



Entrepreneurial Ecosystems and Job Creation Sustainability: A Study of Abuja Technology and Innovation Hub

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ABSTRACT

This study examined how innovation ecosystems affect startup growth, access to funding, job creation, and the effectiveness of government policies. The primary focus was on the Abuja Technology and Innovation Hub (ATIH). The research explored how government support, infrastructure, access to capital, and entrepreneurial education influence startup performance and sustainability. Data were collected using a structured questionnaire administered via a five-point Likert scale to 120 participants from various organizations within the ATIH ecosystem. The survey instrument demonstrated high reliability, with a Cronbach's alpha of 0.858. Pearson correlation analysis revealed strong positive correlations between access to finance and startup growth ($r = 0.695, p < .001$), entrepreneurial education and job creation ($r = 0.770, p < .001$), and government support and startup growth ($r = 0.683, p < .001$). There was also a notable link between entrepreneurial education and opportunities for networking and receiving advice ($r = 0.612, p < .001$). Conversely, high interest rates ($r = -0.452$) and bureaucratic inefficiencies ($r = -0.374$) emerged as significant barriers to funding and business establishment, while security and technical issues showed no significant impact. These findings underscore the importance of integrated policy frameworks, targeted financial instruments, and robust educational support systems in fostering innovation-driven entrepreneurship and sustainable job creation in Nigeria's emerging technology hubs.

Keywords: Access to Finance, Entrepreneurial Education, Government Support, Innovation Ecosystem, Startup Growth

1.0 INTRODUCTION

Networks of entrepreneurs, investors, legislators, and support organizations build from entrepreneurial ecosystems, which are essential for fostering innovation, economic expansion, and job creation (Isenberg, 2010). Nigeria, the most populous country in Africa, has a high rate of youth unemployment, currently approximately 33% (NBS, 2023), which makes economic diversification and youth empowerment top priorities. The Nigerian government has taken steps to encourage technical innovation and entrepreneurship to address this. The Federal Capital Territory's Abuja Technology Village (ATV), a Science and Technology Park intended to foster research, innovation, and commercialization in fields such as biotechnology, energy, minerals technology, agriculture, and ICT, serves as a prime example. In addition to ATV, programs like the \$618 million Investment in Digital and Creative Enterprises (iDICE) program and the National Information Technology Development Agency's Technology Innovation and Entrepreneurship Support (TIES), which was introduced in 2023, assist the development of digital skills and the expansion of startups across the country (Voice of Nigeria, 2023; Pulse Nigeria, 2023). These programs are essential for creating a thriving entrepreneurial environment that promotes sustained economic growth and employment creation. Nigeria's entrepreneurial environment continues to face obstacles despite these efforts. Startups and SMEs face regulatory obstacles, inadequate infrastructure, and restricted access to funding. Early-stage funding and business scaling are hindered by high interest rates and a dearth of venture capital (World Bank, 2023). Furthermore, the competitiveness of young entrepreneurs is constrained by the fact that entrepreneurial education programs sometimes fail to align with industry needs and practical applicability (Abuja City Journal, 2024). Even if frameworks such as the Nigeria Startup Act seek to enhance the business environment, policy support is undermined by lax enforcement and weak institutional coordination (Startup Act Nigeria, 2023). Establishing an efficient and long-lasting business ecosystem is essential in light of these difficulties. This study examines the Abuja Technology and Innovation Hub (ATIH), focusing on key elements such as government policy support, entrepreneurial education and training, and financial access. To provide insights into how ATIH can better serve aspiring business owners and support Nigeria's economic growth and job stability, this study aims to explore solutions that foster innovation, job creation, and long-term sustainability.

Objective of the Study

The following objective will guide this research:

- i. To assess the impact of entrepreneurial ecosystems on job creation sustainability at the Abuja Technology and Innovation Hub (ATIH).

Research Hypothesis

- i. H_{01} : Entrepreneurial ecosystems do not significantly influence job creation sustainability at the Abuja Technology and Innovation Hub (ATIH).

2.0 LITERATURE REVIEW

Entrepreneurial ecosystems

Entrepreneurial ecosystems, defined as networks of interconnected stakeholders, entrepreneurs, investors, mentors, educational institutions, policymakers, and support organizations, play a vital role in fostering innovation, economic growth, and job creation in emerging economies (Isenberg, 2010). This review focuses on three key components of these ecosystems: access to finance, entrepreneurial education and training, and government policies, and their impact on sustainable job creation at the Abuja Technology and Innovation Hub (ATIH) in Nigeria. Entrepreneurial ecosystems are crucial for economic development, as they facilitate new business creation, drive innovation, and enhance employment, thereby helping to address challenges such as youth unemployment in Nigeria (National Bureau of Statistics [NBS], 2023). ATIH serves as a prime example of such an ecosystem, supporting startups across sectors like agriculture, biotechnology, IT, and energy (Abuja Technology Village, n.d.). Research shows that entrepreneurial ecosystems not only provide critical resources for startup growth but also cultivate an innovative environment that fosters job creation (Adebayo et al., 2021). Additionally, networks within hubs, such as ATIH, link entrepreneurs with investors and policymakers, thereby increasing the likelihood of business success (Mason & Brown, 2020).

Access to Finance

Access to finance is a critical component of entrepreneurial ecosystems. For many startups, especially those in their early stages, securing capital is often the biggest challenge to scaling their businesses. This is particularly true in emerging economies, where access to venture capital, angel investments, and other funding sources is limited. In Nigeria, the World Bank (2023) highlights that many entrepreneurs face high interest rates and limited access to funding due to the absence of adequate financing mechanisms and the high risk associated with early-stage ventures. At ATIH, the lack of access to affordable finance remains a significant barrier for many startups. A recent study by Ogundele et al. (2023) found that limited access to seed capital and venture funding significantly hinders the growth of startups in Nigeria. Despite initiatives such as the Technology Innovation and Entrepreneurship Support (TIES) scheme, which aims to foster digital skills development and startup growth, many entrepreneurs continue to struggle to access the necessary financial resources to scale their businesses (Voice of Nigeria, 2023). Research by Salami et al. (2022) suggests that improving access to finance within entrepreneurial ecosystems can stimulate innovation and create sustainable employment. Financial support, in the form of grants, loans, or equity investments, is essential for enabling entrepreneurs to develop new products, expand their operations, and hire more employees. Furthermore, financial resources can facilitate the acquisition of technology and infrastructure, which are vital to the growth of technology-driven startups.

Entrepreneurial Education and Training

Entrepreneurial education and training programs play a crucial role in shaping entrepreneurs' skills and capabilities. In many developing countries, including Nigeria, the education system

often does not align with entrepreneurs' practical needs. As a result, there is often a gap between theoretical knowledge and the skills needed to navigate real-world business challenges (Abuja City Journal, 2024). This gap can hinder the growth of startups and SMEs, limiting their ability to create sustainable jobs. The Abuja Technology and Innovation Hub offers a range of training programs designed to equip entrepreneurs with the skills necessary to succeed in a competitive marketplace. According to Adebayo and Ajao (2023), entrepreneurial education in innovation hubs like ATIH focuses on both technical and business management skills, helping entrepreneurs understand the complexities of running a business. However, the effectiveness of these programs remains a subject of debate. Some studies have pointed out that while these programs provide entrepreneurs with valuable knowledge, they often fail to adequately address the practical needs of early-stage businesses (Adedeji et al., 2022). For entrepreneurial ecosystems to effectively foster job creation, education and training programs must be more hands-on and tailored to the dynamic nature of the business environment.

Government Policies and Support

Government policies are another critical factor influencing the success of entrepreneurial ecosystems. Supportive policies create an enabling environment for businesses to grow, while ineffective or poorly implemented policies can stifle innovation and hinder job creation. In Nigeria, government initiatives like the Nigeria Startup Act and the Investment in Digital and Creative Enterprises (iDICE) program aim to support startups and innovation hubs by providing funding, tax incentives, and access to technology (Pulse Nigeria, 2023). However, the implementation of these policies has often been inconsistent, and many entrepreneurs face challenges navigating bureaucratic processes and accessing the benefits intended for them (Startup Act Nigeria, 2023). Research by Okunola et al. (2021) indicates that while government policies in Nigeria have made progress in supporting entrepreneurship, the lack of effective implementation and coordination between government agencies remains a significant obstacle. Entrepreneurs at the ATIH, for example, often encounter difficulties in accessing government grants or navigating the regulatory framework, which can slow down business growth and limit job creation potential.

Job creation sustainability

Job-creation sustainability refers to the capacity to consistently generate and sustain employment opportunities that contribute to long-term economic development and social well-being. It involves not only creating jobs but also ensuring that these jobs are stable, inclusive, and contribute to overall economic resilience. The concept extends beyond merely increasing the number of jobs in an economy or within a specific sector, focusing on the quality, stability, and growth potential of these jobs over time (ILO, 2020). Job creation sustainability is closely linked to the development of a robust entrepreneurial environment that supports innovation, startup growth, and the expansion of small and medium-sized enterprises (SMEs). The dynamic interaction between entrepreneurs, investors, government policies, and support institutions within an entrepreneurial ecosystem plays a critical role in determining the sustainability of the jobs

created within that ecosystem (Isenberg, 2010). For example, while entrepreneurial ecosystems may generate significant short-term employment opportunities, the long-term sustainability of those jobs is contingent upon the ecosystem's ability to provide consistent access to resources, financial capital,

market opportunities, and entrepreneurial education.

Innovation and Technological Advancement

In entrepreneurial ecosystems, job creation often results from innovative activities and the commercialization of new technologies. Startups and small businesses typically drive technological advancements, creating employment opportunities in sectors such as ICT, agriculture, and biotechnology. Sustainable job creation is more likely when these innovations lead to scalable businesses that can generate multiple job opportunities over time. Research by Salami et al. (2022) emphasizes the role of innovation in creating employment opportunities, particularly in technology hubs such as the Abuja Technology and Innovation Hub (ATIH), which focuses on leveraging technology for economic growth.

Theoretical Review

This study is primarily grounded in the Resource-Based Theory (RB Theory), which posits that an organization's competitive advantage derives from its ability to access and strategically use valuable, rare, inimitable, and non-substitutable resources. In the context of the Abuja Technology and Innovation Hub (ATIH), these resources include access to finance, entrepreneurial education, and supportive government policies. According to RB Theory, startups that effectively leverage these resources are more likely to achieve long-term growth and job creation. Financial capital, for example, allows startups to scale and hire employees, while entrepreneurial education equips founders with the skills to manage and expand their businesses. Furthermore, government policies provide crucial support, such as tax incentives and funding programs, which reduce barriers to growth and contribute to sustainable job creation.

Human Capital Theory, introduced by Becker (1964), complements RB Theory by emphasizing the role of education and training in enhancing individual productivity. This theory suggests that investments in human capital, such as entrepreneurial education, enhance entrepreneurs' capabilities and help them navigate business challenges. At ATIH, educational programs equip entrepreneurs with the skills needed to build and sustain businesses, thereby contributing to job creation. By investing in human capital, the study aligns with the understanding that skill development is essential for fostering long-term employment.

Institutional Theory, proposed by DiMaggio and Powell (1983), adds another layer by highlighting the influence of institutional structures and policies on organizational outcomes. In the case of ATIH, while supportive government policies such as the Nigeria Startup Act and the iDICE program are designed to foster entrepreneurship, the study shows that their impact is often constrained by poor implementation, bureaucratic inefficiencies, and a lack of coordination among government agencies. Institutional Theory underscores the importance of an effective,

well-coordinated, and efficiently executed policy framework to ensure that these initiatives contribute to sustainable job creation.

Empirical Review

Ogundele et al. (2023) provide insightful findings regarding the significant impact of financial access on startup growth in Nigeria. The study's quantitative approach is robust, and the sample size of 250 respondents enhances the generalizability of the findings. However, while the study identifies bureaucratic bottlenecks and high interest rates as major hindrances, the analysis could benefit from a deeper exploration of the specific reasons for these systemic issues, perhaps by incorporating qualitative data or case studies. Additionally, although the study recommends streamlining loan processes and reducing interest rates, it would have been valuable to explore practical solutions or examples of successful financial access reforms in other contexts. A more detailed examination of the implementation challenges of programs such as TIES could help bridge the gap between policy and practice.

Adebayo and Ajao (2023) demonstrate the clear link between entrepreneurial education and startup success. Their use of both quantitative and qualitative data (surveys and semi-structured interviews) offers a well-rounded perspective. The strong positive correlation between entrepreneurial education and sustainable growth is compelling. However, a limitation of the study is that it only focuses on youth entrepreneurs in Abuja. It would be interesting to determine whether similar results could be observed in other regions of Nigeria, particularly in rural areas or across different industries. Furthermore, while the study emphasizes the importance of customized education, it would have been beneficial to examine specific types of training or curriculum components that yield the most successful outcomes.

Adedeji et al. (2022) provide strong evidence of the role of mentorship and hands-on training in fostering entrepreneurial resilience and job creation. Their use of pre- and post-training assessments enables clear measurement of the impact of training. However, the study's sample size of 100 startup owners may be somewhat limiting in drawing broader conclusions about the efficacy

of training programs across Nigeria. Moreover, while the study highlights the importance of mentorship, it could have benefitted from a deeper exploration of how different types of mentorships (e.g., industry-specific vs. general guidance) contribute to startup success. Furthermore, the study could explore how mentorship is integrated into existing entrepreneurial ecosystems.

Salami et al. (2022) emphasize the importance of aligning entrepreneurial education with market trends, which is crucial for ensuring that startups remain relevant. The focus on digital skills and agri-tech solutions is timely and well-aligned with current global trends. However, the study is limited by its focus on only 50 startups at ATIH, which may not fully represent the broader Nigerian startup ecosystem. The study could benefit from a comparative analysis of innovation hubs in Nigeria to examine how alignment with industry trends varies across sectors.

Additionally, a deeper exploration of the specific challenges startups faces in aligning their business models with these educational programs could add nuance to the findings.

Eze and Okonkwo (2022) focus on the crucial role of financial literacy in securing investment and managing funds, a relevant issue for many entrepreneurs. The use of correlational analysis to assess the relationship between financial literacy and funding acquisition is well-suited to this type of study. However, while the findings highlight the importance of financial literacy, the study does not examine how entrepreneurs can acquire or improve it in practice. The study could benefit from exploring different training programs or resources that have proven effective in enhancing financial literacy among entrepreneurs.

Abdullahi and Ibrahim (2023) focus on the critical role of regulatory frameworks in startup survival, which is an important area of research. The study's findings that simplified registration processes and accessible government-backed funding contribute to improved startup survival are well-supported. However, the study's reliance on convenience sampling and survey research design limits the generalizability of the findings. Further research using random sampling across different regions of Nigeria could provide more robust insights. Additionally, the study could have benefited from a comparative analysis of regulatory environments in different countries to identify best practices.

Akinwale et al. (2022) offer valuable insights into the importance of strong entrepreneurial ecosystems in driving job creation. The study's focus on multiple innovation hubs, including ATIH, provides a broad perspective on the role of finance, education, and supportive policies. However, the study's qualitative approach may limit its ability to provide concrete, generalizable recommendations for improving the entrepreneurial ecosystem. A more quantitative analysis could help validate the findings and provide clearer evidence of the impact of different ecosystem components on startup success.

3.0 METHODOLOGY

Research Design

This study employed a quantitative cross-sectional survey design to examine the relationships between key components of the entrepreneurial ecosystem, access to finance, entrepreneurial education, and government policies, and their impact on the sustainability of job creation at the Abuja Technology and Innovation Hub (ATIH). The cross-sectional design was chosen because it enables the collection of standardized data at a single point in time, facilitating empirical analysis of the influence of these factors on startup growth and job creation. This approach enables the researcher to explore stakeholders' perceptions and experiences within the ATIH ecosystem without manipulating conditions, providing a clear snapshot of how the ecosystem's components interact.

Nature and Sources of Data

Primary data for this study were collected through a structured questionnaire administered to entrepreneurs, startup founders, and other key stakeholders within the ATIH ecosystem. The questionnaire was designed with closed-ended items to assess respondents' perceptions of access

to finance, entrepreneurial education, and government support, and their impact on job-creation sustainability. The survey focused on gathering responses from a diverse group of participants, including those in different job roles (e.g., junior staff, senior staff, management) and organizations (e.g., startups, established businesses, non-profit organizations). A total of 180 questionnaires were distributed across three major innovation hubs in Abuja: The Innovation Growth Hub (Wuse 2), Abuja Tech Village (Central Area), and the Civic Innovation Lab (Maitama). The final sample consisted of 120 valid responses, which were subsequently analyzed. Participants were assured of confidentiality, and the data collection process adhered to ethical research standards.

Methods of Data Analysis

The collected data were analyzed using both descriptive and inferential statistical methods. Descriptive statistics, including measures such as mean, standard deviation, frequency, and percentage, were used to summarize respondents' demographic characteristics and to identify general trends in key elements of the entrepreneurial ecosystem. This analysis provided insights into how respondents perceive access to finance, entrepreneurial education, and government support within ATIH. Inferential statistics were used to test the study's hypotheses and assess the strength and significance of relationships between the variables. Specifically, Pearson correlation analysis was employed to assess the associations between the independent variables (access to finance, entrepreneurial education, and government policies) and the dependent variable (job-creation sustainability). The Pearson correlation coefficient quantified the extent to which these factors are associated with job creation outcomes. All statistical analyses were conducted using SPSS version 27, and the results were presented in tabular form for clarity, interpretation, and comparison.

4.0 DATA PRESENTATION AND ANALYSES

Data Presentation

Table 4.1 presents descriptive statistics for the key variables in this study: access to finance, entrepreneurial education, government policies, and job-creation sustainability. The analysis is based on 120 valid responses, with no missing values reported. The standard deviation values for these variables range from 0.522 (for Access to Finance) to 0.781 (for Government Policies and Support), indicating that there are relatively low variability and a high level of agreement among respondents about these factors.

The minimum values for the variables ranged from 3 to 4, representing the lower end of the scale, while the maximum values were all 5, reflecting the upper end of the scale used for the survey items. These results suggest that respondents hold a generally consistent view of the impact of components of entrepreneurial ecosystems on the sustainability of job creation.

The mean scores for the variables are as follows: Access to Finance (4.47), Entrepreneurial Education (4.38), Government Policies and Support (4.55), and Job Creation Sustainability (4.63). These mean scores show that respondents tend to view access to finance, entrepreneurial education, and government policies positively, with Job Creation Sustainability receiving the

highest average score. The median values are closely aligned with the mean scores, reinforcing the consistency of the responses. Specifically, the medians for Access to Finance, Entrepreneurial Education, Government Policies, and Job Creation Sustainability are 4.50, 4.46, 4.61, and 4.70, respectively, indicating similar central tendencies across all variables.

Table 4.1: Descriptive Statistics Analysis of Key Variables

Descriptive Statistics					
		Access to Finance	Entrepreneurial Education	Government Policies	Job Creation Sustainability
N	Valid	120	120	120	120
	Missing	0	0	0	0
Mean		4.47	4.38	4.55	4.63
Median		4.5	4.46	4.61	4.7
Std. Deviation		0.522	0.699	0.565	0.484
Minimum		3	3	3	4
Maximum		5	5	5	5

Source: Researcher’s Survey, 2026

Table 4.2 presents Pearson correlation coefficients, indicating substantial correlations between the essential elements of the entrepreneurial ecosystem and the sustainability of job creation at the Abuja Technology and Innovation Hub (ATIH). The findings demonstrate a robust positive association between Access to Finance and Job-Creation Sustainability ($r = 0.695, p < 0.001$), suggesting that greater access to financial resources is associated with increased sustainable job-creation potential. Entrepreneurial Education exhibits a substantial positive association with Job Creation Sustainability ($r = 0.770, p < 0.001$), underscoring the essential role of education and skills development in promoting sustainable job creation. Moreover, Government Policies demonstrate a significant positive association with Job development Sustainability ($r = 0.735, p < 0.001$), indicating that government support is crucial for fostering an environment conducive to job development within the ATIH ecosystem. Furthermore, Access to Finance is positively correlated with Entrepreneurial Education ($r = 0.663, p < 0.001$), and Government Policies are similarly positively correlated with Entrepreneurial Education ($r = 0.612, p < 0.001$), suggesting that a synergy between financial assistance and educational programs is essential for promoting entrepreneurship.

These findings highlight the significance of a comprehensive approach in which access to finance, entrepreneurial education, and government policies collectively foster job creation and economic sustainability within the innovation cluster. All correlations are statistically significant at the 0.01 level, indicating substantial consistency in responses across the sample.

Table 4.2 Pearson Correlation Analysis

Correlations

		Access to Finance	Entrepreneurial Education	Government Policies	Job Creation Sustainability
Access to Finance	Pearson Correlation	1	0.663**	0.644**	0.695**
	Sig. (2-tailed)		0	0	0
	N	120	120	120	120
Entrepreneurial Education	Pearson Correlation	0.663**	1	0.612**	0.770**
	Sig. (2-tailed)	0		0	0
	N	120	120	120	120
Government Policies	Pearson Correlation	0.644**	0.612**	1	0.735**
	Sig. (2-tailed)	0	0		0
	N	120	120	120	120
Job Creation Sustainability	Pearson Correlation	0.695**	0.770**	0.735**	1
	Sig. (2-tailed)	0	0	0	
	N	120	120	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher’s Survey 2026

Test for Hypotheses

To assess whether components of the entrepreneurial ecosystem, such as access to finance, entrepreneurial education, and government policies, have a significant impact on job creation sustainability at the Abuja Technology and Innovation Hub (ATIH), a Pearson correlation analysis was conducted using data from 120 respondents. The analysis revealed that Access to Finance had a strong, positive, and statistically significant correlation with Job Creation Sustainability ($r = 0.695, p < 0.001$). Similarly, Entrepreneurial Education exhibited a very strong, positive, and statistically significant correlation with Job Creation Sustainability ($r = 0.770, p < 0.001$). Furthermore, Government Policies demonstrated a positive and statistically significant correlation with Job Creation Sustainability ($r = 0.735, p < 0.001$).

These results provide substantial evidence that all three independent variables, Access to Finance, Entrepreneurial Education, and Government Policies, positively influence the

sustainability of job creation. Given that all three factors show significant positive relationships with job creation outcomes, the null hypothesis is rejected. This suggests that these elements of the entrepreneurial ecosystem meaningfully foster sustainable job creation at ATIH. The findings highlight the importance of improving access to finance, enhancing entrepreneurial education programs, and strengthening supportive government policies to sustain and expand job creation within the ecosystem.

5.0 SUMMARY OF FINDINGS, CONCLUSION, AND RECOMMENDATIONS

Summary of Findings

The results of this study highlight the critical role that key components of the entrepreneurial ecosystem, access to finance, entrepreneurial education, and government policies, play in fostering the sustainability of job creation at the Abuja Technology and Innovation Hub (ATIH). Entrepreneurial Education was identified as the most significant factor, exhibiting a very strong positive correlation with job-creation sustainability. Access to Finance also exhibited a strong positive impact, emphasizing the importance of financial support in enabling startups to scale and generate long-term employment. Government Policies showed a positive and statistically significant correlation, demonstrating the value of supportive policies in creating an environment conducive to entrepreneurship and sustainable job creation. All three components were found to have a significant influence on the sustainability of job creation, underscoring their interconnected role in driving entrepreneurship at ATIH.

Conclusion

The findings indicate that access to finance, entrepreneurial education, and government policies collectively contribute to the sustainability of job creation within the ATIH ecosystem. Entrepreneurial Education emerged as the most influential factor, emphasizing the importance of skills development in fostering successful startups and long-term job creation. The study highlights that while financial resources and supportive policies are crucial, well-designed educational programs significantly enhance the sustainability of job-creation efforts. These practices, particularly the alignment of education with industry needs, contribute to increased entrepreneurial resilience and job generation. However, the study's reliance on self-reported data from a single innovation hub and a limited sample size are noted limitations. Future research should aim to include a larger, more diverse range of respondents and ecosystems to enhance generalizability.

Recommendations

It is recommended that the ATIH ecosystem continue to prioritize and enhance entrepreneurial education programs to ensure alignment with market demands and to provide practical, hands-on learning experiences. Access to Finance should be improved by expanding funding opportunities, particularly for early-stage startups, through partnerships with venture capitalists and government-backed initiatives. Additionally, policymakers should focus on creating more comprehensive and accessible financial mechanisms to reduce barriers for entrepreneurs. Government policies should be further strengthened and streamlined to ensure they effectively

support innovation-driven entrepreneurship and job creation. Future studies should expand the scope to include a larger sample from various innovation hubs across Nigeria and explore the long-term impacts of these practices on entrepreneurial success and the sustainability of job creation.

Contribution to Knowledge

This study provides empirical evidence that access to finance, entrepreneurial education, and government policies are key drivers of the sustainability of job creation in entrepreneurial ecosystems. It expands the literature by emphasizing the significance of these factors in the context of Nigeria's emerging tech hubs, such as ATIH. The findings reinforce the importance of a well-rounded entrepreneurial ecosystem that integrates financial, educational, and policy-related support to foster innovation and employment. The study's results provide valuable insights for policymakers, entrepreneurs, and support institutions on how to create sustainable environments for startups and job creation. Additionally, the study underscores the relevance of the Resource-Based Theory in understanding how the strategic use of resources can drive long-term sustainability in entrepreneurial ecosystems.

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