Real Estate and Urban Planning Professionalism: The Impact of Entrepreneurship Education on Innate Talent, Self-employment Propensity and Consultancy Practice

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Abstract

Throughout the world, the increasing rate of unemployment has brought so many diverse realities, which have compelled governments to evolve realistic mechanisms to drive creativity and ignite self-employment instincts of their citizens,with a view to reducing poverty and increasing general prosperity. Hence, it is our desire to assess the impact of Nigeria's government novel idea of entrepreneurship education on the innate talents, self-employment propensity and ultimate establishment of consultancy practice among Real Estate and Urban Planning professionals that spurred our interest in this research. The study employs a quantitative approach by administering 425 e-copies of questionnaire among 11 internet-controlled WhatsApp group platforms where well above 70% of practising and consultant Estate Surveyors and Valuers as well as Town Planners are domiciled. A total of 351 e-copies of questionnaire were valid out of a total of 364 e-copies of questionnaire that were returned, translating to approximately 86% distribution-retrieval rate. Amixture of Second-order Smart PLS version 2.0 and AMOS' SEM version 18.0 statistical tools were used for analyses. The results show amongst other things that all the 5 structural paths that are theorized and hypothesized for all the four variables, which are innate talent, self-employment propensity, entrepreneurship education and consultancy practice are positively significant directionally at 99% confidence level, with cronbach alpha value of 0.975and model estimate 0.995 for self-employment propensity being the variable with the highest interrelationship with entrepreneurship education at p value of 0.016,which resultantly mediates the duo of innate talent and self-employment propensity and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners in Nigeria. The study concludes that the efficacy of entrepreneurship education stands to continually impact upon both innate talent and self-employment propensity towards an increase in the establishment of more consultancy firms of Estate Surveyors and Valuers and Town Planners in Nigeria. Finally, it is recommended, among other things, that there is an urgent need for consistent review of the entrepreneurship education curriculato increase their elegance, thus making them relevant in addressing self-employment yearnings and reducing poverty.

Keywords*: Entrepreneurship Education, Innate Talent, Self-Employment Propensity, Consultancy Practice, Estate Surveyors and Town Planners*

1. Introduction and research problem

One of the most startling realities of the 21st century is continual evolvement of soaring demographics, which usher extreme competition in the level of survival among humans. It is no gainsaying that, more than ever before, challenges that are revolving around meaningful

existence among multiples of racesand mankind in general, had pushed them into thinking out-of-the-box, thus scaling up their level of creativity, which in turn increases their self-employment propensities. Meanwhile, the emerging scenarios all across the global divides has not only visited citizens alone, it has also impacted adversely governments at all levels across continents, which in speedy response, has made Nigeria's government to birth the lofty idea of entrepreneurship educational and vocational modules, in which all students of tertiary institutions in the country must be trained while in school, with a view to making them self-employable, as well as becoming employers of labour.

Furthermore, it is noteworthy that the professions of Estate Surveying and Valuation as well as that of Urban and Regional Planning, inspite of the fact that they are professional disciplines that should be sufficient to seamlessly propel graduate Estate Surveyors/Valuersand Town Planners, towards floating of consultancy practice after leaving school, most often than not, the eventuality that mostly beckon on these professionals among others, is better imagined than experienced. It is thus sad to note that these disciplines are not spared from the debacle, as evidences that are litanious are found both in literature and in empirical findings about the increasing rate of unemployment among disciplines and across all global divides. Hence, it is in total reflection of the above, as well as complete resolve to address the worrisome menace that goes with the situation, that the federal government of Nigeria came up with the idea of entrepreneurship education, so as to instil the values and virtues of self-employment into the minds of graduates of higher institutions in the country via bespoke vocational modules, with a view to making them self-reliant, employers of labour and better contributors to national development.

Therefore, it is in full realisation of the relevance, adequacy and vibrancy of entrepreneurship education modules in Nigeria, that its moderating impacts on the trio of innate talent, self-employment propensity and eventual establishment of consultancy firms of practising Estate Surveyors and Valuers as well as Town Planners by graduates of these two professional callings become a necessity, so as to gauge the extent to which the existence of entrepreneurship education as a lofty development program has resultantly helped to trim down the menacingly soaring rate of unemployment in Nigeria.

2. Theoretical Framework and Literature review

2.1 Theoretical Framework

Firstly, it is pertinent to acknowledge that the very foundation upon which Nigerian government's resolve to birth the novel idea of entrepreneurship education is templated, rests on the Marxian theory of development in its giant conception, which has pro-poor emancipation and self-reliance as its sublimes. The applicability of this thinking has been similarly popularised by development theorists such as Walter Rodney and Gustav Esteva in Wallerstein (1979), as well as self-discovery scholars such as Walt Whitman Rostow and Paul Prebisch in Braudel (1984) treatise, which was simply built on the understanding that human races are all endowed to till, toil, sow, harvest and have boom. Hence, all these progressive attainments and expansion are in accordance with the innate ability of human beings, to self-engage on economically productive activities that are laced with hidden prosperity, which are present for unlocking through deployment of inner talents and propensity for self-employment (de Soto 1980; Hilferding, 1981). Conceptually, this theory is thus being driven mainly by the concept of development on the one hand, as well as the sub-concepts of poverty, self-actualisation and empowerment on the other hand, which are geared towards determination to reduce poverty and multiply prosperity across all socio-economic divides (Wallerstein, 1979; de Soto, 2000). This is being done by ensuring that every graduate is self-employed and resultantly becomes an employer of labour, so as to the

tackle the continual disappearance of age-long public and private sectors' job provision for graduates of tertiary institutions, the spill-over effects of which are not only socio-economic, but psychological in all its ramifications.

Also, it is needless to stress that unemployment brews many developmental challenges that range from low self-esteem, ravaging poverty, loss of purposeful living, reduction in the level meaningful existence, increase in criminal tendencies, loss of self-actualisation, forlorn emancipation, depression, etc. (Lenin, 1996; UNDP, 1997). Hence, it is noteworthy that government's novel idea of entrepreneurship education is essentially to seek ways of inventing a *'total man'* by addressing myriad of socio-economic and developmental challenges, with which citizens are bedeviled. It is noteworthy that based on this, entrepreneurship education which engenders acquisition of requisite skills to become self-employed, creates room for the demonstration of the achievement of Goal 1 (Targets 1, 2 and 3) of the United Nations' Millennium Development Goals agenda,i.e. to halve the proportion of world's population of people living on less than one dollar per day as well as those who suffer from extreme poverty and hunger (UN, 2006).Hence, the concept of sustainable socio-economic development is hereby adopted for this study, with a view to ensuring the attainment of this lofty global mandate through government's resolve to truly emancipate their citizens, thereby engendering their creativity for self-reliance and increasing progress.

Therefore, this research's conceptualised theoryof development was especially considered appropriate, partly because of its relevance and applicability in illuminating the contribution, which culminated in the birthing and adoption of entrepreneurship education as a tool of reducing poverty through self-reliance on the one hand. Also on the other hand, as a bespoke development programme, it has and still continues to impact upon graduates, by endowing them with skills and readiness that are requisite from entrepreneurship education centers, and these had consistently provided much needed assurance that emancipates the graduate Estate Surveyors and Valuers as well Town Planners from being dependent upon government or other forms of job, thus changing them to taking up the challenge of practicing their professions as professionals, thereby becoming independent. Evidences abound where graduates of Nigeria's higher institutions are now making use of their acquired skills to start up with loan syndicated capital to commence their own professional firms of consultancies, the resultant impact of which is self-employment, sustained creativity, increased productivity, optimal talent utilization, creation of total man, removal of dependence and over-dependence, eradication of poverty and hunger, transfer of professional knowledge, incubation of innovation and technical know-how among others.

2.2 Literature Review

It is pertinent to note that literature is awash on the discourse that revolves around issues of development in all ramifications. However, quite seldomly, had some of these brainstorming sessions on development taken it up to draw a nexus among the foursome of entrepreneurship educational and vocational trainings, the innate talents of individuals, the propensity of self-employment and establishment of consultancy and professional practice after graduation. In the contention of Adebayo and Kolawole [2013], self-employment dreams of individuals are more of innermost desire and consistency of purpose, even prior to any specific training, be it formal or informal, as trainings only shape and sharpen individual's focus and direction of mind, but the tempest to break ground are neither realistic nor development directed, as entrepreneurship trainings and requirements which are meant to arouse the self-engagement poise in individuals are most effective when tailored to the trade that has connection with the flair and inclination of the partakers [Agba, *et al*, 2014)].

Furthermore, the reason for the foregoing is evidenced by the perennial gap of self-employment motives, which is dependent upon the need to appreciate the fact that self-employment is more of personal and innermost than organisational and outermost. As canvassed by Agbim,, *et al* [2013], they opined that most often times, organisational and institutional crises do brew policy inconsistency and summersault both at the levels of evolving and implementing them, through which modules to drive the innate abilities of individuals to manifestations are not only developmentally unrealistic, they are equally not attuned with the gap to be filled. Evidences abound across the global divides, wherein the expected outcomes are elusive, not because of poor and ineffective delivery of these modules, but more of failure to close the disconnection between the goal of self-reliance and the trainings being dished out to higher institutions students [Baum and Locke, 2004; Bilić, *et al*, 2011].

In another dimension, Cornelius, *et al* [2006] and Duval-Couetil & Long [2014] submitted that there exists an intricate chord between the area where an individual has highest inclination among courses that are being studied in the formalised academic trainings and what an individual ends up with while starting up a consultancy practice after leaving school, irrespective of the vocational idea that is possessed by such person. Mudashir, *et al* [2013] averred that this phenomenon happens especially in situations when students' selected vocational trades at the entrepreneurship trainings act as fulcrum around which such skills modules revolve, are of some degree of similarities with the area(s) of formal education within which individual's inclination is domiciled. It was also being empirically found by Garba, *et al* [2014], Glaeser, *et al* [2010] as well as Akinbola and Olaniran [2014] that, the act of establishing one's private consultancy is pre-determined by family background or put differently, dictates by one's pedigree, which manifests over a period of time, through to its maturation, during when such individuals poise must have strengthened via such other mechanisms like the vocational and formal academic training modules, the environment, government policies, general economic situation, to mention but a few.

Furthermore, it must be stressed that, while previous studies considered act of establishment of consultancy practice as being frontiered by desire to be self-reliant, this study sees it as an effort that is targeted at attainment of mandate on the issues of poverty as well as devising of vehicles for reducing its ravaging tentacles upon man's existence. Thus, this is further keyed into the global dimensions on development, as it touches human capital, as well as their jealously guided survival. In addition, this study sought to provide responses to complex issues which the foursome of natural innate talents of individuals, the propensity of individuals towards self-employment status, which are being physically manifested via such outcome as consultancy practice, as they are being intensively periscoped for deeper and better understanding by all stakeholders through moderating impacts of entrepreneurship education.

Hence, it is at the epicentre of the thrust around which this study revolves, that light should be shed on the way and manner with which all the three research variables of the foursome parameters above, are being moderated into a framework-like whole, which in turn is eminently driven by the fourth of them, i.e, entrepreneurship education, that forms the main objective of this research. Hence, for philosophical underpinnings of the research components to be understood better, there is a need to conceptualise all the items of interrelationships, together with their strengths of determinacy upon achievement of research main aim into taxonomy, with a view to properly show them as the list of variables and constructs that survived statistical and empirical phases of this research. The following in the table 1 is the taxonomy of literature and empirical survey, thus:

Table 1: Taxonomy of research components in literature and empiricism: four variables and twenty constructs

S/N	Variables	S/N	Constructs
A	Independent1: Innate Talents	1	InT12 - Biophysical Deposit of Nature
		2	InT8- Psychological Make-up
		3	InT5- Thought-flow Process
		4	InT3- Environmental Dictates
		5	InT2- Internal-External Body Enthalpy/Entropy
		6	InT1- Implicit Motorised Organs' Speed
B	Independent2: Self-Employment Propensity	1	SEmP9-Industry-Institution Interrelationship
		2	SEmP7-Pedigree and Informal Teaching
		3	SEmp4-Consistency in Deliberate Willingness
		4	SEmP3-Inward Rumination and Articulation
		5	SEmP1-Opportunities and Prospect Quanta
C	Moderating1: Entrepreneurship Education	1	EnE1-Expert Coaching
		2	EnE6-Deliberate Practice
		3	EnE9-Nature Versus Nurture
D	Dependent1: Establishing Consultancy Practice	1	ECPr1-Constancy of Feedbacks
		2	ECPr2-Enliven Goal and Vision
		3	ECPr3-Need –Training-Job Dynamics
		4	ECPr4-Frontiered Knowledge Requirements
		5	ECPr5-Pristine Capacity and Capability
		6	ECPr6-Unending Realities and Survival Pursuit

Finally, all the efforts above arewith a view to empirically establishing the extent of the impact, directly or indirectly, that one variable has over another in the bi or multi-directionality of their interrelationship, so as to ultimately evolve modelled suggestions that are practicable, towards achieving the overall aim of improving upon what presently obtains in terms of increased self-employment, especially through establishment of professional consultancy practice among Estate Surveyors and Valuers as well as Town Planners in particular and indeed any resilient individual on the one hand, as well as to act as basis and verifiable inputs for possible policy direction on the other hand.

3. Methodology

The study employsquantitative approach,simply because it offers the best means of assessing the impacts of interrelationships and the strength of the causality, that exist among variables and constructs that are involved in a research, especially which is positivistic in paradigm, because it involves more of empirical observation, testing and measurement, as well as concept / theory verification(Creswell, 2013) . This efforts were taken by administering 425 e-copies of questionnaire among 11 internet-controlled

WhatsApp group platforms, which was based on the fact that well above 70% practising and consultant Estate Surveyors and Valuers as well Town Planners are domiciled, this allowed for ease of covering very large latitude of consultants irrespective of the physical locations, within shortest time and less travelling (Byrne, 2010). A total of 351 e-copies of questionnaire were found to be valid out of the total 364 e-copies of questionnaire that were returned, translating to approximately 86% distribution-retrieval rate.This research employed admixture of AMOS version 18.0 structural equation modelling and version 2.0 smart PLS for analysing the data. They are often being employed for research which involves data for the testing and analyses of complex interrelationships among several fields, especially construction, engineering and management fields, with a view to arrive at appropriate data sample (Krejcie and Morgan, 1970; Byrne, 2010; Awang, 2012)). For the sake of clarity, these phases are involved in generation of model:

i) The outermodel must be firstly analysed, to establishthe reliability and validity of the model to be so generated, by measuring the attributes of multi-item constructs and discriminant convergent validity; and

ii) The research's structural model must then be estimated by the attainment of the effect size, i.e R^2, goodness-of-fit, and predictive model relevance, the testing of hypotheses of the inherent interrelationshipamong the components of the study, through process of bootstrapping. The model is comprised of measurement items that are generated as 20 latent constructs of four variables, inclusive of two independent, one mediating and one dependent, specifying one form of interrelationship or the other among the components of this research, with content validity being evolved establish the degree to which all the proposed research items of constructs and variables are adequately and appropriately being measured by one another.

4. Survey findings

Foremost, as stipulated for AMOS' structural equation modelling and the smart PLS statistical tool usage, the first step in our analysisis the evaluation of the measurement and / or outer model, with a view to determining the internal consistency, so as to estimate the goodness-of-fit measures for all the research components. This is donethrough the following: reliability of the giant components of variables and those of individual constructs items, convergent validity, discriminant and content validity [Tables 2, 3 and 4]. It is to be noted that two sets of criteria were used in the determination of the reliability and validity of the measurement model (Hair, et al, 2006), while the determination of the consistency of the measuring tool is done via reliability test, i.e. what the measure is intended to estimate, whereas the validity test attempts to estimate the efficiency of a measure to exactly estimate an underlying concept (Hair, et al, 2010).

Furthermore, an indicator's reliability is calculated through an observance of each measure of the concepts of outer loadings, by keeping items that fall within loadings of ranges 0.40 and 0.70 (Hair et al., 2010). In the case of this present study, out of the 35 items that were initially calibrated for testing, 15 of them exhibited loadings that are lower than the minimum specified range, i.e. below 0.40. Therefore, 20 items were eventually held, simply because they exhibited loadings ranging from 0.934-0.973. Internal consistency,which is meant to establish reliability, is referred to as the degree to which the scaled items can estimate the same construct. Composite reliability and Cronbach alpha are the commonly used estimators for measuring the reliability of an organizational research instrument (Bliess, 2000). However, enough discussion has been held regarding the best and most powerful technique for measuring reliability. Since, Cronbach alpha is a universally used method, it somehow underrates the internal

consistency of a measure (Hair et al., 2010; Brachos,et al, 2007). Whereas, the composite reliability criteria are jointly employed with SEM-PLS models, it is a more powerful technique as compared to the Cronbach alpha criterion (Burke and Dunlap, 2002).

Also, the coefficients of composite reliability as used in this present study are chosen to estimate the reliability of each measure. The Cronbach alpha presumes that without observing the definite role of each loading, all items contribute equally to measure its construct (Costello and Osborne, 2011). Although, the explanation of internal consistency with the coefficient of composite reliability has been developed as a rule of thumb, which is suggested by Hair,et al.(2010) that the coefficient of composite reliability should be equal or higher than 0.70. The coefficients for each of the constructs are presented in Table 2, ranging from 0.897-0.966. All the composite reliability coefficients are satisfying the minimum level i.e. above 0.70 level, showing adequate internal consistency of all the measures.

Table 2: Reliability

Variables	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Explained (AVE)
InT	0.949	0.957	0.951	0.662
SEmP	0.975	0.983	0.973	0.769
EnE	0.897	0.915	0.934	0.826
CPr	0.966	0.971	0.963	0.723

According to Hair,et al.(2010)) the convergent validity refers to "the level items explicitly represent the intended latent construct as well as correlate with other measures of the same construct. A specific measure is convergent if item loadings for the related latent construct exhibits value greater than 0.50. There are three principles for assessing convergent validity, namely:

i) The composite reliability of each item must be above 0.70;
ii) The factor loadings for each item must be adequate at a level of significance; and
iii) The value for analysis of variance explained must be above 0.50.

Table 3: Composite reliability loadings

Constructs	InT	SEmP	EnE	CPr
InT12	12.051			
InT8	12.438			
InT5	12.845			
InT3	10.443			
InT2	12.439			
InT1	11.986			
SEmP9		12.845		
SEmP7		12.015		
SEmP4		11.722		

SEmP3		12.379		
SEmP1		11.973		
EnE1			13.487	
EnE6			13.018	
EnE9			13.321	
CPr1				10.165
CPr2				12.845
CPr3				10.443
CPr4				12.108
CPr5				13.558
CPr6				11.986

Another criterion is the discriminant validity. Byrne, (2010) suggested that discriminant validity observes the extent a construct is different from all the other constructs. Put differently, it is the extent a variable differs from all the other variables. The greater the discriminant validity the more distinctive nature a variable possesses which may not be possessed by other variables. The discriminant validity for the present study was determined by taking square roots of the AVE, which must be higher than the correlations between the latent variables (Brachos et al, 2007). It can be done by comparing the square roots of AVE and the relationships between the latent constructs. Therefore, the present study determined the discriminant validity following the criterion recommended by (Hair, et al, 2006).

Table 4: Discriminant validity

Variables	**InT**	**SEmP**	**EnE**	**CPr**
InT	0.911			
SEmP	0.867	0.879		
EnE	0.884	0.862	0.903	
CPr	0.782	0.778	0.748	0.860

With the establishment of a measurement model, the next step is to estimate the structural model for developing an overall relation with a model. Moreover, in a recent study, Burke and Dunlap (2002) stated that model validation can be sufficiently assessed through the goodness-of-fit criteria. For instance, while employing PLS path models having reproduced data, it has been argued that goodness-of-fit criteria is unsuitable, as it fails to distinguish among the invalid and valid models. With respect to recent development, a two-step procedure has been adopted by authors for estimating and reporting the PLS-SEM path results(Hair *et al*., 2010), after which the structural model is then being assessed for this study, using a bootstrapping procedure among several bootstrap samples, in order to examine the significant role played by the path coefficients as seen in table 5.

Table 5: Direct relationships and their paths among the variables

Variable Paths	Original Sample	Sample Mean	Standard Deviation	T Statis	P Values
EnE -> InT	1.288	1.279	0.058	22.165	0.000
EnE -> SEmP	0.428	0.430	0.178	2.404	0.016
InT -> CPr	0.461	0.261	0.068	6.784	0.000
SEmP -> CPr	0.188	0.191	0.178	5.056	0.005
EnE-> CPr	0.204	0.205	0.153	4.327	0.000

Through R2 value, the predictive power can be analysed for the endogenous variables. The variables near to 0 are considered non-significant. High predictive accuracy is reflected by the value of R2 in the range of 0-1. The values of R2 such as 0.75, 0.50 and 0.25 are considered considerable, fair and weak respectively. In this research study, the value of R2 comes out to be 0.833 and 0.367 in EnE and CPr respectively, which reflects that almost 83.3 percent variation in mediating variable EnE and 36.7 percent variation in dependent variable CPr, are defined by the two independent variables InT and SEmP.

Table 6: R-square

Variables	R Square
EnE	0.833
CPr	0.367

The structural model for this research was stablished for relative fit statistics for the measurement model of the composite and confirmatory factor analysis of this research's four variables and twenty latent constructs, which indicates the ability of SEM-Smart PLS model to reproduce an observed interrelationship matrix (Frankfort-Nachmias & Nachmias, 2008; Hair et al., 2010). However, these indices transform to how good the data that were gathered from the respondents were sufficiently representing the sample data. Therefore, the structural and measurement models' statistics are contrasted to emphasise compliance with validity, which was found to be within the acceptable threshold. Hence, the variance explained which is denoted by the SMC and it explains the extent of variance of the dependent variables and constructs in the model.

Awang (2012) and Argyrous, (2002) recommended that interrelationships among variables and constructs in models should evolve on sound theoretical foundations which were focused on intensive review of relevant literature which was done in previous section. The structural model was established with respect to stipulations for acceptability for SEM and Smart PLS parameters, which was further checked for theoretical support in this study's first independent variable InT and its latent constructs, these are InT12, InT8, InT5, InT3, InT2 and InT1, as well as one of the second independent variable and it's latent constructs, these are SEmP9, SEmP4, SEmP7, SEmP3 and SEmP1 on the one hand.

Furthermore, cursory attention was also granted to regression weight and significance of hypothesized paths in this study's overall structural model that was being established for all the two independent variables (InT and SEmP), one mediating variable (EnE) and dependent variable (CPr) as well as their twenty latent constructs (InT12, InT8, InT5, InT3,

InT2; and InT1; SEmP, SEmP9, SEmP4, SEmP7, SEmP3 and SEmP1; EnE1, EnE6; EnE9; CPr1, CPr2, CPr3, CPr4, CPr5 and CPr6) in Figure 1 as well as its fit statistics contained in Table 7.

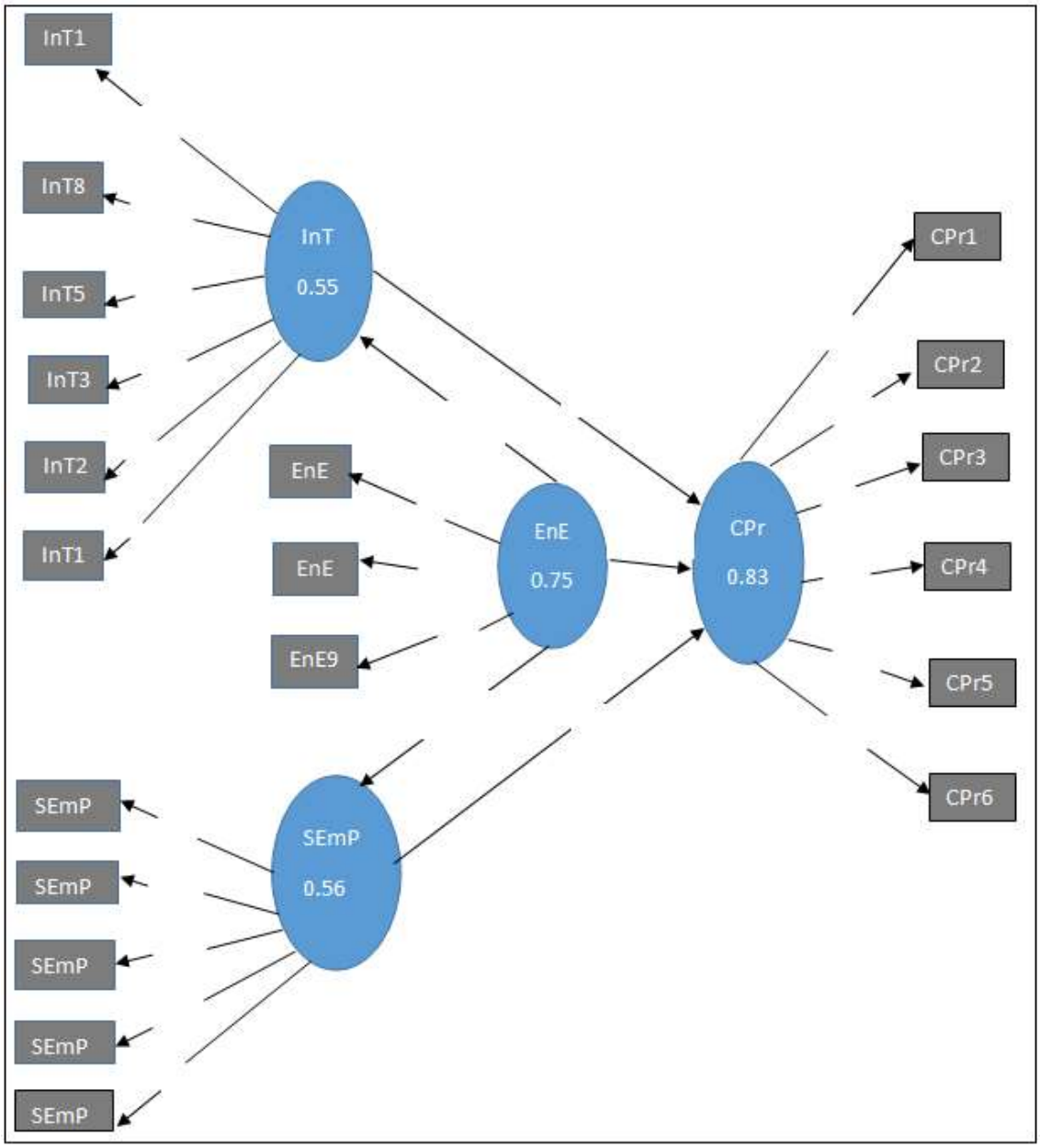

Figure 1: Full Research Structural Model (**Source:** Fieldwork 2019)

Table 7 depicts the indices for overall structural model. The normed chi-square for structural mode is 1.57, which is within the acceptable threshold. The CFI is 0.99 which is just within the acceptable stipulation of >0.90. The RMSEA is 0.05 which is found within the acceptable requirement of <0.08 and the Lo90 is 0.07 which is greater than the recommended 0.05. In summary, the fit statistics for the structural model exhibited attributes that meet all thresholds. Hence, the structural model assessed and the statistics for the full structural model

indicate an acceptable model fit with all model fit indices well inside the recommended thresholds of the literature, which leads to the acceptance of the model.

Table 7: Model fit statistics for the research full structural model

				Acceptance Levels for Model Fit Statistics.						
Model CFA Results			Remarks	Items	12-30 or >30		Model CFA Results			Remarks
X^2	=	794.06	Admissible	X^2/df	=	<3.0	X^2/df	=	1.570	Admissible
Df	=	509	Admissible	CFI	=	>0.80	CFI	=	0.988	Admissible
P (***)	=	0.000	Admissible	RMSA	=	<0.08	RMSEA	=	0.047	Admissible
Items	=	35	Admissible	LO90	=	Close to 0	LO90	=	0.068	Admissible
				PCLOE	=	>0.05	PCLOSE	=	0.058	Admissible

Factor Loadings

S/N	Items		Construct	Estimate	C.R	P	SMC	Remark
1	InT12	<-	InT	0.897	12.051	***	0.69	Stipulations are attained
2	InT8	<-	InT	0.878	12.438	***	0.63	Stipulations are attained
3	InT5	<-	InT	0.876	12.845	***	0.73	Stipulations are attained
4	InT3	<-	InT	0.905	10.443	***	0.63	Stipulations are attained
5	InT2	<-	InT	0.893	12.439	***	0.67	Stipulations are attained
6	InT1	<-	InT	0.889	11.986	***	0.65	Stipulations are attained
7	**REGRESSION WEIGHT OF InT CONSTRUCTS ON InT VARIABLE = 0.55**							
8	SEmP9	<-	SEmP	0.797	12.845	***	0.73	Stipulations are attained
9	SEmP7	<-	SEmP	0.848	12.015	***	0.69	Stipulations are attained
10	SEmP4	<-	SEmP	0.821	11.722	***	0.75	Stipulations are attained
11	SEmP3	<-	SEmP	0.835	12.379	***	0.70	Stipulations are attained
12	SEmP1	<-	SEmP	0.846	11.973	***	0.68	Stipulations are attained
13	**REGRESSION WEIGHT OF SEmP CONSTRUCTS ON SEmP VARIABLE = 0.56**							
14	EnE1	<-	EnE	0.907	13.487	***	0.81	Stipulations are attained
15	EnE6	<-	EnE	0.903	13.018	***	0.79	Stipulations are attained
16	EnE9	<-	EnE	0.935	13.321	***	0.80	Stipulations are attained
17	**REGRESSION WEIGHT OF EnE CONSTRUCTS ON EnE VARIABLE = 0.75**							
18	CPr1	<-	CPr	0.895	10.165	***	0.78	Stipulations are attained
19	CPr2	<-	CPr	0.892	12.845	***	0.79	Stipulations are attained
20	CPr3	<-	CPr	0.861	10.443	***	0.77	Stipulations are attained
21	CPr4	<-	CPr	0.873	12.108	***	0.79	Stipulations are attained
22	CPr5	<-	CPr	0.884	13.558	***	0.86	Stipulations are attained
23	CPr6	<-	CPr	0.879	11.986	***	0.69	Stipulations are attained
24	**REGRESSION WEIGHT OF CPr CONSTRUCTS ON CPr VARIABLE = 0.83**							
25	**THE STRENGTH OF RELATIONSHIP BETWEEN EnE AND InT = 0.975**							
26	**THE STRENGTH OF RELATIONSHIP BETWEEN EnE AND SEmP = 0.993**							
27	**THE STRENGTH OF RELATIONSHIP BETWEEN InT AND CPr= 0.898**							
28	**THE STRENGTH OF RELATIONSHIP BETWEEN SEmP AND CPr= 0.995**							
29	**THE STRENGTH OF RELATIONSHIP BETWEEN EnE AND CPr= 0.925**							
OVERALL STRUCTURAL MODEL FOR THIS RESEARCH IS HEREBY ACCEPTED								

Table 8 conveys that the structural model explains 83% of the variance in consultancy practice, 75% of the variance in entrepreneurship education, 56% of the variance in self-employment propensity, and finally 55% of the variance in innate talent. This signifies that the structural model represents the observed sample data accurately. Hence, this provides empirical evidence that the variance further explains the overall research assessment and thus supports the validity of the structural model vis-à-vis the research issues studied and presented.

Table 8: Explanation of the variance of the structural model

S/N	Research Main Variables Whose Paths Determine the Structural Model	SMC
1	Innate Talent (InT)	0.55
2	Self-Employment Propensity (SEmP)	0.56
3	Entrepreneurship Education (EnE)	0.75
4	Consultancy Practice (CPr)	0.83

Hence, it isa necessity to emphasise the strength that is inherent in the regression weight of each structural path within the model, by running the final statistical test in assessing the likely impacts and implications on the structural model and by extension the entire research. Therefore, Table 9 conveys the strength of the various paths that are involved in the consultancy practice (CPr). Out of 5structural paths that weretheorized and hypothesized, all of them are positively significant directionally at 99% confidence level (Vogt,et al, 2005). This empirical result confirms the overall assessment of the structural model as truly representative of the sample data. Hence, the structural model is accepted and transcend to hypothesis testing.

Table 9: Structural paths of the overall research model and their strength

Variables	Paths	Variableses	Estimate	S. D	C.R	Labels
EnE	->	InT	0.975	0.058	12.769	Significant
EnE	->	SEmP	0.993	0.178	13.166	Significant
InT	->	CPr	0.898	0.068	11.108	Significant
SEmP	->	CPr	0.995	0.178	11.505	Significant
EnE	->	CPr	0.925	0.153	11.826	Significant

5. Interpretation of Results and Discussion

1. **InT12** which says '*biophysical deposit of naturepositively engenders innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.897and 0.69 SMC which means that 69% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is caused by 89.7% of biophysical deposit of nature and impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

2. InT8 which says '*psychological make-uppositively engenders innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.878and 0.63 SMC which means that 63% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is

caused by 87.8% of psychological make-up and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

3. InT5 which says '*thought-flow process positively engenders innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.876and 0.73 SMC which means that 73% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is caused by 87.6% of thought-flow process and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

4. InT3 which says '*environmental dictates positively engender innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.905 and 0.63 SMC which means that 63% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is caused by 90.5% of environmental dictates and thus impact positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

5. InT2 which says '*Internal-External Body Enthalpy/Entropypositively engenders innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.893and 0.67 SMC which means that 67% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is caused by 89.3% of Internal-External Body Enthalpy / Entropyand thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

6. InT1 which says '*Implicit Motorised Organs' Speedpositively engenders innate talent which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.889and 0.65 SMC which means that 65% of the 351 respondents said that entrepreneurship education is being positively engendered by innate talent, which is caused by 88.9% of Implicit Motorised Organs' Speedand thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

7. SEmP9 which says '*Industry-Institution Interrelationship positively engenders self-employment propensity which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.797and 0.73SMC which means that 73% of the 351 respondents said that entrepreneurship education is being positively engendered by self-employment propensity, which is caused by 79.7% of Industry-Institution Interrelationship and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

8. SEmP7 which says '*Pedigree and Informal Teachingpositively engenders self-employment propensity which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.848and 0.69SMC which means that 69% of

the 351 respondents said that entrepreneurship education is being positively engendered by self-employment propensity, which is caused by 84.8% of Pedigree and Informal Teaching and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

9. SEmP4 which says '*Consistency in Deliberate Willingness positively engenders self-employment propensity which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.821and 0.75 SMC which means that 75% of the 351 respondents said that entrepreneurship education is being positively engendered by self-employment propensity, which is caused by 82.1% of Consistency in Deliberate Willingness and thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

10. SEmP3 which says '*Inward Rumination and Articulationpositively engenders self-employment propensity which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.835and 0.70 SMC which means that 70% of the 351 respondents said that entrepreneurship education is being positively engendered by self-employment propensity, which is caused by 83.5% of Inward Rumination and Articulation, which thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

11. **SEmP1** which says '*Opportunities and Prospect Quantapositively engenders self-employment propensity which is being impacted by the modules of entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.846 and 0.68 SMC which means that 68% of the 351 respondents said that entrepreneurship education is being positively engendered by self-employment propensity, which is caused by 84.6% of Opportunities and Prospect Quanta, which thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

12. EnE1 which says '*Expert Coaching is being positively impacted upon by entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.907and 0.81 SMC which means that 81% of the 351 respondents said that entrepreneurship education is driven by 90.75% of Expert Coaching, which thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

13. EnE6 which says '*Deliberate Practiceis being positively impacted upon byentrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.903and 0.79 SMC which means that 79% of the 351 respondents said that entrepreneurship education is driven by 90.30% of Deliberate Practice, which thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

14. EnE9 which says '*Nature Versus Nurtureis being positively impacted upon by entrepreneurship education and thus resultantly helps on the consultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.935and 0.80 SMC which means that 80% of the 351 respondents said that entrepreneurship education is

driven by 93.50% of Nature Versus Nurture, which thus impacts positively on the establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners.

15. CPr1 which says '*Constancy and Bi-directionality of feedbacksemanating from the modules of entrepreneurship education positively engenderconsultancy practice of Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.895 and 0.78 SMC which means that 78% of the 351 respondents said that establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners is being driven and accentuated by 89.50% of Constancy and Bi-directionality of Feedbacks from modules of entrepreneurship education.

16. CPr2 which says '*Enliven Goal and Vision of the individuals who were made through modules of entrepreneurship education positively engender consultancy practice as Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.892 and 0.79 SMC which means that 79% of the 351 respondents said that establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners is being driven and accentuated by 89.20% of Enliven Goal and Vision from individuals who passed through modules of entrepreneurship education.

17. CPr3 which says '*Need –Training-Job Dynamicsas it affects the society and individuals who were made through modules of entrepreneurship education positively engender consultancy practice by Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.861 and 0.77 SMC which means that 77% of the 351 respondents said that establishment of consultancy practice by Estate Surveyors and Valuers and Town Planners is being driven and accentuated by 86.10% of Need –Training-Job Dynamicsas understood by individuals who passed through modules of entrepreneurship education.

18. CPr4 which says '*Frontiered Knowledge Requirementsas it is being sought by society and individuals who were made through modules of entrepreneurship education positively engender consultancy practice by Estate Surveyors and Valuers as well as Town Planners*',with a regression weight of 0.873 and 0.79 SMC which means that 79% of the 351 respondents said that establishment of consultancy practice by Estate Surveyors and Valuers as well as Town Planners is being driven and accentuated by 87.30% of Frontiered Knowledge Requirementsas understood by individuals who passed through modules of entrepreneurship education.

19. CPr5 which says '*Pristine Capacity and Capabilityas it is being required by the society and possessed by individuals who were made through modules of entrepreneurship education positively engender consultancy practice by Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.884 and 0.86 SMC which means that 86% of the 351 respondents said that establishment of consultancy practice by Estate Surveyors and Valuers as well as Town Planners is being driven and accentuated by 88.40% of Pristine Capacity and Capability as understood by the society and possessed by individuals who passed through modules of entrepreneurship education.

20. CPr6 which says '*Unending Realities and Survival Pursuitas it is being understood by the society and prioritised by individuals who were made through modules of entrepreneurship education positively engender consultancy practice by Estate Surveyors and Valuers as well as Town Planners*', with a regression weight of 0.879 and 0.69 SMC which means that 69% of the 351 respondents said that establishment of consultancy practice

by Estate Surveyors and Valuers as well as Town Planners is being driven and accentuated by 87.90% of Unending Realities and Survival Pursuits as understood by the society and prioritised by individuals who passed through modules of entrepreneurship education.

6. Conclusion and Recommendations

From the outcome of this research, it is evident that the relevance, contribution and potency of entrepreneurship education, shall stand to continually mediate upon both innate talent and more importantly with the self-employment propensity of individual graduates that are made through it and vice-versa. This resultantly impacts greatly and increases the rate at which graduates will involve themselves in the practice of their professions, through the establishment of more consultancy firms of Estate Surveyors and Valuers as well as Town Planners in Nigeria.

On this basis, we hope that the following recommendations, if thoughtfully implemented, will go a long way in creating an enabling environment for the incubation, nurturing and sustainability of new firms of Estate Surveyors and Town Planners in Nigeria in the short and long terms in Nigeria:

i) As a matter of fact, the need arises more than ever before to give due regard to devising more friendly means of arousing the interest of the students for self-employment status as against present greater emphasis on working for others, by ensuring the recalibration of our value system in respect of work-survival-life dichotomies.
ii) Stronger appreciation of the fact that natural talent has a lot to do with the career one subscribes to after graduation, hence, it is advisable that students' areas of natural talents are well considered in the areas of entrepreneurship education, with a view to capturing them among some bespoke modules upon which the overall curricula is based, so as to make such students well prepared for the world of work based upon their innate natural talent.
iii) It is advised that educational focus in higher institutions be more collaborative with industry more than ever before, so as to bring into the fore, some levels of constancy in being kept abreast of evolving realities and sophistication that are obtained in the world of work.
iv) It is highly suggested that, concerted and dedicated teaching of entrepreneurship educational and vocational skills, are done by appropriate experts and advisors to students of higher institutions, unlike present practice of being taught by just any set of people who most often times find themselves within the classroom, this should be discontinued..
v) There is a pressing need for speedy overhauling of various higher institutions' curricular with stronger emphasis on modules with self-employment tune and paradigms that recognise the role that innate talent plays on eventual establishment of consultancy practice.
vi) Government should endeavour to strive very urgently to evolve a reward system and attach competitive packages to increased workload and goal attainment, e.g. double promotion, salary increase, etc., so as to increase creativity, intellectual elegance and hard work on the part of teachers who are to deliver entrepreneurship curricular. This will drastically reduce complacence in teaching delivery and thus increase the level of robustness in the spirit of vocationalism that graduates shall take to the world of work from higher institutions.
vii) Government is hereby admonished to enact policy instrument on well balanced entrepreneurship education that grants serious consideration for all the concerned interests of every stakeholder, so as to ventilate the strength that lies within the interrelationship of

all the variables of innate talent, self-employment propensity, entrepreneurship education and consultancy practice.

viii) It is hereby canvassed that appropriate agencies of government should be saddled with responsibility of inspecting, monitoring and evaluating the modules of vocational trainings being mounted by entrepreneurship centres that are being operated by higher institutions in the country, with a view to making them be in tune with realities of world of work and to be attuned with global best practice.

ix) There is a need for increased and expeditious coordination of all relevant skills of every single students of higher institution to be more industry-focused and trade-compliant right at the entrepreneurship training stage, with a view to ensuring unprecedented harnessing of the pool of human knowledge that ultimately results to speedy and timely delivery of relevant outputs from our various graduates in their consultancy practice establishment.

x) Substantial incentives which conforms to the workloads of tasks that are being handled by resource persons who are engaged on the delivery of these modules to students of entrepreneurship education, to motivate them, thereby ensuring efficient and impact-launching teaching.

xi) A platform should be established that grants feedback looping, so as to drive the much needed assessment and re-assessment, with a view to consistently gauging the relevance, adequacy and contribution of the training upon the lives and success of former students who are now worthy graduates and professionals.

xii) Granting of interest-free facilities to graduates of our higher institutions after they are done with their national service, so as to have the privilege of putting all they learned in vocational training into productive and actual operations, with a view to expanding the prismof the training beyond the confines of entrepreneurship centres on the one hand, so as to also use the opportunity to establish consultancy firm to practice their profession on the other hand, thereby turning them employers of labour as against job seekers.

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