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'Igba-boi' and Business Incubation in the South East

Robert Neuworth in his appearance on Tedglobal (Technology, Entertainment, and Design) Platform in 2017 opined that-

"the Igbo apprenticeship system that governs Alaba International Market is the largest business incubator Platform in the World"

The United Nations report on Human Security and Human Development in Nigeria identified "the most human security secure geopolitical Zone in Nigeria as the South East occupied by the Igbos". Over the years the Igbos have

engaged in a communal enterprising system that incubates businesses known as Igbo Apprenticeship system (IAS) Otherwise called "Igba-boi" or imuahia or "Onye aghala nwanneya"

This stakeholder capitalism system was recently adumbrated and encouraged by our own Dr Ngozi Okonjo-Iweala, The Director General of the World trade Organization (WTO). 'Igba-boi' is a business philosophy that emphasizes on shared prosperity where participants ("nwa-boi" and "Oga") participate to attain economic equilibrium.

This is the Spirit of "Onye aghala nwanneya". The system provides training, mentorship, and seed Capital for young apprentices who in turn provide services for the boss ("Oga"). This informal unconventional "School" is the "Igba-boi" apprenticeship system of learning. It is a cultural learning arrangement that equips the trainees with the Skills and experience required to engaged in handcrafting, buying and selling, and other forms of innovations. The system is indigenous and innovative. The focus is in raising entrepreneurs through the continuous cycle of apprentice recruitment.

Igba-boi is not only transactional, it is equally altruistic. In Igbo land, great leaders are not considered successful until their successors continue and build up the business legacies. The philosophy thrives on the culture of "learning by doing" which involves skills transfer and acquisition by observation, participation, and extensive practical, on-the-job training.

Commercial activities are "Ndigbo's" principal occupation. The culture discourages laziness, hence young boys from the age of seven are usually "conscripted" under an "Oga" to have business or entrepreneurship. The recruitment of apprentices ("Uma-boi") by the Master ("Oga") revolve around family ties.

Through this age-long tradition, Ndigbo have nurtured businesses, acquired enduring wealth, and raised great professionals and Billionaires like Dr Cosmos Maduka of Coscharis Group, Ichie Sunday Ezeobiora of Vespa International; Chief Chidi Anyaegbu (Chairman of Chisco Group) to mention but a few. These billionaires have recorded outstanding successes in replicating themselves with global impact.

In addition to providing youths with opportunities for training in different trades, vocations and artisanship under a Master, "Igba-boi" also encourages and takes youths off the street, away from crime and other delinquent demeanours. A typical "Igba-boi" or "nwa-boi" works thus—Chike, a twelve-year-old secondary School drop-out suddenly became a renegade.

In the Christmas of 2017, he was taken and introduced to an uncle (Ichie Ome-okachie) a successful spare-parts dealer.



Barrister Dr. Mike Nwosu

After discussions and deliberation, Ichie accepts Chike as his "nwa-boi". Chike settles down to leaning Motor spares-parts business. In December 2024 after a glorious seven years apprenticeship, Ichie "Settles" Chike with the sum of Thirteen Million (N13m) as seed money and bequeaths him with his small shop. Chike by this "Settlement" becomes an "Oga" and looking forward to "Picking" his own; "nwa-boi" by Easter Period of 2025.

Stakeholders in Igbo land have called for the upgrading, repositioning and repackaging of the current system to meet with global best practices. Presently, there is a clarion call for the integration of the present system with acquisition of other skills in technology, digital marketing, online education on entrepreneurship etc. These will help in entrenching sustainable apprenticeship model that will advance the future of business and developmental goals.

Dr Okonjo-Iweala stated that for "igba-boi" philosophy to continue to be useful and relevant to Ndigbo and function according to global best practices, the system should be integrated with skills-set, technology and western education.

The Ethical Challenges of Real-Life Accounts of Radiation and RCTs

Grave ethical issues about radiation in clinical trials. Randomly assigning patients to treatment or control sounds fine in theory. What about in Practice? When is randomization done? When are patients told? For some trials, it is not an issue. But what if it can't be concealed (e.g., treatment with radiation versus surgery)?

When conducting randomized controlled trials (RCTs), it is crucial to prioritize ethical considerations to ensure participants' safety, dignity, and rights. Firstly, informed consent is essential; participants must receive comprehensive information about the trial, including its nature, procedures, potential risks, and benefits. Consent must be obtained voluntarily, allowing individuals to ask questions and withdraw from the study at any time without

repercussions. Transparency in all trial aspects—such as objectives, methodology, and funding sources—fosters trust and enables participants to make informed decisions regarding their involvement. Additionally, researchers are responsible for minimizing risk, which involves meticulously planning the study design and dosing regimens, adhering strictly to established protocols specifying safe dosages, and monitoring participants for adverse effects.

Moreover, independent ethics review boards (ERBs) or institutional review boards (IRBs) should evaluate the trial's ethical aspects before it begins. Regular audits and monitoring throughout the trial help ensure adherence to protocols and facilitate timely responses to any issues. It is also essential to exercise special care when involving vulnerable populations, such as children, older people, and individuals with cognitive impairments, ensur-

ing their protection and upholding their rights to dignity and respect throughout the trial. Ethical obligations extend beyond the trial's duration. Researchers should consider providing participants continued access to beneficial treatments after the study concludes, mainly if the trial shows positive outcomes. Additionally, rigorous measures must be taken to safeguard participants' data and ensure their confidentiality, as protecting privacy is vital for maintaining trust and complying with regulatory and legal standards.

In conclusion, ethical responsibilities encompass the duty to report the trial's findings, regardless of whether the results are positive or negative, as publishing results contributes to the broader scientific community and advances medical knowledge. In summary, conducting RCTs ethically requires a robust framework that emphasizes informed consent, risk management, monitoring, and transparency, safeguarding participants while enhancing the integrity of the research process and the credibility of the scientific



Chika Felicia Harrison,
MHA-MBA, DBH-PhD (In-view)
Doctoral Student,
Behavioral Health Psychology.
College of Health Solutions,
Arizona State University

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More and more new developments across America Even When People Complain of High Prices!!!!!!



New developments are springing up all over the United States! When you take the pulse, vital signs show that prices of consumer goods are high. Job gains are in place. However, the average consumer appears to face challenges here and there. One, therefore, wonders what America's mojo is. Surprisingly, these projects are springing up in every part of the city; same thing happening in other cities across the country. Who are in charge of the inflow that enables these ventures? These apartments are expensive! Some of them turn out to look like what you could call Mini-India, Chinatown, Mini-Mexico, etc. It has not been possible for our reporters to bump into what you could call Mini-Africa even though just one African country could fill up one of these developments. Be that as it may, the subject of this report is the springing up of developments featuring fine architecture of apartments meant for residential use. The paradox of tight economy and mass-production of new apartment estates beat the imagination of all observers. Who is investing? Whose monies are being deployed? Who is underwriting the notes—a company or a country; domestic or foreign?



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Ijawland In The News....Breakthrough In the Horizon!



Prof. Sele Mondy Gold President, Ijaw Diaspora Council

According to the Guardian Newspapers in Nigeria, Professor Sele Mondy Gold, who is the president of the Ijaw Diaspora Council sent an open letter to the Nigerian President for a new State.

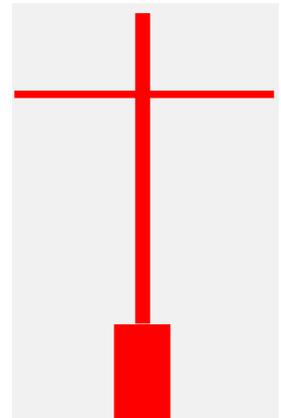
The Ijaw Diaspora Council (IDC) has called for the creation of Toru -Ebe and Oil Rivers States to be carved out from very well-known Ijaw areas. His pitch was for equity and justice within the Nigerian experiment. State creation has been in vogue in Nigeria since 1967.

Faith has grown in popularity over the years. However, in the last decade, so much damage has been done to faith by the very people practicing their respective so-called faith.

Faith-based organizations are everywhere. Even passers-by observe dynamics without intending to. In the past, faith covered a few groupings. In the wake of ethical and religious pluralism, groups have taken the texture of denominations. When we say, 'faith', we contemporarily meant the observance of spirituality; to wit, Buddhism, Christianity, Hinduism, Judaism, Islam, Jainism, Animism, Confucianism, and several others held by people worldwide.

Each religious group has its maxim, and sign. A few of those signs are known by people everywhere based on the popularity of the faith. More movements emerge with religious tones and easily captivate those who are searching for something new. Some follow new thoughts with their fingers crossed and they knock on wood. In some situations, adherents of different faiths find themselves in a verbal contest where each person defends his faith. They look like fans of the European league soccer clubs. Each person argues his heart out as if payments are made to those who win the arguments. That level of 'faithfulness' has done the world more harm than good. It, thus, becomes the

Faith



harbinger of civil wars and other major conflicts. It is, therefore, clear that faith can also be a fable when, especially, some adherents scratch on the surface of the faith and do things that true worshippers question. Some faiths have really done the world more harm than good. Controllers use them!

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Save Our Daughter from Breast Cancer!

Nneka Molokwu, one of the smartest, kindest, funniest people I know received devastating news that no 30-year old ever imagines: she's been diagnosed with HR+, HER2- breast cancer. After making a few jokes, her go-to coping strategy, she began a myriad of doctors' appointments and consultations. It quickly became clear to her (and her entire support system) that this is going to be a long road, with her treatment plan requiring chemo, surgeries, and radiation. As we help Nneka navigate this road, we are hoping to support her in any way we can.

Short of being able to erase her diagnosis, we are aiming to make all of life's responsibilities as manageable as possible to help her maintain her positivity and humor through this grueling process.

We are hoping to raise enough money to help her pay for medical bills that her insurance doesn't cover, supplement her monthly expenses when she inevitably has to take time off work, and allow her to pay for things to make this road a little less bumpy! Please consider donating to help our girl!

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Chief William and his wife, Chief Mrs. Julie Ngwobia were in church on Sunday, February 23, 2025 for a Thanksgiving Service as God saved their United Airlines flight from crashing.

Chief William and his wife, Chief Mrs. Julie Ngwobia, were not injured. There were so much excitement in the church service as their family, friends and well-wishes descended on the church that day. Among their church guests were members of the Abia State Association where Chief William Ngwobia serves as Chairman of the Elders Council while his wife Chief Mrs. Julie Ngwobia serves as the Treasurer. It was a moment of joy for all.

organize. They were on the DC-bound Thursday, January 23rd flight out of Lagos Nigeria. After the jolt, they were taken to a hotel and thereafter rebooked on another flight that brought them to Washington, D.C. on the next day. An NBC report stated that the flight had done about 3 hours plus before the loss of altitude, and 38 passengers were hurt. Chief and Chief Mrs. Ngwobia testified they

There was joy in air!!!



Wendy Harris * Standing Strong

Wendy Harris is another powerhouse of a woman. She grew up in a modest family that taught values and integrity. She is a representation of grace and elegance. One could guess that she knew from the start what she would like to do. The reason one could sum her up that way was that her activities seemed to be calculated. She alone knew deep down in her heart if those activities on her road of life were accidental; they didn't seem accidental. They seemed planned out. Wendy Harris is highly experienced, having been surrounded by multiple positive experiences. Granted that every individual has a season in life when hiccups occur, her stations in life all appeared intentional. Wendy Harris went right out of high school into workforce. She began to make her money working and getting paid for her time, labor, and experience. Her employers appreciated her for being cool, calm, and collected. Once in a while one would wonder whether she was a regular country girl because of her mien.

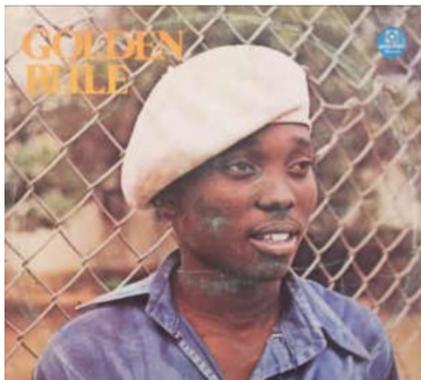
At other times, one would jump to conclusions that she was a city brat just because of her appearance. The enigma called Wendy Harris would not do anything to give out whether she was a country or city girl. The best way to sum her up was 'what you see is what you get'. The question would then be, "who has been able to hold conversations with Wendy Harris to be able to tell us exactly who Wendy is?" This is because while interpreting Wendy based on her quietness, would give results that could conflict with her real personality. We end up with assumptions upon assumptions. To make it worse, Wendy would not say or do things that could convey personality specifics. If Wendy Harris was to talk about herself, she would simply describe herself as a country girl. The next thing is if you would believe that label while looking at Wendy. Wendy is a corrections officer. Her career journey took her through places like King's Dominion, Burlington Clothing and Textiles, and a few other places. She started right out of high school

and has acquired the much-needed experience to navigate this complex world. When Wendy talks to you, you will walk away with wisdom because she will load you up with a combination of her natural gift and experiences from career and life. Wendy Harris loves her family. Her deep spirituality made her to learn how to trusts in God every step of the way, and she practices that as a matter of principle. Her closeness to nature can be seen in her commitment to gardening and horticulture. Her love for flowers cannot be overstated. She can be seen cutting flowers and making things out of them. One would wonder if she was doing those things just to while away time or if she was doing them out of deep interest. You will also be left guessing. Ordinarily, one would conclude that she truly loved gardening and cutting flowers. Food is a major topic all over America. Wendy cannot be left out when that topic comes up. She covers her niche very effectively. Baking comes naturally to Wendy. Her cakes are best tasted than stated.



Wendy Harris

Wendy's pies are an absolute delight. Cooking brings her as close to nature as gardening and cutting flowers do. Everyone believes that human beings come into this world with natural gifts and talents. As much as Wendy is a corporate woman, her ongoing stint with the garden and the kitchen makes one wonder where best she should operate. In the corporate arena, she is very personable. In the natural talent arena, she is a delight. Rather than box her into a corner, she should be allowed to generate her energy, and all should enjoy the fruit of her natural gift and corporate personality. Just like every other person, Wendy has things she loves to do. One could try to decode Wendy with the things she does (or likes to do), but when you notice that they are the same things that others do, you are left guessing. One thing for sure is that Wendy Harris utilizes her time well, using her hand to create or recreate stuff. From the things she does, one could surmise that Wendy must be good in meditations. Wendy likes to pay visits to the beach to take a walk. She also visits stores to pick out things to modify or remake. Needless to ask if you have ever seen a piece of furniture with Wendy's magic touch. What about her cake, pies, and food? She would always say, "Let your light shine because you don't know how it will impact others."



*Coming Soon!!!!
The Book—
"Golden Rule"
By Arthur Freds*

Danger! The Train Is Moving!!

This is not a band of protesters! It is a sea of heads—people who are on a moving train; not inside the train, but sitting on the roof. What a risk! The length of the train is incalculable! Unimaginable! Breath-taking! This photo was found on social media trending for the right reasons. Is this a problem that can be solved? How can it be solved? What formula should anyone use to solve it? The man below is calculating the speed so as to accurately jump out of while the train is still moving!



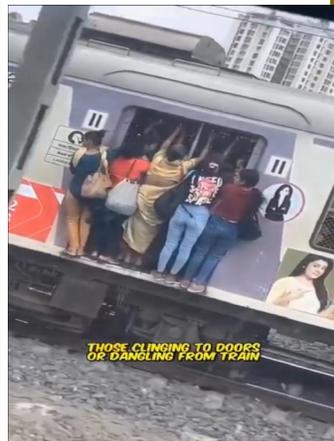
The locomotive engine was frightening enough to prevent people to come close to it, talk less of climbing. It is also possible that government officials may have tried to discourage the public, but individuals cannot be prevented from going to pursue their daily bread. wondering exactly where these people are going.



It's a Moving Train— Can You Believe This?

This man is jumping down from a moving train!!!! Please stop him!!!!!!

Ever seen a moving train? This is it!



Some are clinging tight to rails, crossbars, or anything they can hold on to and make sure they do not fall off until they get to their respective destinations.

Here is another one - a hawker (street seller) also jumping from the moving train.



Bangladesh Train Travellers Travel Even While Balancing Luggage

Children

Generalizations have it that children are born unbelievers. Specifics go in all imaginable directions. However, generalizations help to maintain great and light-hearted conversations. Accordingly, children don't even know that they have been born. Those innocent beautiful little beings don't make any effort to make anyone happy, but their parents (and their friends) are just happy to see the new visitors. Meanwhile, the little angels have no ideas, no thoughts, no philosophies, and no STP, MTP, or LTP (Short, Medium, Long-term Plans). Therefore, after parents have given birth to them and raised them without killing them, they should trust their parents in everything. Children who do not trust their parents are not worthy of the parents' trust. Family secrets...

As the children begin to grow, the environment in which they find themselves begin to shape them. By the time they turn 18 years, they are able to say, "I am an atheist," "I am a Muslim," "I am a Christian," "I am a Buddhist," "I am a Confucianist," etc. etc. This development begs the question, Did the child even know that anything like that existed? Could the child have been any of those things without some kind of brainwashing? If you saw 10 children who are five years old playing the park, would their attitudes reflect a belief in anything? If you saw young people who are 18 years old mingling at a social gathering, would their attitudes reflect a belief in anything? Check yourself. What do you believe in? It does not have to be a religion; it can be something as simple as hating beef and other flesh-type meat. It could be the existence of ghosts, etc., etc.

A four-year old child in a rural community was outdoors with his father. They came upon a masquerade. The masquerade was minding his business. Nobody knew where the masquerade was going. As the masquerade was coming in their direction, the child excitedly ran to

the masquerade. Upon getting to the masquerade, the masquerade stretched hands, picked up the boy, and placed him on his shoulders. The child's father stood speechless as the drama unfolded. After walking a few yards, the masquerade brought the boy down. The boy went back to his father.

Being a rural community, people knew each other. Individuals who had the opportunity of capturing the event with their cell phones shared the photos with the boy's father. When the child turned 14, he was a high school student.

During festive seasons, all kinds of masquerades usually came out. At this child's Age 14, the Christmas season rolled around. Members of the community came out in droves to enjoy the scene. The high school boy was back from boarding house on school break and joined others at the village square. Upon seeing different kinds of masquerades, the boy ran away. People recognized him as the boy who had ran to a masquerade at Age 4. That evening, his father showed him a photo where he sat comfortably on the shoulders of a masquerade at four.



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The Marriage Institution... ...*is it under attack?*

If what we see on social is anything to go by, won't it be right to assume that the fun part of our lives called 'marriage' is under attack? We can use linear programming or inverse variation to seek answers. Social media is replete with skits, reports, live updates, and developments that can make even the most wary person think deeply and take a step back. A happily married woman in the United States said, "Yes, it is under attack."

Did you know that bad husbands are now making good husbands look bad and suspicious? Did you know that bad wives are now making good wives look bad and suspicious? An important element in the discussion of marriage is culture. Marriage is happening in all parts of the world. The different geographic areas have their different cultures. However, a specific culture has provided marriage with costume and made all participants look bad if they do not subscribe to the costume.

She's Cheating On Me!

Based on the culture of the parties, how would you view the above statement? Here, a man is claiming that his wife is cheating on him. Your world-view will depend on your geography, culture, level of enlightenment, peer group, and other considerations. It is, therefore, difficult to assign a 'correct' or 'incorrect label to the assertion. In this instance, a man is saying that his wife is having sex with another man or other men. For the purpose of this exercise, it is true that she is cheating on her husband. What does your culture dictate? Do you even do culture? Do you know culture? Are you from a population group that identifies with a way of life within which to assess the 'wife' who mates with a man other than her husband?

He's Cheating On Me!

Here, a woman is claiming that her husband is cheating on her. Again, cultural dictates come in handy. Did you know that your society could be a Patriarchy, and cheating will be perceived differently under such a dispensation. You should make the necessary effort to understand the 'texture' of your society. Otherwise, you will make a decision that can cause your ostracization. Several global areas are patriarchal, and a man can 'cheat' on his wife anytime and anywhere he wants. It is, therefore, the woman's responsibility to do things that will not cause the man to 'cheat' on her. It has been found out that once a man begins to 'cheat' on his wife, it is difficult to stop him. His society may entitle him to many females or wives.

Veil plus "With this ring I thee wed...,and with all my worldly goods I thee endow"

Do these words not sound good to one party in the drama called wedding? Can we safely say that wedding is marriage? What is 'marriage'? What is 'wedding'? If you were to define marriage, what exactly would you be saying? "Think before you answer... Are you sure?" (according to the Staple Singers; Murphy Williams, vocalist of The Apostles of Aba brought that song to life in the great City of Aba, precisely at Unicoco Hotel). Again, what is 'marriage'? What is 'wedding'? Who instituted the two? Under what circumstances were those two items instituted? Have you participated in marriage? Will you participate in marriage? Note that there is a difference between 'marriage' and the marriage ceremony. Wedding and the wedding ceremony are also not the same.

What cultural differences influence your perception of marriage? Is your perception right or wrong. It is most natural for a person to insist that his or her perception is right. However, observers have the right to accept or discard your self-assigned of your perception.

Marriage is simply a combination of two elements that act jointly. It is, therefore, obvious that this article is not just about two elements; it is about human beings. It is precisely about men and women. It is also based on a culture but generalized as much as possible to shine (or shade) the light on as broad a spectrum as possible. Mindset-wise, a man and a woman agree to live together as husband and wife. They begin to live together. They begin to make children. They begin to do visible things such as business ventures, participate in friendship circles, and contribute to group discussions such as politics, the economy, and social events, local and international.

I am Tired!

A woman can wake up one morning and declare, "I am tired!" It must be known that a party to a marriage begins with meeting new people, exchanging contact information, communicating, becoming interested, and falling head over heels to arrive at the "I am tired" station. At that point, it is difficult to ameliorate the situation. The party is already filled up to the brim—on one side with the new outside love and on the other side with the in-house hate. The person shouting "I am tired" is already ready to start the new life that gradually built up to this "I am tired" that the ill-prepared party sees. Have you ever been 'tired'? Did you act rashly? Did you think through or ameliorate it?

Get Out!

The 'get out' stage is usually unexpected; unexpected in the sense that the Cause of the action normally would not expect his or her actions to blow up in the face. Imagine that a successful woman brings in a man because she wants to procure sex from just one source. The man gradually gets used to the dame, sees a new dame, adrenalin kicks in, he pokes, gets caught, receives the 'Get Out' treatment. Conversely, a wife is procured through cultural and traditional processes. She moves into the home of the one who came and brought her out of her parents' house. She eats, gets more beautiful, toasted by outside men, forgets where she come from, falls in love flat on her face, busted..., "Get Out!"

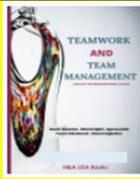
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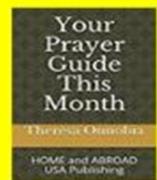
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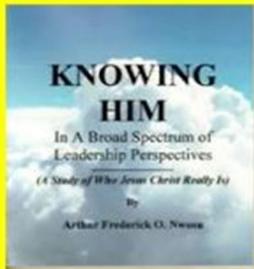
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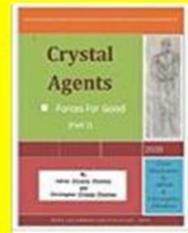
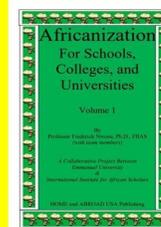
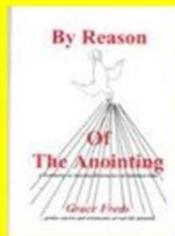
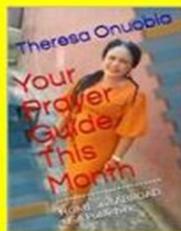
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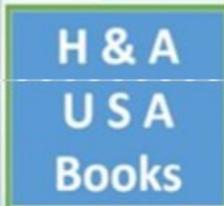


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Bananas Are Radioactive Powerho...



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Discoveries



Dr. Seuss Coined The Word 'Nerd'



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Every Single Clock



Fish..., Walking on Land...



Frogs Can Freeze Solid and Still Wak...



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Honey Found in Ancient Egyptia...



Honey In Ancient Egypt



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Next Month



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Sea Otters Hold Hands While SL...



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Small Italy Village



Snowflakes Take Up To 2 Hours To Fall



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Stop Whining



Teenage Inventor



The Artist



The Jellyfish Cracked The Code



The Man Who Invented The Frisbee



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ThinkSucce ss



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Music Elders Forum



We were members of different bands.

In several instances, we met each other in bands as bandmates.

Some of us shared big stages at big events where our different bands took the stage and performed.

We often called ourselves soldiers and called non-musicians civilians.

We had fun.

We found time to play soccer, chess, cards, billiards, pool, etc.

We were often far away from home; had homes anywhere we went.

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Bridging the Gap: Equipping Young Graduates for a Technologically Driven Workforce



Dr. Edward Agbai

The shift in skilled labor from the industries that recruit these workforces that colleges produced has placed a higher demand for them to acknowledge the necessity of adapting to the demands of a global economy where competitive edge is increasingly defined by innovative and technical capabilities. Colleges equip students with the knowledge to stay ahead of the curve, with many jobs that once required only a high school diploma now demanding college-level expertise. Colleges are thus becoming crucial for workforce participation, especially as living costs rise and higher education becomes synonymous with better-earning potential.

Suffice it to say that a significant gap exists between academic learning and industry expectations in today's rapidly evolving job market. Many young graduates leave universities with high hopes, only to face the harsh reality of underemployment, lack of practical experience, and a mismatch between their skills and employers' demands. This is a pressing issue that institutions, policymakers, and businesses must collectively address to secure a prosperous future for our youth.

One of the biggest challenges facing graduates today is the absence of hands-on experience. While colleges excel in providing theoretical knowledge, they often fall short in offering real-world application opportunities. Many industries now prioritize practical skills, problem-solving abilities, and adaptability over mere academic excellence.

Nigeria faces distinct challenges concerning educational attainment and employment. In 2023, 86% of the labour force, approximately 76.6 million individuals, lacked post-secondary education. Among those without formal education, 79% were employed in informal sectors such as agriculture and trading. However, the unemployment rate among individuals with post-secondary education stood at 9.4%, indicating that even higher educational qualifications do not guarantee employment in Nigeria's competitive job market. These statistics underscore the challenges and opportunities recent graduates face in these countries, highlighting the importance of aligning educational outcomes with labour market demands. Emmanuel University Raleigh, North Carolina, is at

The result? Many fresh graduates struggle to secure meaningful employment despite their qualifications.

To tackle this, colleges must integrate experiential learning into their curricula. Expanding internship programs, fostering industry partnerships, and introducing more project-based coursework can better prepare students for the workforce. Furthermore, mentorship initiatives connecting students with professionals in their field can provide invaluable guidance, networking opportunities, and exposure to industry dynamics.

Organizations in Canada increasingly demand additional professional certificates including the diplomas given by colleges to potential job seekers, creating another layer of complexities in the job market in Canada. New certificates are demanded every other year to keep up with the changes in technological advances. The increasing integration of artificial intelligence (AI) across various industries in Canada and the United States has led to a significant demand for AI competencies and certifications in the workplace. Employers are seeking professionals equipped with AI knowledge to enhance productivity and drive innovation. This push reflects a broader recognition of AI's transformative impact across sectors.

Educational institutions, industry leaders, and professional organizations are actively developing programs and certifications to equip the workforce with the necessary AI skills, ensuring competitiveness in an

the forefront of promoting Entrepreneurship education that seeks to make its graduates self-employed rather than seek employment and become net employers of labour. Another crucial aspect is the role of government and private-sector collaboration in bridging this divide. Policies that incentivize companies to offer internships, apprenticeships, and graduate trainee programs can help create pathways for students to transition smoothly into their careers. Additionally, embracing digital skills training and entrepreneurship education can empower young people to innovate and create job opportunities rather than solely relying on traditional employment routes. Students also have the responsibility to proactively develop skills—beyond the classroom. Online cour

increasingly AI-driven world.

Recent data indicates that young college graduates in the U.S. face challenges in the job market. Since early 2021, the unemployment rate for individuals aged 22 to 27 with a bachelor's degree has been consistently higher than that of the broader population. In 2023, the hiring rate for positions requiring a college degree declined by 20% compared to the previous year. This downturn has made it increasingly difficult for new graduates to secure employment in their fields of study. In Canada, employment rates vary significantly based on educational attainment. As of 2023, approximately 55.9% of high school graduates aged 15 and older were employed. In contrast, individuals holding a bachelor's degree had a higher employment rate of 73.3% in 2022. These statistics suggest that higher educational qualifications correlate with better employment prospects in the Canadian labour market.

ses, workshops, and extracurricular activities can enhance their employability. A mindset of lifelong learning and adaptability will be crucial in navigating the uncertainties of the modern workforce. As we chart a path forward, all stakeholders—educational institutions, businesses, government, and students—must work together to ensure our graduates are not left behind. By fostering a skills development culture, practical training, and innovation, we can bridge the education-to-employment gap and equip young professionals for a brighter, more secure future. The time for action is now.

Edward Agbai, PhD, is the Deputy Director, Alumni Relations at Emmanuel University, Raleigh, NC, USA

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In submission to the will of God,
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Celine Nkechi Nwobu
OJIEFI

WITH HEAVY HEARTS, WE SHARE THAT OUR BELOVED
MATRIARCH, CELINE NKECHI NWOBU "OJIEFI", DEPARTED
THIS LIFE PEACEFULLY ON SATURDAY, DECEMBER 21. SHE

Engineering

Engineering is not road and bridge construction. It is not fabricating metal to create pillars and embankments or all such things. Engineering is simply ‘solving problems’. Those of us who have no academic engineering background might be engineers without knowing it. The more you think of yourself as a problem solver, the better you get at what you do. When we think along those lines, academically and professionally trained engineers will benefit from our mindset. This is because when they pick up their aspects of tasks, they will notice that we already did our ‘civilian’ aspects with the right mindset. In fact, when God created the world, HE said “*Be fruitful, and multiply*, and replenish the earth, and subdue it: and have dominion over the fish of the sea.” We cannot subdue and dominate the earth without working as engineers.

My brother studied engineering: chemical engineering, metallurgy and material science technology, electronic engineering—one person. My sister studied Mathematics. My nephew here in this country is an engineer. My other nephew overseas is an engineer. My two sons are both engineers. I was able to see the meaning of engineering in reality. I can now claim to understand the underlying concept of bridge-building, road construction, ship building, aircraft and automobile manufacturing. I now know what they are all doing. They are all solving problems. They did not set out to just build or manufacture these things. They noticed a problem—a gap in life and living. They decided to fill that gap. My engineer-brother becomes my ‘free-of-charge’ problem solver. He still does not know that he has that as a role. One

day, I asked one of my sons, “what exactly is engineering?” He said, “Daddy, engineering is simply solving problems.” I asked, “Is that it?” He said, “Just that, Daddy.” So, I asked his siblings, nephews, and uncle who are engineers... “Are you trying to say that they are merely solving problems?” He said, “Yes, Daddy. Just ask them their specific tasks as engineers. If you don’t see problem-solving in their responses, then, ask them, ‘What is the purpose of those tasks you are performing’, and see what they will tell you.” I began to understand that I too am an engineer! I did not enroll in an engineering program, neither did I take an engineering elective course. I see myself solving problems all day long. Sooner than later, I wittingly / unwittingly had my spillover of engineering mojo to the professional environment where, believe it or not, I said

to my colleagues at work that I wanted to re-engineer some of our processes. I listened for a response. Nobody questioned my comment. Nobody queried my usage of the word ‘re-engineer’. In fact, the Vice President of our operations was in the meeting. Now I am sitting between my subordinates and top leadership. Since nobody raised an eyebrow I was expecting a buzz from top leadership to ‘wonder’ what I meant by ‘re-engineer’. I did not see any such interaction or communication. Rather, I got commendations for thinking with an engineering mindset. I have since been viewing my tasks and activities from the engineering standpoint. Let’s focus on solving problems that we come across on the road of life—at home, at work, in the neighborhood, in our social circles, or anywhere along the way to the benefit of humanity.



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**In everything you do, think engineering and re-engineering.
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