided the study. Specifically, Cluster A has 6 items on the sudden dismissal while Cluster B has 7 items on poor settlement. The items were structured on four-point rating scale with the following response options: Very Great Extent (VGE), Great Extent (GE), Little Extent (LE), and Very Little Extent (VLE). The Instrument was validated by three research experts; one from the Department of Business Education, another from Guidance and Counselling Department, and the third expert from the field of Measurement and Evaluation, Faculty of Education, Enugu State University of Science and Technology (ESUT) .

The reliability of the instrument was determined using Cronbach Alpha Reliability Coefficient, an overall reliability coefficient of 0.97, was obtained indicating that the instrument was reliable for use in data collection. The questionnaire were administered and retrieved by the researchers with the help of two research assistants that were briefed on the content of the questionnaire and its administration to ensure that the questionnaire was properly administered. 100 copies of the questionnaire was administered to the total population, and was retrieved and used for analysis. Data collected with the questionnaire was analyzed using Mean(x) with Standard Deviation (SD) to answer each of the research questions. However, each of the two hypotheses were tested using t-test statistics at .05 level of significance. The analysis was computer based with the use of the Statistical Package for Social Sciences (SPSS) to analyze the respondents' ratings. The decision rule for the Mean(x) was based on the principle of Mean, 2.50

$$\text{gotten by } \frac{4+3+2+1}{4} = 2.50$$

<2.50 rejected or ≥ 2.50 accepted; any item with a mean score less than 2.50 was considered not required and any item mean of 2.50 and above was considered required. The null hypotheses were rejected when the significant level was less than and were not rejected when the significant level was more than 0.05 level of significance.

Results

Research Question 1: To extent does sudden dismissal of an apprentice influence gradual

extinction of Igbo traditional apprenticeship scheme in South East, Nigeria?

Table 1: Mean responses and standard deviation of the respondents on the extent sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. N=100

S/N	Sudden dismissal of apprentice;	VGE	GE	LE	VLE	X	SD	DEC
1.	frustrates the apprentice	29	24	23	24	2.58	1.15	GE
2.	create conflict between the master and the apprentice	49	18	16	17	2.99	1.16	GE
3.	create conflict between the master and the apprentice's family members	50	16	19	15	3.01	1.14	GE
4.	lead to breach in apprenticeship agreement	54	15	15	16	3.07	1.16	GE
5.	lead to poor perception of apprenticeship among youths	55	16	15	14	3.12	1.12	GE
6.	discourages the young ones from getting into apprenticeship	41	17	20	22	2.77	1.21	GE
GRAND MEAN						2.92	1.16	GE

Table 1 above presents the results of data analyses for research question one. All the items (1 to 6) had mean responses that were higher than the cut-off point of 2.50. The variations in the standard deviation of the respondents were insignificant and show unanimity in the responses of the respondents. The grand mean (2.92) was also high. This implies that items sudden dismissal of an apprentice to a

great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Research Question 2:

To what extent does poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria?

Table 2: Mean responses and standard deviation of the respondents on the extent poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. N=100

S/N	Poor settlement of apprentice;	VGE	GE	LE	VLE	X	SD	DEC
7.	make them seek help from family and friends after settlement	78	11	8	3	3.64	.76	GE
8.	make them go for other hard jobs to raise capital	59	31	6	4	3.45	.78	GE
9.	make them change to other location for survival	57	32	6	5	3.41	.82	GE
10.	start apprenticeship all over again	79	12	5	4	3.66	.76	GE
11.	change to other careers	61	34	1	4	3.52	.72	GE
12.	discourage them to continue after being accused of theft	76	19	1	4	3.67	.61	GE
13.	discourage them to continue after being accused of disobeying the master.	76	19	1	4	3.67	.61	GE
GRAND MEAN						3.57	.72	GE

From Table 2 above, the mean of items 7 to 13 were higher than the cut-off point of 2.50. The Standard deviation values are homogenous and closely clustered around the mean. The value of the grand mean (3.57) was also high. This implies that the respondents agreed that poor settlement of apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Table 3: t-test on the mean ratings of the respondents on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria

STATUS	N	Mean	Std. Deviation	t	df	Sig.	Dec.
BUSINESS OWNERS	20	2.05	1.099	-2.362	98	.762	NS
APPRENTICE	80	2.71	1.127				

Table 3 shows that the t value for the difference in mean rating of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria is -2.362, significant at .762 level of significance, which is higher than .05 set for the study. The null hypothesis is therefore not rejected. This means that there is no significant difference in the mean ratings of business owners and apprentice

Table 4: t-test on the mean ratings of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

STATUS	N	Mean	Std. Deviation	t	df	Sig.	Dec.
BUSINESS OWNERS	20	3.65	.875	.066	98	.742	NS
APPRENTICE	80	3.64	.733				

Table 4 shows that the t value for the difference in mean rating of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. is .066, significant at .742 level of significance, which is higher than 0.05 set for the study. The null hypothesis is therefore not rejected. This means that there is no significant difference in the mean ratings

Hypotheses

Hypothesis 1: There is no significant difference in the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Hypothesis 2: There is no significant difference in the mean ratings of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Discussion of Findings

The findings of this study were discussed in line with the research questions that guided the study and hypotheses tested.

The results of the study with regards to research question one indicated that sudden dismissal of an apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. This finding agree with Ekekwe (2019), who posited that dismissing of an apprentice suddenly after several years, for filthy reasons, like; accusation of theft, affairs with the master's wife, or being disobedient to justify their action constitutes the factors that influence the extinction of the Igbo traditional apprenticeship. Dismissing of an apprentice suddenly after several years, for filthy reasons could be very frustrating to the apprentice from a poor family background as some might have difficulty in sourcing startup capital to support their dream enterprise (Onwuka, 2015). Therefore there is need for legal means to strengthen the agreement for Igbo traditional apprenticeship scheme in South East, Nigeria

The test of hypothesis on the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. The implication of this finding was that there is no significant difference in the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

The result of the data analysis in research question two showed that that the respondents agreed that poor settlement of apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. This finding is in consonance with Aleke (2016), which noted that another challenge of Igbo apprenticeship scheme is the issue of settling the apprentice at the end of his indentureship, leading to abuse and shirking of duties by masters and this demonstrates lack of adequate legal protection for young apprentice, because of the fact that the contract arrangement was verbally, it will be difficult for the apprentice to file a case against his master. Thus, this becomes the basis and need for legal framework that

will adequately protect the master (Oga) and the apprentice (Boi) in their contract. The test of hypothesis revealed that there is no significant difference in the mean ratings of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Conclusion

Based on the findings of the study, it was found that: Sudden dismissal of an apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. There is no significant difference in the mean ratings of business owners and apprentice on the extent to which sudden dismissal of an apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

The study concludes that poor settlement of apprentice to a great extent influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria. And that there is no significant difference in the mean ratings of business owners and apprentice on the extent to which poor settlement of apprentice influence gradual extinction of Igbo traditional apprenticeship scheme in South East, Nigeria.

Counselling Implication of the Study

The findings of the study based on the result of data analysis had far reaching implications for the South East government, business owners and apprentice as well as the youths of Igbo Nation. The findings of the study have implication for the government as these identified issues need to be managed through government policies and programmes. This would reduce the level of unemployment in the society and help boost the economy.

The findings of the study would enable the business owners see the need to preserve the Igbo traditional apprenticeship scheme in South East, Nigeria which have existed for many decades and has been helpful in job creation and establishment of the youths. Thus, requiring the business owners understand the importance of settling an apprentice as being beyond ordinary settlement but rather preservation of the

igbo cultural value and boosting of the nation's economy.

The findings of this study holds serious implication on the apprentice whom is expected to serve the 'oga' (business owner) with all diligence so as have a smooth and safe settlement and establishment. This would enable the apprentice conduct oneself during the period of apprenticeship.

Furthermore, the findings of the study hold an implication on the youths. This is because the youths are no longer interested in the Igbo traditional apprenticeship scheme. The zeal and interest need to be fanned aflame among the Igbo youths as the Igbo traditional apprenticeship scheme is assumed one of the surest ways for youth establishment and financial stability. The findings of the study would enable the future researcher to have an empirical data on the Igbo traditional apprenticeship scheme. This would also add to the available literature in this field of study.

Recommendations of the Study

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

1. Institutionalization of legal framework. This will guide the parties under the Igbo apprenticeship scheme so as to ensure the existence of a valid contract between the master (Oga) and apprentice (Nwaboi) which will ensure that duties and responsibilities by both parties are adhered to, otherwise consequences will be ensured.
2. The government of Nigeria and African by extension should adopt the practice of the Igbo man apprenticeship system and entrepreneurial development in Southeast as a strategy for the development African entrepreneurship. This is because of its sustainability in SMEs development and poverty reduction among the Igbo ethnic group in Nigeria.
3. The government should also setup a regulatory agency at the state and local government levels that will be charged with the responsibility of regulating the master and apprentice relationship and mentoring. This is to ensure that the apprentices are properly mentored on the basic principles that propel Igbo man apprenticeship system.

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