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Igbo Apprenticeship System and Sustainable Economic Development in Anambra State

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ABSTRACT: The Igbo traditional business environment thrives on a very profound vocational and craft-based knowledge acquisition known as Igbo Apprenticeship System (IAS) through the instrumentality of Igba boi/Bonyi. This study examined the Igbo apprenticeship system and sustainable economic development in Anambra state. The objective of the study was to; Determine the impact of igba boi/odibo on sustainable economic development in Anambra state. Examine the effect of imu oruaka on sustainable economic development in Anambra state. The study was anchored on cultural materialism theory. A structure questionnaire was developed for data collection. The population for the study comprised of business owners who have been in the business from 5 years upwards the study chose three markets from the three senatorial zones in Anambra state which are Nnewi Spare Parts Markets, (1,467) Onitsha Main Market, (1,545) and Eke Awka (1200). This gave a total of 4212 population, sample size of 809, was derived from Borg & Gall (1973) formular. Findings from the study show that. Igba boi/odibo has significant effect on sustainable economic development in Anambra State. Imu oruaka has significant effect on sustainable economic development in Anambra State.The study concludes that Igbo apprenticeship system has significant positive effect on sustainable economic development in Anambra state. The study recommends that There should be more regulations in this scheme to provide adequate legal framework to guide and regulate the scheme. On the part of the masters (Ogas), they should ensure that they teach the apprentice the required basic skills to excel in the business and also provide support and mentorship even after the apprenticeship period/training.

Keywords: igba boi/odibo, imu oruaka, Igbo apprenticeship system, and sustainable economic development.

INTRODUCTION

The Igbo traditional business environment thrives on a very profound vocational and craft-based knowledge acquisition known as Igbo Apprenticeship System (IAS) through the instrumentality of Igba boi/Bonyi. Igba Boi/Bonyi has a chequered history, and is a process whereby a successful business person, as a way of enhancing business expansion and/or altruistically giving back to the kindred or community, informally contracts an apprentice to learn a trade or craft under agreed terms and conditions (Onu and Agu, 2021). The apprentice lives with their Oga or Master (the owner of the business and/or mentor), learns the trade or craft, while doing other extra-curricular activities, such as house chores and running errands for Oga, their family and neighbours. At the successful completion of the apprenticeship, the

apprentice is settled with either goods or cash or both. The settled apprentice begins their own business, leveraging on the following: invaluable knowledge gained, experience acquired, knowledge of market dynamics, network of suppliers, customers, fellow Umu Bonyi (plural of Bonyi), and of course, the goodwill of their Oga.

The interesting characteristics, opportunities and prospects of the system, which have fostered enduring and sustainable achievements in the South East of Nigeria, have drawn the attention of researchers and academics, entrepreneurs and technocrats (Adeola & Ozigbo, 2021; Ezeabasili, & Amaefuna, 2024; Ezenwaka & Okoro, 2020; Ogunewe, Ananwude & Nduka, 2020). In fact, the IAS has been acclaimed as the world largest incubation hub and a model for stakeholder capitalism (Ekekwe, 2021). The Igbo apprenticeship system ("Igba-boy" (become an apprentice; "Imu Ahia" (learn a trade; "Imu Oru Aka" (learn a craft) has been referred to as the secret of Igbo commercialism and success in commerce (Anago, 2023; Chukwujekwu & Ezeabasili, 2019; Okoro & Anichebe, 2019). This community partnership ensures the training of new generations of successful business people.

This training system has offered many a path out of poverty and created a large number of millionaires and billionaires. As Okeke, (2023) poignantly observed that Igbo apprenticeship system is now one of the critical training phases most young Igbo boys must pass through before becoming independent. Some even prefer this route to formal education or combine their service period with formal education. This apprenticeship is unpaid, although the Oga typically provides housing, food and clothing.Nwanolue, Ezeabasili & Obiora, 2018; Okeke, E.C., Bebedeth & Okoro, 2025; Nduka, Ananwude, & Osakwe, 2019).

The training period is usually about 6-8years, after which a graduation ceremony would be held for the apprentice during which the 'Oga' gifts the young man a sizeable sum of money and sometimes even extends a line of credit for the purchase of goods required to set up a new business (Adeola & Ozigbo, 2021; Ifeoma, 2011). This training system evolved from the long-standing practice of sending younger family members to live with older relatives in other towns who supervised or provided education, whether formal or informal (trade). It gained prominence at the end of the Nigerian-Biafran civil war in 1970. Built on the Igbo principle of lekọta nwanne gị nwoke-meaning 'take care of your brother', the system sought to restore and develop Igbo wealth.

The entrepreneurial performance of Igbo people from ancient to contemporary times is dynamic and continuous. But Igbo entrepreneurs have been successful because of their practice of right business strategy and effectiveness. From all indications, Igbo's has established what could be regarded as a business culture. The entrepreneurial foundation of the Igbo's has led to senseless pursuit of wealth by some misguided and self-centered persons. This condition is worsened by the current forces of globalization, westernization and modernism which have introduced deceitful tendencies and systems among some Igbo entrepreneurs.

The training system is not faultless. One of its key issues is when some Ogas falsely claim a trainee has stolen money or goods towards the end of the agreed apprenticeship period as a sly means of wriggling out of their commitment to the apprentice. In addition, there has been no record of an Igbo girl/lady passing through same system. Ugwu and Mbah, (2022) were apt in identifying one of the problems with the traditional apprenticeship system in Nigeria when he asserted that; 'one major problem of

apprenticeship system 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' (Ugwu & Mbah, 2022; Ugochukwu, Ezeabasili, & Ostar, 2020; Aniefor, Nduka, Ananwude & Ezeaku, 2021). The study further states that "it is assumed that people undergoing apprenticeship are 'never do well' people and they are not given deserved respect like their counterparts in the formal school system." The study noted the obvious attitude of the masters, lack of funding, outdated and unimplemented policy and lack of a standardized curriculum set out for the practice of the apprenticeship system as some of its problems.

Today, the Igbo apprenticeship system seems to be going on extinct as the majority of Igbo boys seek immediate and big money. Also, for most individuals who are willing to pass through the apprenticeship after patiently serving out, a sizable portion of the masters ('Ndi Oga') are unwilling to settle many of the apprentices who managed to go through the apprenticeship system. The boys would sometimes face accusations of one sort or another, and many are forced to leave empty-handed. This often happens more than halfway into the settlement date. Also, there is of the view that the Igbo apprenticeship system has been facing challenges that threaten its continuity. One of the major challenges is materialism. With the rise of consumer culture and the increasing emphasis on material possessions and the get-rich-quick syndrome, many young people are no longer interested in learning a trade or business through apprenticeship. They would rather engage in activities that promise immediate gratification, such as entertainment, fashion, yahoo business and social media. As a result, the number of young people willing to become apprentices has declined, and many skilled artisans and traders are struggling to find successors.

The general objective of the study is to examine the Igbo apprenticeship system and sustainable economic development in Anambra state. Specifically, the study is set to determine the impact of igba boi/odibo on sustainable economic development in Anambra state, examine the effect of imu oruaka on sustainable economic development in Anambra state.

2. LITERATURE REVIEW

Igbo Apprenticeship System

The Igbo Apprenticeship System is embedded in the culture of Ndi Igbo. Ab-initio, the inclination of Ndi Igbo to business, venture capitalism and business incubation has continued to elicit divergent connotations (Ezeajughu, 2021). Rufai, Assim and Emmanuel (2021) perceived the Igbo entrepreneurship as a system of mentorship where the master is the mentor and the apprentice is the mentee. Another variant is master-servant relationship – apprenticeship. Both systems involve training or tutoring individuals by successful masters and professionals of a given skill or profession.

Adekola (2013), posited that apprenticeship is the process of learning/skill acquisition through enlistment with a master craftsman. It is a system of training a new generation of practitioners of a structured competence, a basic set of skills (Werner and Desimone, 2016). Hence, for something to be termed an apprenticeship scheme, it has to be knowledge or skill cantered. That is, someone must be learning something while another is responsible for teaching. At the beginning of any apprenticeship, there is always an agreement. The agreement could be formal or informal agreement, that is, the apprentice or their parents or guardian may come to terms with the master or the representative about the duration and terms of the agreement.

Obananya (2022) stated that basically, apprenticeship involves a contractual relationship between a master craftsman and a trainee. Apprenticeship training which is basic practice of starting a business in order to earn profit on new found opportunities can go a long way to stabilise economy of a nation as well as generate massive returns to the government (Adedeji & Ezeabasili, 2018; Okoro, 2016; Ekwunife, Nduka, & Ogini, 2022)

Igba Odibo/ Boi (Apprenticeship)

Under the Igba Odibo type of Igbo apprenticeship scheme, the parent or guardian has agreed with their child or ward on their choice of profession, and will consciously seek for successful entrepreneurs in that particular profession for his training (Chinweuba & Ezeugwu, 2017; Monogbe, Omotayo, Achugbu & Nduka, 2016). There is often a brief traditional handing-over ceremony of the apprentice, to his master (Oga). Ezeajughu (2021), explained procedure and ceremony of apprenticeship that it is oral agreement for conditions and terms which is based on trust and credibility of apprenticeship master. 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.

Imu Oruaka (To learn a skill or craft)

Another way of becoming an apprentice under the Igbo scheme of customary apprenticeship is through ‘imu oru aka’. 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 (Onwuegbuzie, 2017; Ethel, 2022;Ugwu, Eboatu, Okoro & Okeke, 2022). 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 time frame for ‘imu oru aka/ imu ahia’ is usually 2-5 years depending on the nature of the trade or craft.

Sustainable Economic development

The term business sustainability as used in this context is the unending commitment by businesses to behave ethically and contribute to economic development while improving the quality of life of the workforce, their families, the local and outside world as well as future generations (Crals & Vereeck, 2014; Ighomereho & Ezeabasili, 2013; Okoro & Ekwunife, 2022; Nduka, Atueyi, Osakwe & Mbanefo, 2021).

Sustainability is the development that meets the needs of the present without compromising the ability of the future generations to meet their own needs. It leads to creation of true and, real value to systems and resources upon which that value depends on. According to the root meaning of the word sustainability, a basic definition of business sustainability must include longevity and retaining of core principles or purposes, regardless of internal and external changes over time (Ajibola, 2020). Raatsch (2012), defined sustainability as the process of development that satisfies the needs of today’s generation without short changing the aspirations of later generations

Theoretical Framework

Cultural Materialism Theory

Cultural materialism is a theoretical framework developed by Marvin Harris in the late 1960s and early 1970s. To him, cultural practices and beliefs are influenced by material conditions, including environmental, economic, and technological factors. According to cultural materialism, the pursuit of material resources, such as food, water, and shelter, is a universal human trait that influences the development of culture. In the context of Igbo apprenticeship, cultural materialism can be used to analyze how economic factors have influenced the development of materialistic values and the get-rich-quick mentality among the Igbo people. In many societies, the pursuit of wealth and status is a response to scarcity and competition for resources. In the case of the Igbo apprenticeship system, the desire to accumulate wealth and possessions may be seen as a response to the economic conditions of the society, including limited access to resources and market opportunities (Ifeoma, 2011; Okoro & Offor, 2019;Anusi, & Nduka, 2022).

Harris went further to say that cultural practices and beliefs are not arbitrary, but rather are shaped by material factors. In the case of the Igbo apprenticeship system, material factors, such as the availability of resources, access to markets, and technological innovations, may have influenced the development of materialistic values and the pursuit of wealth. These material factors may have shaped the culture of the Igbo people in ways that encouraged the accumulation of wealth and material possessions. In analyzing the impact of materialism and the get-rich-quick mentality on Igbo apprenticeship, cultural materialism provides insight into the ways in which economic factors shape cultural beliefs and practices. By examining the economic conditions that have influenced the development of materialistic values and the pursuit of wealth among the Igbo people, researchers can better understand the cultural context in which these practices arise and how they may be changing over time (Ubahi, Patience & Okoro, 2025).

Empirical Literature

Onyishi and Okeke (2025), examined the effect of managing Igbo apprenticeship: A panacea for national economic development. The specific objectives of the study were to: evaluate the effect of learning customer care competency on for national economic development and to examine the effect of masters' support on for national economic development. The study was anchored on Cognitive theory of Development. Descriptive survey design was adopted. The survey instrument used in this study was structured questionnaire with 5 point Likert scale response. The population comprised 2615 retail business outlets in Anambra State. The statistical formula by Borg and Gall was employed to determine the sample size of 503. The instruments were subjected to face and content validity. The reliability of the questionnaire was established through the test-retest and Spearman rank order correlation coefficient. Simple percentage analysis was used in the analyzing research questions. Hypotheses were tested using multiple regression analysis. Findings revealed that customer care competency had a significant positive effect on for national economic development. Masters' support had a significant positive effect on for national economic development. The study concluded that managing Igbo apprenticeship had a significant positive effect on national economic development.

Okeke, et al. (2025), examined the relationship between the Igbo apprenticeship

(Igba Boi) scheme and entrepreneurial orientation in Anambra state, Nigeria. The study was anchored on the social exchange theory (SET) to bring out the potency and the impact of exchange of activities between masters/Ndi-Oga and their apprentices/Umu-Boi through the mechanism of entrepreneurial orientation. Survey research design was adopted for this study. Structured questionnaire was used to elicit responses from members of micro, small and medium scale enterprises (MSMEs) that passed through the scheme and currently have their own apprentices. The hypotheses of the models were tested using E-View Software Ver.10. The findings from the study revealed that there is a significant relationship between the dimensions (Source of Seed-Capital at the End of Apprentices Indentureship, Exposure of Business Owners to the Apprenticeship Scheme and Business Turn Over) of the Igbo apprenticeship (Igba Boi) scheme and the five dimensions (Autonomy, Competitive Aggressiveness, Innovativeness, Proactiveness and Risk Taking Ability) of entrepreneurial orientation in Anambra state, Nigeria and therefore concluded that the Igbo apprenticeship (Igba Boi) scheme is distinctive and dynamic since, at completion of the apprenticeship, the apprentices who pass through the scheme receive seed capitals/equipment to start their own businesses/workshops.

Ogbogu and Emeka (2025), investigated Apprenticeship in Igbo Land and venture success in Anambra State. The study specifically Determine the effect of seed capital, mentorship and apprenticeship training system, on venture success in Anambra State Relevant conceptual, theoretical and empirical literature were reviewed. The study is anchored on skill acquisition theory. Survey research design was adopted in this study. The sources of data in this study were primary and secondary sources. The population for the study comprised 4212 population. The sample size of 809 was determined by using the Borg & Gall formular. The instrument use for data collection was questionnaire. The adopted content validity and the reliability of the instrument was maintained through the test-retest method and spearman's rank correlation coefficient. The coefficient of reliability was found to be high, Rs=0.79394. Statistics such as frequency count and percentages was put to use in the analysis of research questions while hypotheses was tested using Analysis of variance (ANOVA) analysis. The hypotheses was tested at 0.05 level of significance. The regression result shows that seed capital has significant effect on venture success in Anambra State; mentorship has significant effect on venture success in Anambra State and apprenticeship training system has significant effect on venture success in Anambra State.

Chukwu, Ihezie, and Njoku (2024), examined the challenges and prospects of Igbo apprenticeship system in the modern world: The specific objectives were to: determine the challenges of Igbo apprenticeship system in the modern world and examine the prospects of Igbo apprenticeship system in the modern world. The research design was descriptive survey method. Study Area was Enugu State. The sample size of 163 respondents were taken from population of 276 apprentices from different major markets – Kenyetha market (44), Ogbete market (41), Timber market Abakpa (53), Artisans markets (64) and Gariki market (74) Enugu Metropolis business clusters in Enugu state, Nigeria. Research questions of the study were answered using mean score and standard deviation. The hypotheses stated would be tested with chi-square and single regression analysis. The empirical result showed that there are significant challenges of Igbo apprenticeship system in the modern world (Chi-square: 33.62 > Critical-value: 0.000)

and there are significant prospects of Igbo apprenticeship system in the modern world (Chi-square: 98.48 > Critical-value: 0.000).

Nnonyelu, Nnabuife, Onyeizugbe, Anazodo and Onyima (2023), examined Igbo apprenticeship (Igba boyi) as exemplar of indigenous African entrepreneurship model. Specific objectives were to: ascertain the influence of Igbo apprenticeship system on indigenous African entrepreneurship model. The paper draws extensively from a 2021 study of Igbo apprenticeship in the Onitsha market, arguably the largest market in West Africa, showing how indigenous entrepreneurship has been boosted by the apprenticeship scheme. The paper highlights the nexus between the Igbo apprenticeship scheme and entrepreneurship.

Okwuowulu, (2023) investigated the impact of Igbo apprenticeship system in the development of small and medium scale enterprises in Nigeria. Specific objectives were to: ascertain the influence of Igbo apprenticeship system on development of small and medium scale enterprises in Nigeria. The study adopted the survey research design. Data were primary in nature and collected through the use of Likert scale structured questionnaire to generate responses from the selected sample. Copies of the returned questionnaire were analyzed using descriptive statistics to describe the pattern of data. The hypothesis was tested using the Chi-Square Test statistics and the hypothesis was tested at 5% level of significance. Findings from the study revealed that Igbo apprenticeship system has positive and significant Impact on the development of small and medium scale enterprise.

Ifechukwu-Jacobs (2022), examined the effect of igbo trade apprenticeship system on unemployment reduction in Onitsha The specifics objectives were as follows: Ascertain the impact of apprentice skill acquisition on unemployment reduction in Onitsha: Ascertain the impact of apprenticeship training system, on unemployment reduction at Onitsha. The research is anchored under the Skill Acquisition Theory were adopted in this study. Primary sources of data were used and the instrument employed in collecting information from the population was through structured questionnaire. The method of analysis used was percentage table and correlation analysis for testing of the research hypotheses. The population of the study was 3085 boss, who has been in the business for more than 10 years and as ample size of 592 was determined using Gorg & Ball formula. The research adopted sampling techniques were purposive sampling. From the analyses tested, the study found that: Apprentice skill acquisition has significant effect on unemployment reduction at Onitsha: Apprenticeship training system has significant effect on unemployment reduction at Onitsha:

METHODOLOGY

This study employed the survey research design approach, gathering data from the population of interest using a structured questionnaire. The data collected were through primary source of data and secondary sources of data collection. The questionnaire was one of the main sources of primary data used in this investigation. The population for the study comprised of business owners who have been in the business from 5 years upwards the study chose three markets from the three senatorial zones in Anambra state which are Nnewi Spare Parts Markets, (1,467) Onitsha Main Market, (1,545) and Eke Awka (1200). This gave a total of 4212 population as shown in the table 3.1 below:

Table 3.1 number of the selected population

s/n	Market	Population
1	Nnewi spare parts markets	1,467
2	Onitsha main market	1545
3	Eke Awka	1200
	Total	**4212**

Sources: Survey 2025

Determination of Sample Size.

The sample size for this study was determined by using the Borg & Gall formula of (1973). Statistically, the Borg & Gall (1973) formula for sample size is given by:

$n= (Zx)^2(e)\ [N]$

$(Zx)^2$= Confidence level at 0.05

n= 1.960

e = Error of margin (0.05)

N = Population of Interest = 4212

X = Significance Level

Given the nature of this study, it was difficult to cover the entire population of (4212), so a fair representative sample of the population therefore was considered imperative. Accordingly, the sample size for the study was determined by using the Borg & Gall (1973) formular for calculating sample size as follows:

$n = (1.960)^2\ (0.05)\ [4212]$

$n = (1.960)^2\ (0.05)\ [4212]$

n = (3.8461) (210.6)

= 809.988 $\Longrightarrow$ 809

n = 809

The study used convenience sampling technique in selecting the sample size of the study based on convenience and easy accessibility to the respondents. Based on information gathered from the sample, inferential statistics were utilized to draw conclusions and generalize about the traits of populations. At the 0.05% level of significance, correlation analysis was used to examine the hypotheses. A method used to determine the relationship between the dependent variable and one or more explanatory factors while analyzing the relationship between two is the correlation coefficient.

RESULTS AND DISCUSSION OF FINDINGS

4.1 Demographic characteristics of Respondent

Table 4.2.1 Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	326	40.5	43.9	43.9
	Single	141	17.5	19.0	62.9
	Widowed	129	16.0	17.4	80.3
	Divorced	72	8.9	9.7	90.0
	Separated	74	9.2	10.0	100.0
	Total	742	92.2	100.0	

Source: SPSS Version 21, 2025

The above table reveals that the three hundred and twenty-six (326) of the respondents which represents 43.9% were married, while one hundred and forty-one (141) respondents which represent 19.0% were single. Again, one hundred and twenty-nine (129) of the respondents which represents 17.4% were widowed, seventy-two (72) of the respondents which represent 9.7% were divorced in our selected population sample for this study. Lastly, seventy-four (74) respondent which represent 10% were separated The implication of this is to enable us to know the number of married, single, divorced and widowed respondents that successfully returned their questionnaire.

Table 4.2.2 Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WAEC	579	71.9	78.0	78.0
	OND/HND	70	8.7	9.4	87.5
	BSC	52	6.5	7.0	94.5
	MSC	41	5.1	5.5	100.0
	Total	742	92.2	100.0	

Source: SPSS Version 21, 2025

The table above indicated that five hundred and seventy-nine (579) respondents which representing 78.0% maintain to acquire have acquired WAEC, while 9.4% of the

respondents which represents seventy (70) acquired OND/HND. However fifty-two (52) which represent 7 percent either have BSC. Forty-one (41) respondents which represent 5.5% acquire MSC. This is one of the demographic item which helped us to identify the education qualification of the respondent.

Table 4.2.3 Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30-40	146	18.1	19.7	19.7
	41-50	297	36.9	40.0	59.7
	51-60	173	21.5	23.3	83.0
	61-ABOVE	126	15.7	17.0	100.0
	Total	742	92.2	100.0	

Source: SPSS Version 21, 2025

The table above shows that respondents whose age bracket falls between 30-40 yrs were one hundred and forty-six (146) which represent 19.7 percent. This is followed by those with age bracket of 41-50 years with two hundred and ninety-seven (297) which represents 40.0%. Also those within age bracket of 51-60yrs were one hundred and seventy-three (173) which represents 23.3%. This is followed by those with age bracket of 61-above years with one hundred and twenty-six (126) which represents 17.0%. The implication of this age distribution is to enable us to check if the questionnaire was directed to the right age group.

Multiple Regression Analysis

Multiple regression result was employed to test the effect of independent or explanatory variables on the dependent variables. The result of the multiple regression analysis is presented in the tables below.

Table 4.2.1 Summary of the Regression Result

The result of the multiple regressions formulated in chapter three is presented in the tables below.

Model Summary[b]

Mode	R	R	Adjusted R	Std. Error	Change Statistics	Durbin-

l		Squar e	Square	of the Estimate	R Square Change	F Chang e	df1	df2	Sig. F Change	Watson
1	.673[a]	.524	.513	.96254	.224	20.844	4	289	.000	1.820

a. Predictors: (Constant), IBO, IMO,

b. Dependent Variable: SED

Table 4.3.1 shows that R^2 which measures the strength of the effect of independent variable on the dependent variable have the value of 52%. This implies that 52% of the variation in entrepreneurial development is explained by variations in Igba boi/odibo and Imu oruaka. This was supported by adjusted R^2 of 51%. In order to check for autocorrelation in the model, Durbin-Watson statistics was employed. Durbin-Watson statistics of 1.820 in table 3 shows that the variables in the model are not auto correlated and that the model is reliable for predictions.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	77.244	4	19.311	20.844	.000[b]
	Residual	267.752	289	.926		
	Total	344.997	293			

a. Dependent Variable: SED

b. Predictors: (Constant), IBO, IMO,

The f-statistics value of 20.844 in table 4.5 with f-statistics probability of 0.000 shows that the independent variables has significant effect on dependent variables such as Igba boi/odibo and Imu oruaka can collectively explain the variations in top entrepreneurial development.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.050	.347		3.024	.003

	IBO	.262	.040	.351	6.512	.000
	IMO	.185	.067	.185	2.763	.006

a. Dependent Variable: SED

A'priori Criteria: This is determined by the existing business theories; it also indicates the signs and magnitude of the business parameter under review. In table 4.3.3 above, we found out that Igba boi/odibo (IBO) has a positive sign given its value as 0.262 this implies that a unit increase in Igba boi/odibo (IBO) increases the social economic development in Anambra state by 26.2%, this conform to the a' priori expectation. Imu oruaka (IMO) has a positive sign and its value is 0.18% this implies that a unit increase in Imu oruaka (IMO) increases the economic development in Anambra state by 18%, this also conforms to theoretical expectations.

Test of Hypotheses

Here, the four hypotheses formulated in chapter one was tested using t-statistics and significance value of the individual variables in the regression result. The essence of this is to ascertain how significant are the effect of individual independent or explanatory variables on the dependent variables.

Ho1; Igba boi/odibo has no significant effect on sustainable economic development in Anambra State.

Igba boi/odibo has a t-statistics of 6.512 and a probability value of 0.000 which is statistically significant. Therefore, we reject the null hypotheses and accept the alternative hypothesis which states that Igba boi/odibo has significant effect on sustainable economic development in Anambra State.

Ho2; Imu oruaka has no significant effect on sustainable economic development in Anambra State.

In testing this hypothesis, the t-statistics and probability value in table 4.3.3 above is used. Imu oruaka have a t-statistics of 2.763 and a probability value of 0.000 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypotheses which state that Imu oruaka has significant effect on sustainable economic development in Anambra State.

Discussion of Findings

This research examined the Igbo apprenticeship and sustainable economic development in Anambra state. Data were sourced from the operators/owners of the selected firm. The data generated were subjected to statistical analysis and the following output was ascertained.

Igba boi/odibo and Sustainable Economic Development: The study found that Igba boi/odibo has significant positive effect on sustainable economic development. This implies that improved Igba boi/odibo would translate to increased sustainable economic development. It increases output and participation in the apprenticeship programme thereby enhancing business output. The Igba boi/odibo is an institutional effort aimed at helping an apprentice in training to acquire enough start-up for the efficient execution of the function for which he is expected in the business. The findings of the study is in line with the work of Wanja and Muathe (2023) who concluded that seed capital contributes into developing a particular financing environment; where MSMEs can obtain angel capital from angel investors as well as equity capital from shareholders and crowd funding,

at the seed stage. More so, seed capital has an effect on performance of MSMEs

Imu Oruaka and Sustainable Economic Development: The study found that Imu Oruaka has a significant positive effect on Sustainable Economic Development. This implies that Imu Oruaka provide motivation and propel apprentice in training to behave in ways that would lead to enhanced productivity. This finding is in line with the study of Alfandi and Alkahsawnch (2014) found that enriched mentorship is a significant factor that encourages entrepreneurial venture success which results in enhanced productivity and performance.

CONCLUSION

From the review of the Igbo apprenticeship system (IAS), it is clear that the system provides a proven model which can be adopted, adapted and integrated as the practice component of entrepreneurship education programme, so as to improve the outcomes of these programmes, leading to job and wealth creation as well as growth and development of Nigeria and other countries in Africa. Adopting the proposed adapted Igbo apprentice system (IAS) as the practice component of entrepreneurship education programme in Nigeria and other emerging economies will significantly reduce rates of startup business failures, increase number of successful startups, enable greater number of job creation and catalyze general economic growth and development in Nigeria and in other developing countries. The entrepreneurial performance of Igbo people from ancient to contemporary times is dynamic and continuous. But Igbo entrepreneurs have also been successful because of their practice of right business strategy and effectiveness.

The study recommend that There should be more regulations in this scheme to provide adequate legal framework to guide and regulate the scheme. On the part of the masters (Ogas), they should ensure that they teach the apprentice the required basic skills to excel in the business and also provide support and mentorship even after the apprenticeship period/training.

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