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APPRENTICESHIP ORIENTATION AND ENTREPRENEURIAL RESILIENCE AMONG MICRO BUSINESSES IN ABAKALIKI METROPOLIS, EBONYI STATE, NIGERIA

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Abstract
In view of achieving the Sustainable Development Goals (SDGs Vision 2030) which aimed at eradicating poverty in Nigeria by the year 2030, the Federal government has designed measures to lift 100 million people out of poverty by 2030. However, these interventions are towards the financial needs but financial interventions may have insignificant impact, if it not entrepreneurially oriented. It is against this backdrop the researcher intends to ascertain the effect of Apprenticeship orientation on Entrepreneurial Resilience among Micro businesses in Abakaliki Metropolis, Ebonyi state. The study is anchored on Cognitive apprenticeship theory. The study adopted Descriptive Research Design and Multiple Linear Regression analysis was used to test the hypotheses. The population of the study focused on the entrepreneurs and apprentice of Micro businesses. The sample size of two hundred and fifty entrepreneurs was gotten by the use of Multi-staged sampling technique. The study adopted the use of questionnaire and 250 copies of the questionnaire were distributed while only 224 copies were responded to. The questionnaire was subjected to Content validity while Cronbach Alpha method was used to ascertain the internal consistency and reliability coefficient of 0.948 was obtained and judged adequate for the study. The result reveals that Apprenticeship orientation has a positive and significant influence of on Entrepreneurship resilience. Based on the findings, the study recommends that potential entrepreneurs of Micro business can increase their entrepreneurial agility and ability to cope with business turbulence by undergoing proper apprenticeship.

Key Words: *Apprenticeship Orientation, Entrepreneurial Resilience, Mentorship, On-the-job training.*

Introduction
The Nigerian economy has been experiencing continuous decline in the Gross Domestic Product (GDP) from 6.31% in 2014 to 3.54% in the second quarter of 2022 (National Bureau of Statistics, 2022). Furthermore, the COVID-19 pandemic coupled with the Russia–Ukraine war has affected businesses, livelihoods and employment and has also disrupted the supply chains and led to increases in international commodity prices. These series of global crises have continued to exert pressure on inclusive growth which has had severe implications for incomes as it was stated that 133 million which is equivalent to Sixty-three percent of Nigerian population are multi-dimensionally poor. Furthermore, based on the Nigeria Multidimensional Poverty Index (MPI) 2018, the indicators with the

largest weighted contribution to poverty in the country were unemployment and education (NBS, 2022). The results showed that Nigerians were more deprived in employment which contributed 24.89% more to poverty. In fact, according to the National Bureau of Statistics (NBS 2022), unemployment in Nigeria has increased from 33.3% in the third quarter of 2020 to 37.7% at the end of 2022. In Ebonyi state, 3.66 million people are multidimensional poor while unemployment and underemployment rate are 40.2% and 22.0% respectively (MPI, 2022).

Consequently, in view of achieving the Sustainable Development Goals (SDGs Vision 2030) which aimed at eradicating poverty in Nigeria by 2030, the Ministry of Humanitarian Affairs and Poverty Alleviation has designed both monetary and non-monetary poverty measures to address the needs and deprivations faced by poor populations and as well lift 100 million people out of poverty by 2030. However, these interventions are towards the Monetary needs but financial interventions may have insignificant impact, if it is not geared towards entrepreneurship (Arisi- Nwugballa, Onyeizuigbe & Elom, 2016) and the economy cannot develop until the rate of unemployment reduces by encouraging apprenticeship in the society (Fajobi, Olatujoye, Amusa & Adedoyin 2017). Hence, there is need for government to shift its focus and action plan towards informal sector as Nigeria's informal sector accounts for about 65% of GDP and absorbs over 53% of the labour force. However, in the world ever-revolving realities of globalization, economic crisis and rise on unemployment rate which has culminated to increase in poverty, apprenticeship is one of the veritable tools for employment generation and poverty reduction as well as improving the wellbeing of Nigerians (Fajobi et al., 2017; Ezenwakwelu, Egbosionu & Okwo 2019). Apprenticeships offer people the opportunity to acquire vital skills both managerial, entrepreneurial and technical know-how they need to succeed. Ezenwakwelu et al (2019) posit that apprenticeship possesses the ability to shape the economic space by supporting potential entrepreneurs into innovative start-ups. Furthermore, Ezenwakwelu et al (2019) posit that entrepreneurship and innovation as the heart and soul of every successful economy is highly linked to Micro, Small and Medium Enterprises (MSMEs). In other words, MSMEs are catalyst for economic growth as they contribute to more than 50 percent of Gross Domestic Products (GDP) of developing nations. Amah (2015) posits that micro businesses are found in every sector and they hold the hub for apprenticeship practices.

In an emerging economy like Nigeria, entrepreneurial skills are essential to the success of small businesses**.** Fajobi et al. (2017) posit that Apprenticeship scheme as a veritable tool for MSMEs performance has received less attention because of the perception that apprenticeship is geared towards self employment and that the only thing apprenticeship brings is practical skills while most Small businesses lack entrepreneurial skills such as resilience to sustain performance hence the failure. In Nigeria, given the significance of apprenticeship orientation as change process, which transform the life pattern of apprentices in terms of skills acquisition and employment generation however apprenticeship development has experienced stagnation (Nonyelu et al 2020). Apprenticeship is misconstrued to be meant for people who cannot cope with the demands of the formal education system or those whose parents cannot afford to sponsor their education. However, this particular problem discourages young graduates and youths to get into the system.

Secondly, Ezenwakwelu et al. (2019) states that informal apprenticeship is geared towards self-employment which is equivalent to nothing. This is because the greatest asset it brings to self employment is technical skill and typically lacks knowledge on entrepreneurial skills and resilience to effectively manage business and sustain the pressure as a result of global competition and economic crisis hence the increased failure rate of most small business. However, to sustain performance and as well remain competitive, small business owners need to be entrepreneurial resilient to continuously adjust their goals and strategies (Ali & Majid, 2022). Entrepreneurial resilience is the capacity to rapidly respond and overcome business dynamism and environmental turbulence.

Considering these contradictory views it becomes necessary to broadly investigate whether apprenticeship orientation contributes significantly to the Entrepreneurial resilience of Micro businesses in Abakaliki Metropolis, Ebonyi state. Specifically, the study intends to:

a. determine whether On-the-job-training has any positive effect on Entrepreneurial resilience.
b. ascertain whether Mentorship has any positive effect on Entrepreneurial resilience.

The following hypotheses were envisaged.

H_{o1}: On-the-job-training has no positive effect on Entrepreneurial resilience.
H_{o2}: Mentorship has no positive effect on Entrepreneurial resilience.

Literature Review

Apprenticeship Orientation

Apprenticeship is a contractual relationship between an employer and an employee in which the apprentice learns the skills needed for a particular occupation or trade. (Amah, 2015; Adeyeye, Falola, Waribo & Akinbode 2015). It involves master/servant relationship. In the world of work, apprenticeship has been a smooth means of inculcating requisite skills and trades to intending employees/employers of labour and as well gain a license to practice in a regulated profession. Gessler (2019) posits that the distinctive feature of the concept of apprenticeship is that this form of learning is embedded in the real work context and situated in the workplace.

Historically, apprenticeships are regarded as the oldest forms of training in the world of work and business (Nonyelu & Onyeizugbe 2020). It is a source of livelihood, means or a way of being employed and engaged in economically worthwhile ventures. Agbionu, Emeka & Ogbemudia (2018) assert that apprenticeship scheme contributes significantly to youth empowerment, reduces unemployment by providing better employment opportunities and increased productivity for firms. Therefore, an apprentice is a person who elects, or is persuaded to undertake or acquire practical, and in some cases, theoretical knowledge in a specialised area of interest, or occupation he/she would want to go into in future, or earn a living from. In other words, apprentices build their careers from apprenticeships while working for an employer who assists in learning the trade or profession in return for labor at an agreed period within which they should have acquired measurable competencies. The requirements for a successful apprenticeship programme for individuals include initiative, perseverance, resilience and ambition (Ezenwakwelu et al 2019).

There are three distinct types of apprenticeship, namely Traditional, Informal, and Formal. While the formal apprenticeship training engages in teaching theory and integrating soft skills, the informal and traditional apprenticeship relate to practical skills (Eneh, Enuoh, Hammed, Anyadighibe, Pepple & Etuk 2022). Gessler (2019) posits that the informal apprenticeship model is nevertheless a common approach in countries such as Africa, Asia, and South America with a dominant informal economy and with mainly micro and small enterprises. The various forms of informal learning/training at the workplace include self-directed learning, guided on-the-job training, study visits, participation in learning and quality circle, coaching/supervision, mentoring, and networking.

Mentorship

Mentoring is a powerful tool that employers use to develop employees (Agbionu et al (2018). The act of mentoring is a process that helps instill practical and entrepreneurship skills for problem solving through training and retraining of apprentice in workplace. Mentoring scheme is defined as the process of enhancing apprentice's efficiency and professional growth, through effective coaching, leadership and communication by mentor with a superior knowledge. Agbionu et al (2018) opined that Micro businesses can benefit greatly from mentoring because it's relatively cheap compared to formal training and development programs. Orogbu, Onyeizugbe & Onuzulike-Chukwuemeka (2021) opined that Mentorship has direct and positive relationship with entrepreneurship development among Igbo traders in Southeast Nigeria.

On-the-Job Training

Gessler (2019) posits that Learning on-the-job was perceived to be more real life and it focuses on the 'how' to acquire requisite skills. Ezenwekwelu et al (2019) posit that many apprentices enter self-employment after acquiring sufficient skills through training-on-the-job. Akande (n.d) affirmed that apprenticeship involves as a system of learning whereby an individual learns a professional skill in a practical way through a structured program of on-the-job training. On-the-job training is strategic process for apprentice to expand their knowledge based on any trade or craft (Eneh et al 2022).

Entrepreneurial Resilience

Resilience is the ability to deal with changes, hardship and opportunity. It has to do with a person's capacity to recover from a difficult situation (Ali & Majid 2022). The concept of resilience is based on two basic concepts: adversity and positive adaptation.
Entrepreneurial resilience is the ability of the business owner or the entrepreneur to adapt to several business dynamics. An entrepreneur who is resilient embraces changes rather than resists it and entrepreneurial resilience enables MSMEs businesses to achieve sustainable performance. (Ali & Majid 2022). Both formal and informal apprenticeship systems are geared towards entrepreneurship development. The apprenticeship allows young people to acquire work experience while building their entrepreneurial skills and key character traits such as resilience, determination and self-management, as well project management, customer service and networking (Ezenwakwelu et al 2019).

Theoretical Review

The study is anchored on Cognitive apprenticeship theory by Collins, Brown and Newman (1986). According to Cognitive apprenticeship theory, the development of

learning and skills is beyond understanding the subject matter but rather focuses on four essential features which are content, methods, sequencing, and sociology. Cognitive apprenticeship involves the use of modeling, coaching, reflection, on performance with articulation methods of traditional apprenticeship, but with an emphasis on cognitive rather than physical skills. In other words it is a process where a master of a skill teaches that skill to a learner or apprentice. The implication of the theory to this study is that Cognitive apprenticeships theory focuses on the dynamics of the real world situation in imbibing/teaching skills and concepts because situations determine the knowledge through activity. In other words, Cognitive apprenticeship is less effective when skills and concepts are taught independent of their real-world context and situation.

Empirical Review

Eneh et al. (2022) examined the effect of on-the-job training capabilities and effective mentoring scheme on job creation in Cross River State, Nigeria. This study adopts transformational theory. The study adopted Exploratory Factor Analysis and Multiple Regression analysis in the test the hypotheses. The population comprised of 7,284 apprentices while a sample size of 386 was gotten with the use of Taro Yamane formula. Questionnaire was administered to 386 apprentices from Entrepreneurial Development Centre (EDC). The Results revealed that on-the-job training and mentoring scheme significantly affect job creation and employability.

Ali and Majid (2022) reviewed the moderation effect of entrepreneurial resilience on the relationship between financial literacy and sustainable performance in Saudi Arabia. The data for this study were gathered from 203 entrepreneurs in different SMEs in Saudi Arabia using a convenience sampling technique. The hypotheses were tested through Smart-PLS software 3.3.9 version and structural equation modeling technique was used to verify the hypotheses relationships. The findings revealed that financial literacy has a significant and positive impact on sustainable performance. Secondly, the results indicate that entrepreneurial resilience has a significant and positive effect on sustainable performance. In conclusion, the findings show that entrepreneurial resilience moderates the relationship between financial literacy and sustainable performance in Saudi Arabia.

Orogbu, Onyeizugbe and Onuzulike-Chukwuemeka (2021) conducted a descriptive survey research on Apprenticeship and Entrepreneurship Development among Igbo Traders in Nigeria. The study employed the use of Multi-staged sampling technique to determine the sample size and questionnaire was administered to 400 respondents while 348 copies were responded to. The study employed the use t-test statistics and the Linear Regression Model in analyzing the data. The results revealed that start-up capital, business skills, tenure of apprenticeship, mentoring, business tolerance and financial discipline has a direct and positive relationship with survival rate among Igbo traders in South East, Nigeria.

Ezenwakwelu et al. (2019) examined the effects of apprenticeship training on entrepreneurship development in developing economies: A case study of Nigerian apprenticeship system. The study adopted Transformational Theory, Bandura's Social Learning Theory, Person-Environment-Fit Theory. The study adopted survey design and questionnaire was administered to sixty-four (64) apprentices. The data were analyzed

by the Pearson Chi-Square technique. The result revealed that apprentices acquire technical and entrepreneurial skills for self-employment through formal and informal apprenticeship training systems. The study recommends that the government should provide physical, financial, and moral support for apprenticeship training to boost entrepreneurship development.

Anigbogu et al. (2019) examined the Igbo man perspectives of apprenticeship and entrepreneurial development in southeast Nigeria: Implications to economic growth. The study adopted descriptive survey design and the population consists of all the registered SMEs in southeast Nigeria. Multi-staged sampling technique was used to determine the sample size of four hundred and eighty two (482) SMEs. The study employed the use of Principal Components Analysis (PCA) and the regression model of the Ordinary Least Square (OLS) in testing the hypotheses. The results revealed that all the three coefficients have significant effect on entrepreneurial development in southeast Nigeria. The study recommends that the Nigeria government should adopt the practice of the Igbo man apprenticeship system as a strategy for the development of entrepreneurship in Nigeria.

Agbionu et al. (2018) studied the relationship between Apprenticeship Orientation and Performance of Micro-Businesses in Anambra State. The study was anchored on the social learning theory. The study employed descriptive survey research design. The population of was 1,223,395, and a sample size of 400 was gotten with the use of Taro Yamane formula. The study employed primary data by administering structured questionnaire to the focused firms. The study employed Pearson's product moment correlation in the test of the hypotheses. The results showed that employer-employee mentorship increased level of firm sustainability and educational qualification of apprentice has a significant positive relationship with level of service quality.

Fajobi et al. (2017) studied the challenges of apprenticeship development and youth's unemployment in Ife-east Local Government, Osun State, Nigeria. The study adopted both Parson functional perquisite postulate and Modernization theory. The study employed primary source of data which combined questionnaires and interview. The study adopted Cluster sampling technique and 150 respondents were selected through questionnaire administration and 10 interviewees were selected through purposive sampling. Data were analyzed using Descriptive and Content Analysis and the study revealed that Nigerian economy cannot develop until apprenticeship is encouraged among the youths and hence recommended that apprenticeship should be encouraged among youth as career pathway for alleviating poverty and incentive should be channeled for youth who want to engage in skill acquisitions.

Adeyeye et al. (2015) examined the effect of apprenticeship system on skill development in the printing sector of the Nigerian economy. The study adopted descriptive research design. The population of the study comprised of one thousand, three hundred and seventy (1370) apprentices while the sample of 700 respondents were gotten through stratified and simple random sampling techniques. The study employed primary source for data collection. Seven hundred (700) copies of structured questionnaire were administered to the respondents but five hundred and sixty four (564) were properly responded to. The result revealed that apprenticeship system has positive and significant impact on employees' skill development in informal sector and in particular in printing

industry. The result also revealed that training tools, on-the-job training, level of education, mentor-mentee relationships and observationality, have significant effects on employee skill acquisition and development.

Udu (2015) carried out an exploratory research on the nexus between apprenticeship orientation and the performance of micro businesses in Ebonyi state Nigeria. The study was anchored on the Social learning theory by Bandura (1963). The study adopted quantitative approach and the population of study comprises of 52,291, a sample size of 301 firms were chosen and copies of structured questionnaire were administered. The analytical tool adopted was the Pearson's product moment correlation, and the result revealed that micro businesses engagement of youthful apprentices enhance their positive performance. However, there is weak positive correlation between Apprentice Activities and Level of Firm Sustainability which implies that apprenticeship will help the sustenance of micro businesses though at a minimal rate.

From the reviewed literatures, there appear to be dearth in literature in apprenticeship orientation construct with regards to its relationship with the impact in Micro Businesses in Ebonyi State. However, the only study that focused on apprenticeship orientation with relationship to its impact in Micro businesses in Ebonyi revealed that there is weak positive correlation between Apprentice activities and level of firm sustainability which implies that apprenticeship will help in the sustenance of micro businesses but at a minimal rate. Hence this study will fill the gap that exists in literature and how the knowledge of apprenticeship orientation can be explored to increase Micro business performance and sustainability through enhancing entrepreneurial resilience and ability to cope in the face of environmental turbulence.

Methodology

The study adopted Descriptive Research Design and Multiple Linear Regression analysis was used to test the hypotheses. The population of the study focused on the entrepreneurs of Micro businesses in Abakaliki metropolis Ebonyi state. The study employed the use of Multi-staged sampling technique to determine the sample size of the study. Multi-stage sampling is the combination of the other sampling techniques and this was carried out in three stages. The first stage was the selection of Wards in Abakaliki Local Government, Ebonyi State using purposive or judgmental sampling. The second stage was a sub-sampling also called a two-stage sampling. This involved the use of cluster sampling technique in selection of Small businesses like sewing, barbing, farming, solar insulation, hair stylist etc. The third stage involved random selection of two hundred and fifty (250) small business entrepreneurs from the five wards that makes up Abakaliki metropolis in Ebonyi state, Nigeria. The study employed the use of questionnaire in data collection. Two hundred and fifty (250) copies of the questionnaires were distributed while Two hundred and twenty four (224) copies of the questionnaires were successfully retrieved. The items measuring the constructs were adapted from existing measures. The study adapted Eneh et al 2022 scale on the two decomposed variables of apprenticeship; On-the-job training and mentorship while the scale on entrepreneurial resilience were adapted from Ali & Majid (2022). A draft copy of the questionnaire in line with the research objectives, hypotheses and were submitted to Academicians for validation in terms of content relevance. Cronbach Alpha method was used to ascertain the internal consistency

and reliability of the instrument by the means of SPSS version.20. One hundred and fourteen (114) copies of the questionnaire representing 50% of the entire population were administered and utilized for analysis. A reliability coefficient of 0.948 was obtained and this was judged adequate for the study.

Result and Discussion

Data obtained in the course of the study were presented and analyzed in frequency tables, simple percentages and descriptive analysis.

Table 1 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	134	58.8	59.8	59.8
	Female	90	39.5	40.2	100.0
	Total	224	98.2	100.0	

The table 1 shows the descriptive statistics of the gender of the Micro business entrepreneurs. The table shows that 59% of the respondents are male while 40% of the Micro business entrepreneurs are female which implies that more Men are engaged in Micro business than the female counterpart in the Abakaliki, Metropolis Ebonyi State.

Table 2 form of Ownership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Master/Boss	164	71.9	73.2	73.2
	trainee/Apprentice	60	26.3	26.8	100.0
	Total	224	98.2	100.0	

The table 2 shows the descriptive statistics of the ownership status. The table shows that 72% of the business entrepreneurs are Masters that have acquired micro business through apprenticeship and training apprentices to acquire skills and gain employment while 26% of the respondents are apprentices under tutelage of their masters.

Research Questions Analysis

Research Question 1: What is the effect of On-the-Job-training on Entrepreneurial resilience among Micro businesses in Abakaliki Metropolis, Ebonyi State, Nigeria?

Questionnaire items 1-5 were designed and administered to validate or disprove the above On-the-Job-training. This enable the target responsents to express their views in the following closed ended manner: Strongly Agree = SA, Agree = A, Undecided UD; Disagree = D; and Strongly Disagree = SD

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Table 3: On-the-Job-training

S/N	Items	SA	A	UD	D	SD	Mean	SD	Decision
1	Apprentice go through On-the-job training, which requires practical training and hard work to successfully learn and develop skills	151 (66.2)	55 (24.1)	2 (0.9)	0	15 (6.6)	4.6	0.916	Accepted
2	On-the-Job Training increases the capacity to acquire practical skills needed to increase job efficiency	151 (66.2)	55 (24.1)	2 (0.9)	0	15 (6.6)	4.5	1.059	Accepted
3	On-the-Job Training increases the capacity to acquire Entrepreneurial knowledge to sustain good business performance	131 (57.5)	74 (32.5)	5 (2.2)	4 (1.8)	10 (4.4)	4.4	0.964	Accepted
4	Productivity and efficiency are increased when apprentice undergo On-the-Job Training	106 (46.5)	92 (40.4)	7 (3.1)	6 (2.6)	13 (5.7)	4.2	1.045	Not accepted
5	On-the-Job Training increases the apprentice's chances to perform well in their own business	124 (54.4)	84 (36.8)	6 (2.6)	0	10 (4.4)	4.4	0.912	Accepted

Note: values in brackets indicate percentages of the respondents. Decision based on Weighted average = summation of the mean values divided by the total number of items = 4.4

The results of the analysis showed that greater percentages of the respondents agree that On-the-job training requires practical training and hard work for apprentice to successfully learn and develop skills both practical and Entrepreneurial skills needed to increase job efficiency**.** However, very large number respondents appeared to agree that Productivity and efficiency are increased when apprentice undergo On-the-Job Training but the weighted average decision showed no evidence within this study population.

Research Question 2: What is the effect of Mentorship on Entrepreneurial resilience among Micro businesses in Abakaliki Metropolis, Ebonyi State, Nigeria?

Questionnaire items 6-10 were designed and administered to validate or disprove the above Mentorship. This enable the target responsents to express their views in the following closed ended manner: Strongly Agree = SA, Agree = A, Undecided UD; Disagree = D; and Strongly Disagree = SD

Table 4: Mentorship

S/N	Items	SA	A	UD	D	SD	Mean	SD	Decision
1	Unemployment is successfully addressed through effective Mentoring of apprentice which contribute to economic development	83 (36.4)	101 (44.3)	19 (8.3)	12 (5.3)	9 (3.9)	4.06	1.02	Not Accepted
2	Mentors have the task of supervising, guiding and directing apprentice positively	114 (50)	92 (40.4)	8 (3.5)	0	10 (4.4)	4.34	0.91	Accepted
3	Mentors that equip and empower apprentice offer detailed directive to apprentice on what to do to achieve successful results	101 (44.3)	98 (43.0)	14 (6.1)	2 (0.9)	9(3.9)	4.25	0.92	Accepted
4	Mentors who share their aspirations, experience and enthusiasm contribute towards successful performance of task by apprentice	98 (43.0)	102 (44.7)	15 (6.6)	0	9 (3.9)	4.25	0.9	Accepted
5	Effective Mentoring scheme promotes creative ideas through experimenting, problem solving skills and supportive environment.	99 (43.4)	106 (46.5)	8 (3.5)	1 (0.4)	10 (4.4)	4.26	0.91	Accepted

Note: values in brackets indicate percentages of the respondents. Decision based on Weighted average = summation of the mean values divided by the total number of items=4.2

The results of the analysis showed that greater percentages of the respondents agree that mentorship plays a pivotal role in Apprenticeship scheme. However, very large number of respondents appeared to agree that unemployment is successfully addressed through effective Mentoring of apprentice which contributes to economic development but the weighted average decision showed no evidence within this study population.

Questionnaire items 11-20 were designed and administered to validate or disprove the above Entrepreneurial resilience. This enable the target responsents to express their views in the following closed ended manner: Strongly Agree = SA, Agree = A, Undecided UD; Disagree = D; and Strongly Disagree = SD

Table 5: Entrepreneurial resilience

S/N	Items	SA	A	UD	D	SD	Mean	SD	Decision
11	I can achieve goals despite obstacles	92 (40.4)	107 (46.9)	16 (7.0)	7 (3.1)	2 (0.9)	4.3	0.79	Accepted
12	I am not easily discouraged by failure	100 (43.9)	101 (44.3)	8 (3.5)	4 (1.8)	11 (4.8)	4.2	0.97	Not Accepted
13	I consider myself as a strong person	125 (54.8)	88 (38.6)	3 (1.3)	1 (0.4)	7 (3.1)	4.4	0.82	Accepted
14	I can stay focused under pressure	88 (38.6)	101 (44.3)	20 (8.8)	7 (3.1)	8 (3.5)	4.1	0.96	Not Accepted
15	I tend to bounce back after hardship and challenges	117 (51.3)	93 (40.8)	6(2.6)	2(0.9)	6(2.6)	4.4	0.82	Accepted
16	I can deal with whatever comes my way	88 (38.6)	104 (45.6)	22 (9.6)	6(2.6)	4 (1.8)	4.2	0.85	Not Accepted
17	I am able to adapt to changes	111 (48.7)	105 (46.1)	4 (1.8)	0	4 (1.8)	4.4	0.71	Accepted
18	I try to see the positive side of things	113 (49.6)	101 (44.3)	3 (1.3)	0	7 (3.1)	4.4	0.8	Accepted
19	I can handle unpleasant feelings	75 (32.9)	113 (49.6)	23 (10.1)	7 (3.1)	6 (2.6)	4.1	0.89	Not Accepted
20	I adapt to the recent trends within my industry/market	85 (37.3)	116 (50.9)	13 (5.7)	1 (0.4)	9 (3.9)	4.2	0.89	Not Accepted

Note: values in brackets indicate percentages of the respondents. Decision based on Weighted average = summation of the mean values divided by the total number of items = 4.3

The result of the analysis showed that greater percentages of the respondents agree that they are not easily discouraged by failure, able to stay focused under pressure, ability to deal with whatever comes their ways, ability to handle unpleasant feelings and adapt to the recent trends within my industry/market but the weighted average decision showed no evidence within this study population.

Testing of Hypotheses

The two (2) hypotheses of the study were tested using Multiple Regression Analysis aided by computer Microsoft Statistical Package for Social Science (SPSS).

Table 6 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721[a]	.520	.516	2.118

a. Predictors: (Constant), Mentorship, On-the-Job

Table 7 ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1069.906	2	534.953	119.273	.000[b]
	Residual	986.722	220	4.485		
	Total	2056.628	222			

a. Dependent Variable: Resilience

b. Predictors: (Constant), Mentorship, On_the_Job

Table 8 Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.392	.830		11.310	.000
	On_the_Job	.277	.059	.301	4.701	.000
	Mentorship	.443	.059	.481	7.520	.000

a. Dependent Variable: Resilience

To test the hypotheses, the Multiple Linear Regression was conducted employing the SPSS at 95% confidence intervals. The analysis also produced a significant model fit summary (Table 6) showing that the R^2 value = 0.52 and the adjusted R^2 = 0.52, $P > .001$. The analysis significantly explained about 5% of the variance.

Hypothesis One

In Table 8, the study found that On-the-job-training have significant and positive influenced on the Entrepreneurial resilience (β = 0.28, Errors = 0.59, T= 4.7, $P < .001$), indicating that alternate hypothesis was accepted. Specifically, the result shows that a unit increase in On-the-job-training increases entrepreneurship resilience by about 0.27 units holding all other factors constant. The result is statistically significant at 5% level of significant (t=4.7). This study corroborates the work of Eneh et al (2022) which state that on-the-job training is a strategic process for apprentice to expand their knowledge based on any trade or craft.

Hypothesis Two

Also, Table 8 shows that Mentorship has positive and significant influenced on Entrepreneurial resilience (β = 0.44, Errors = 0.59, $P < .001$). Thus, the alternate hypothesis was accepted. The result of H2 reveals that Mentorship has positive and significant influence on Entrepreneurship resilience among Micro businesses in Abakaliki Metropolis, Ebonyi State, Nigeria. From the result also, Mentorship has a positive and significant effect on Entrepreneurial resilience as a unit increase in Mentorship leads to

increase in Entrepreneurial resilience by 0.44 units and the result is statistically significant at 5% level of significant (t=7.5). This study corroborates the work of Agbionu et al (2018) which opined that employer-employee mentorship increased level of firm sustainability and Micro businesses can benefit greatly from mentorship.

Conclusion and Recommendations

The study concludes that apprenticeship possesses the ability to shape the economic space by supporting potential entrepreneurs into innovative start-ups. Furthermore, Micro businesses can sustain business performance by incorporating Apprenticeship orientation by undergoing proper On-the-Job training and Mentorship which is a veritable tool to increase entrepreneurial capacity/agility to cope with business turbulence and as well sustain performance.

The following recommendations were made based on the findings of the study.

1. Apprentices or Prospective entrepreneurs of Micro businesses can gain practical and entrepreneurial skills by undergoing on-the-job training since it is a way for apprentice to expand their knowledge-based of trade or craft which will enhance their ability to cope with business dynamics and as well sustain success.
2. Apprentices and potential entrepreneurs of Micro business can increase their entrepreneurial agility and ability to cope with business turbulence by undergoing proper mentorship. This is because mentorship enhances apprentice's efficiency and professional growth, through effective coaching, leadership and communication by mentor with a superior knowledge.

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