



# FINAL-REPORT

Submitted to Office  
of the DC -MSME  
Ministry of MSME

## Evaluation Study of Entrepreneurship and Skill Development Programme (ESDP)



Submitted by  
Indian Institute of Public  
Administration

**Final Report**

**EVALUATION OF  
ENTREPRENEURSHIP AND SKILL DEVELOPMENT  
PROGRAMME (ESDP)**

**Submitted to**



सत्यमेव जयते

**OFFICE OF THE DEVELOPMENT COMMISSIONER  
MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES**

**by**



**INDIAN INSTITUTE OF PUBLIC ADMINISTRATION (IIPA)**  
IP Estate, Ring Road, New Delhi

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# Acknowledgement

Micro, Small, and Medium Enterprises (MSMEs) are a vital component of India's economic growth and socio-economic development. These enterprises not only contribute significantly to GDP, manufacturing, and exports but also play a crucial role in promoting entrepreneurship and generating employment across diverse regions of the country. Recognizing the importance of entrepreneurship and skill development in strengthening the MSME sector, the Government of India has implemented various programmes, including the Entrepreneurship and Skill Development Programme (ESDP).

This study on the ESDP Scheme has been undertaken to evaluate the effectiveness and impact of the programme in fostering entrepreneurship and skill enhancement among aspiring individuals. The evaluation aims to assess the performance of the scheme, identify best practices, and suggest areas for improvement to augment its outreach and outcomes.

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**Prof. K.K. Pandey and Dr. Sachin Chowdhry**  
**(Project Coordinators)**



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# List of Abbreviations

<b>ADC</b>	:	Additional Development Commissioner
<b>Advanced MDP</b>	:	Advanced Management Development Programme
<b>AS</b>	:	Additional Secretary
<b>APL</b>	:	Above Poverty Line
<b>ATI</b>	:	Administrative Training Institutes
<b>BPL</b>	:	Below Poverty Line
<b>DC(MSME)</b>	:	Development Commissioner, Ministry of Micro, Small and Medium Enterprises
<b>DDO</b>	:	Drawing and Disbursing Officer
<b>DIC</b>	:	District Industries Centres
<b>DFO</b>	:	Development and Facilitation Office
<b>EAP</b>	:	Entrepreneurship Awareness Programme
<b>EDII</b>	:	Entrepreneurship Development Institute of India
<b>EMS</b>	:	Environmental Management Systems
<b>ESDP</b>	:	Entrepreneurship and Skill Development Programme
<b>E-SDP</b>	:	Entrepreneurship-cum-Skill Development Programme
<b>FGD</b>	:	Focus Group Discussion
<b>GFR</b>	:	General Financial Rule
<b>HQ</b>	:	Head Quarter
<b>IA</b>	:	Implementing Agencies
<b>IDEMI</b>	:	Institute for Design of Electrical Measuring Instruments
<b>IIE</b>	:	Indian Institute of Entrepreneurship
<b>ITI</b>	:	Industrial Training Institutes
<b>JDC</b>	:	Joint Development Commissioner

<b>KII</b>	:	Key Informant Interview
<b>KVI</b>	:	Khadi and Village Industries
<b>MDP</b>	:	Management Development Programme
<b>MSE</b>	:	Micro and Small Enterprise
<b>MSME</b>	:	Micro, Small and Medium Enterprise
<b>MSME-TC</b>	:	Micro, Small and Medium Enterprises Technology Centres
<b>NEHHDC</b>	:	North Eastern Handicrafts & Handlooms Development Corporations Limited
<b>NER</b>	:	North Eastern Region
<b>OBC</b>	:	Other Backward Classes
<b>PSU</b>	:	Public Sector Undertaking
<b>PAO</b>	:	Pay and Accounts Officer
<b>PwD</b>	:	Persons with Disabilities
<b>PMU</b>	:	Project Monitoring Unit
<b>REESI+C+E</b>	:	Relevance, Effectiveness, Efficiency, Sustainability, Impact, Coherence, and Equity
<b>SC</b>	:	Scheduled Castes
<b>ST</b>	:	Scheduled Tribes
<b>TC</b>	:	Testing Centre
<b>TS</b>	:	Testing Station

# Executive Summary

## Objectives of the Study

The objectives of the evaluation study as per the ToR, given by the Ministry of MSME are:

- To evaluate the effectiveness of the training components organized by MSME DFOs, Implementing Agencies (IAs), Technology Centres (TC) under the Entrepreneurship and Skill Development Programme (ESDP) Scheme.
- To provide insights into the implementation status of the ESDP programme and offer feedback for its further improvement.

To conduct a detailed evaluation using the REESI+C+E framework, which includes assessing the scheme's Relevance, Effectiveness, Efficiency, Sustainability, Impact, Coherence, and Equity, ensuring that the programme is well-aligned with national development goals and best practices while meeting the needs of diverse beneficiary groups.

### a) Relevance

- To examine the extent to which the scheme's design, components, and delivery mechanisms are appropriate and sufficiently tailored to meet the entrepreneurial needs of target populations including women, SC/ST communities, Persons with Disabilities (PwD), ex-servicemen, and BPL persons.
- Evaluation of the quality and relevance of the training provided under the scheme.

### b) Effectiveness

- Assessment of training modules, delivery methods, and their effectiveness in achieving desired outcomes.
- Understanding reach and impact of the programme across different beneficiary groups.
- Actionable and practical suggestions for improving the effectiveness and impact of the scheme.
- Recommendations for enhancing targeting, training methods, and skill development opportunities.
- Review of the ESDP MIS portal to enhance the implementation of the scheme.

### c) Efficiency

- Identification of challenges faced by beneficiaries and areas where the programme can be improved.

### d) Sustainability

- Long-term sustainability and growth of MSMEs established by beneficiaries.

### e) Impact

- Analysis of the number and distribution of MSMES set up by region and year.

- Impact on employment and entrepreneurship outcomes.
- Assessment of income levels and economic improvements among beneficiaries after training.
- Key insights and findings from the evaluation.

**f) Coherence**

- Comparison of costing and financial cross-cutting aspects with other ministries and intra ministerial skill/entrepreneurship development schemes.

**g) Equity**

- Profile of participants, including age, gender, socio economic status, and geographic location.

**Methodology**

- The evaluation of the ESDP adopts a mixed-methods, exploratory research design that combines both quantitative and qualitative approaches to thoroughly assess the scheme's implementation, performance, and outcomes among its target population.
- It covers the period from financial years 2021-22 to 2025-26.
- The evaluation framework encompasses process evaluation, performance assessment, and impact analysis, enabling a comprehensive understanding of the scheme's operational effectiveness, the degree to which objectives were achieved, and the broader effects on beneficiaries.
- The process evaluation focuses on the adequacy, inclusiveness, and efficiency of the programme's delivery mechanisms, ensuring that diverse stakeholders including women, SC/ST communities, persons with disabilities, ex-servicemen, and Below Poverty Line (BPL) individuals are effectively engaged and their distinct needs addressed.
- The performance assessment quantifies the achievement of specified physical and financial targets and measures progress against the scheme's stated objectives. Finally, the impact assessment examines how the programme influences entrepreneurial behaviour, livelihood opportunities, and socio-economic empowerment of participants.
- The total sample comprised 800 respondents, with stratification by training modules, gender, and social category. Respondents were randomly selected from the updated MIS beneficiary database, filtered according to stratification requirements. Careful attention was paid to ensuring adequate representation of women, Social groups, and Persons with Disabilities (PwD) in keeping with the scheme's inclusive mandate.
- The selected states for detailed evaluation were Assam, Madhya Pradesh, Maharashtra, Odisha, Rajasthan, and Tamil Nadu with notable engagement in ESDP activities between 2021-22 and 2025-26.

- While 200 respondents were interviewed through face-to-face physical interactions to capture in-depth qualitative insights, around 600 respondents participated via telephonic surveys to broaden coverage using Kobo Toolbox, software to collect real time data. Key Informant Interviews (KIIs) were conducted with officials, scheme coordinators, trainers, and faculty for insights into management, resource allocation, and implementation challenges.
- Focus Group Discussions (FGDs) were organised at the community or group level with 5-8 participants per session, capturing collective experiences, social dynamics, challenges, recommendations, and best practices.
- Evaluation followed the REESI+C+E framework addressing Relevance (R), Effectiveness (E), Efficiency (E), Sustainability (S), Impact (I), Coherence (C), and Equity (E) to ensure a holistic understanding of programme performance and outcomes.

## Findings

1. The Entrepreneurship and skill development programme is strongly aligned with India's sustainable development agenda and actively advances several United Nations Sustainable Development Goals (SDGs) like SDGs 4, 5,7,8, 9, 10 and 12.
2. The ESDP has made a significant positive impact on its beneficiaries, empowering diverse groups to improve their livelihoods and entrepreneurial capabilities. Women constitute over half (52.62%) of the participants, and substantial representation from Scheduled Castes (17.7%) and Scheduled Tribes (21.7%) (see table 4.12, fig. 4.3 and fig.4.4).
3. Economically, beneficiaries experienced a notable increase in their average monthly income, which rose by 45% from INR 4,919 before the training to INR 7,115 afterward (see table 3.5).
4. Additionally, the percentage of beneficiaries with zero income decreased significantly from 69.75% to 56.38% (see table 3.5).
5. About 15.88% of respondents successfully started their own enterprises after completing the training, while 43.31% got registered under the Udyam registration (see table 3.16 and 3.17).
6. Overall, 97 respondents (12.13%) sought better market and financial linkages, while 90 respondents (11.25%) stressed post-training mentoring support, both pointing to the necessity of continuous assistance beyond classroom instruction (see table 3.20).
7. Training quality was highly appreciated, with 84.51% rating trainers as good or very good and 97% finding the training useful. Over 73% of participants gave excellent or very good overall feedback on the programme. Yet, only about one-third applied their training knowledge practically, highlighting the need for enhanced post-training support, mentorship, and market linkages to sustain and grow enterprises (see table 3.13 and 3.19).
8. The beneficiary data over the years demonstrates that general category beneficiaries form the majority with 724,511 participants, approximately 60.6% of the total

1,195,152 beneficiaries. Scheduled Castes (SC) have a substantial representation with 211,057 beneficiaries (17.7%), while Scheduled Tribes (ST) also show significant participation with 259,584 beneficiaries (21.7%). Females constitute 629,497 beneficiaries or 52.62% of the total, while males make up 564,560 beneficiaries or 47.19%. However, the data is not captured in terms of PwD or OBC (see table 4.12, fig. 4.3 & fig.4.4).

9. Programme components have been chosen strategically to enable a potential entrepreneur to navigate the process smoothly. EAP programmes are meant to generate awareness and sensitize the potential entrepreneurs.
10. The one-day programmes are intended at providing relevant information to the targeted beneficiaries and motivate them to pursue the business activity. ESDP and MDP are intended to provide support to the participants by providing knowledge and technical details about the various aspects in entrepreneurial journey. And, Advance E-SDP and Advance MDP have been designed to provide in- depth and diverse knowledge about the various aspects relating to carrying out the business activity by eminent institutions.
11. However, it was noted that participation in EAP programmes was less from distant areas due to infrastructural limitations, such as lack of accommodation, meal support, and travel reimbursements not even for economically weaker participants, as these are not provided under the programme.
12. EAP also offers opportunity to the training for doing Training Needs Assessment (TNA) taking into account the local needs and requirements, though it is not being done structurally at present.
13. Cost of conducting the EAP has been fixed at Rs. 20000/ for one programme for 50-100 participants. Most of the stakeholders expressed the opinion that it is inadequate.
14. Many MSME training institutions conduct repeat E-SDP (same course, same title and same duration) during the course of the year. Reducing the repeat courses, especially in view of small conversion of trainees into entrepreneurship, might offer the opportunity to expand the coverage of more geographic regions as well as the training institutions leading to diversity in the courses.
15. The number of Advanced E-SDP and Advanced MDP being low has led to many geographic regions not been covered.
16. Advanced MDPs are are specifically very low.
17. ESDP has been able to expand the outreach and increase the number of beneficiaries over the years. However, there are areas like processes and procedures or data management which need improvement.
18. Weak industry linkages further limit opportunities for practical exposure and collaboration. While MSME DFOs and TCs, through their extension centres, are able to conduct programmes across the country, IAs have relatively limited outreach.
19. The guidelines provide for the preparation of training manual and trainers' manual. Presently, there are no training manual available at the central level, though training

institutions use relevant training material for their specific training programmes. Some participants mentioned that they did not receive any typed training material.

20. Since programmes are implemented across diverse linguistic regions, training manuals need to be often translated and localised into regional languages to enhance comprehension and participation.
21. The lack of sector-specific material and absence of structured mentoring/alumni mechanisms further constrain post-training support and employment linkages.
22. The scheme expects the training entities to do some follow-up and hand holding activities with the participants. They are doing it informally through social media and the reporting is on feedback basis. It should be properly built into the scheme guidelines.
23. The scheme's budget has grown sharply from ₹2 crore in 2021-22 to ₹95.70 crore in 2025-26, with fund utilization exceeding 97% in preceding years.
24. There is consistent annual growth in programme numbers and beneficiaries, alongside high fund utilization. Most of the Institutions succeeded in implementing their allocated programme efficiently. However, the fund release may be expedited to enable training institutions to plan better.
25. No separate MIS data exists for PwD and Ex-Servicemen, preventing full verification of guideline compliance.
26. New Udyam registration are being done on a big scale. The new entrepreneurs can be tapped for the ESDP programme.

## **Recommendations**

- i. The Scheme needs to continue in view of its relevance. However, the programme framework needs to be strengthened to ensure more efficient, transparent, and outcome-oriented implementation across all components of the ESDP.
- ii. The number of each type of programme may be rationalized.
- iii. Funding support for the scheme may be enhanced and advanced-level courses scaled up to strengthen entrepreneurial competencies.
- iv. A structured training needs assessment framework may be developed to align programme design with the entrepreneurial and skill development requirements.
- v. Course structures ought to be regularly reviewed, monitored, and standardised to maintain uniformity and improve training effectiveness.
- vi. Process of selection of the participants for various courses needs to be carefully planned.
- vii. There is a need to develop comprehensive post-training support systems to facilitate beneficiary progression and enhance enterprise success.
- viii. Funds to the training institutions may be released in the beginning of the financial year.

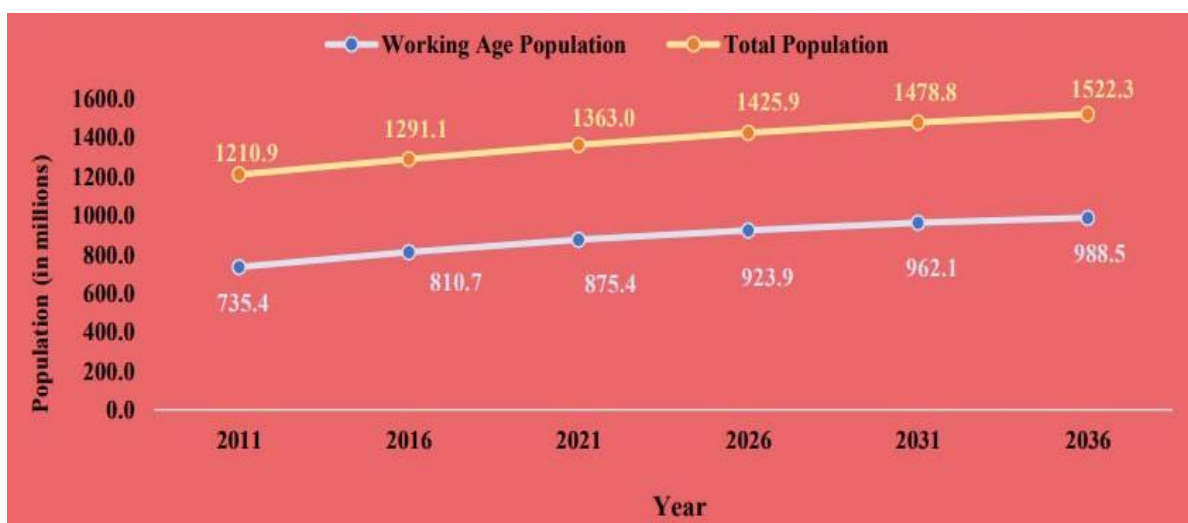
- ix. The ESDP portal needs to be made an interactive portal facilitating two-way communication.
- x. There is need to facilitate the creation of networking and alumni platforms to strengthen peer learning, mentorship, and long-term entrepreneurial support.
- xi. A Project Management Unit (PMU) as stipulated in the guidelines may be operationalized under the O/o DC(MSME).
- xii. A Performance assessment system may be established to evaluate training entities based on measurable indicators of efficiency, quality, and outcomes.
- xiii. There is a need to build strategic linkages with flagship schemes of the government to ensure coordinated implementation, reduce duplication, and amplify developmental outcomes.
- xiv. There is a need to adopt a residential structure for the Advanced E-SDP like in the Advanced MDP format and to enhance the depth, quality, and uniformity of advanced training programme.

# Chapter 1: Introduction

## 1. Background of the Scheme

India is currently undergoing a profound demographic transition marked by a rapid increase in its working-age population. Projections indicate that 735 million people or 60.7% of India's population was in the working age group i.e. 15-59 years in 2011 and this population group is expected to increase over the years and would reach 988.5 million in 2036, while by 2026, roughly 64% of the Indian population will fall within the working-age group of 15 to 59 years, with only around 11.4% aged above 60 years.

**Fig. 1.1: Projected Population Characteristics as on 1st March 2011-2036**



**Source:** Report of the Technical Group on Population Projections for India and States 2011-2036, Ministry of Health & Family Welfare, July, 2020

This demographic phenomenon presents a unique opportunity to accelerate economic growth through enhanced workforce engagement. This demographic advantage, commonly known as the "demographic dividend," has the potential to drive rapid socio-economic progress, provided that adequate investments are made in areas such as skill development, entrepreneurship, and job creation. Population projections reinforce the prospect of a sustained labour supply. However, realizing the full benefits of this dividend necessitates the resolution of challenges including skill mismatches, underemployment, and limited entrepreneurial opportunities.

Recognizing these critical imperatives, the Government of India identifies self-employment and the development of Micro, Small, and Medium Enterprises (MSMEs) as key mechanisms for absorbing the expanding workforce. MSMEs are a cornerstone of the Indian economy, contributing nearly 30% to the national GDP, accounting for 45% of exports, and providing employment to over 120 million people<sup>1</sup>. Their role is central to inclusive growth and the alleviation of poverty across diverse regions.

Entrepreneurship acts as an essential catalyst driving innovation, job growth, and equitable economic development. Yet, effective entrepreneurship development hinges on comprehensive skill-building efforts. Given the fast-changing nature of work and the expanding tech and service sectors, imparting future-ready, market-relevant skills to the youth has become more urgent than ever.

To harness the demographic dividend and foster an inclusive entrepreneurial ecosystem, the O/o DC (MSME) launched the Entrepreneurship and Skill Development Programme (ESDP). Its guidelines were modified in March 2022. This scheme aims to inspire, train, and support aspiring entrepreneurs from varied social and economic backgrounds including women, Scheduled Castes/ Scheduled Tribes, Persons with Disabilities (PwD) and Ex-Service men, enabling them to create and sustain successful enterprises. Through efforts to build capacity and enhance awareness among current and prospective MSME entrepreneurs and to motivate them towards entrepreneurship, ESDP aligns with India's overarching vision of inclusive economic growth and the transformative agenda of Viksit Bharat 2047.

#### **a) Brief Write-up on the Scheme and the Study Objectives**

The ESDP stands as a flagship scheme of the Office of the Development Commissioner (MSME) aimed at boosting entrepreneurship and skill development among youth and priority groups. The scheme's primary objectives are:

- i. To make aware/ train entrepreneurial culture among people.
- ii. To motivate young persons (men and women) representing different sections of society, including SC, ST, PwD, Ex-Servicemen and BPL persons besides the Agniveers, to consider entrepreneurship or self-employment as one of the career options.
- iii. To enable the target group to think and act in an entrepreneurial way by imparting technical and business skills at an early stage in their career, so that it not only encourages them to consider entrepreneurship as a career opportunity but also helps them become successful in any profession.
- iv. To provide basic entrepreneurship training aimed at helping entrepreneurs to put their ideas into action, bring an attitudinal & behavioural change in the target group and build their personal entrepreneurial skills.
- v. To provide advance entrepreneurship and advance management training aimed at helping entrepreneurs by providing high end / advance training in the domain of e- commerce, BPO, Soft Ware, Biotech, Modern Agricultural & Animal Husbandry and processing, Drug Discovery, Genomics, Tech. acquisition from premier lab like BARC/CSIR/DRDO, etc. with the help of premier institutes such as IIMs/IITs/ICAR/CSIR/NITs, post harvesting and Food Processing Institutes, Engineering Institutes, etc.
- vi. To develop technical and vocational skills or upgrade existing skills of the target group.
- vii. To support the establishment of new MSMEs and enhance growth of existing ones which will result in improved productivity and job creation. The

Implementing Agencies (IAs) will be entrusted with the task of Udyam Registration of ESDP beneficiaries.

- viii. To support MBA/Engineering students by providing opportunity for Vocational Training and in-depth study and outcome of a few typical ESDP programmes conducted, preparing a compendium of available technology with premier lab for dissemination of technology, etc. to MSMEs. Besides, they will be assigned other work which will be an opportunity to work in the Govt. setup. The hired students will be provided with experience certificate and stipend.

ESDP is designed to provide both foundational and specialized entrepreneurship training enabling participants to convert innovative ideas into enterprises and nurturing positive, proactive attitudes. Beyond initial training, the programme aims to deliver advanced skill modules in emerging sectors like e-commerce, biotechnology, software, modern agriculture, and innovation, often in collaboration with premier institutions.

The scheme's modular and decentralized implementation leverages a nationwide network of MSME- Development & Facilitation Offices (DFOs), Technology Centres (MSME-TCs), and affiliated Implementing Agencies (IAs). In support of broad-based MSME growth, the scheme provides for encouraging the registration of new enterprises and promoting the expansion of existing ventures through targeted management capacities. There is also provision for students of MBA and engineering programmes to benefit from vocational training and opportunities to contribute to research and the dissemination of technology, to strengthen overall capacity, are given additional responsibilities for programme scaling and impact enhancement.

ESDP has its own portal for a Management Information System (MIS) to inform about the upcoming programmes manage the beneficiary data, to enable real-time monitoring, and incorporate stakeholder feedback to ensure transparency and operational efficiency. An empowered committee led by the Additional Secretary & Development Commissioner (MSME), is responsible for project approval, progress monitoring, and upholding strict governance standards.

#### **b) Modules under ESDP scheme**

- Entrepreneurship Awareness Programme (EAP)
- Entrepreneurship-cum-Skill Development Programme (E-SDP)
- Advanced E-SDP
- Management Development Programme (MDP)
- Advanced MDP

#### **c) Year of Commencement of the Scheme**

The ESDP continues as a Central Sector Scheme since October 27, 2021 under the O/o DC (MSME) designed to foster self-employment and MSME growth by equipping young and priority groups with entrepreneurial and technical skills. In 2022, the programme guidelines were revamped to modernize the framework, widen inclusion, improve digital monitoring,

and enhance outcome focus, thus aiming to strengthen the scheme’s impact and sustainability.

**d) Present Status and Geographical Reach**

Since the Financial Year 2021-22 to 2025-26 (till date), the Entrepreneurship and Skill Development Programme (ESDP) has been fully operational across India. The scheme is being implemented through a well-established network comprising over 33 MSME Development Facilitation Offices (erstwhile Development Institutes), 28 Technology Centres and 98 Implementing Agencies duly selected by the empowered committee under the ESDP scheme. Detailed information is enclosed in Annexure 2.

**e) Alignment with Viksit Bharat @2047 Vision**

The national vision of Viksit Bharat @2047, aspires to position India as a fully developed, inclusive, and innovation-driven economy by the centenary of independence. There are sufficient evidences to show MSME’s significance. Its present status as contributor to GDP, share in exports and source of employment is recognized by many. The ESDP focuses on the capability enhancement in this sector. The programme objectives aim at:

- Cultivating an inclusive entrepreneurial culture that empowers youth, women, and priority groups thereby supporting social equity and broad-based prosperity.
- Integrating technology-enabled skilling and capacity-building initiatives pivotal to a modern economy consistent with Viksit Bharat’s focus on digital transformation, sustainability, and human capital development.
- Facilitating enterprise formalization, and regional development in line with the government’s strategic roadmap for economic self-reliance and sustainable growth.

**2. Summary of Past Evaluation**

The following table summarizes the key recommendations and corresponding actions taken based on the previous evaluation study of the ESDP scheme. This evaluation study was carried out by the Entrepreneurship Development Institute of India (EDII), Ahmedabad, in December 2020. Each observation and comment by the Ministry/Department is reflected below:

**Table 1.1: Recommendations and action Taken on Past Evaluation Report**

Sl. No.	Recommendations	Action Taken
1	Rename "Industrial Motivation" to "Entrepreneurship Awareness Programme (EAP)"	Agreed
2	Exclude skill training from ESDP focus, as it is managed by a separate Ministry	Skill component is minimal and gives a broad outlook; may continue in present form
3	EAP should not be solely entrepreneurship; if skill component is dropped, EAP becomes redundant	Agreed

Sl. No.	Recommendations	Action Taken
4	Shift focus from job-orientation to self-employment and entrepreneurship	Agreed
5	MDP should be held with industry associations and include token financial contribution	Agreed to enhance participant involvement and programme impact
6	Formalize criteria for allocation to aspirational districts and North Eastern Region; promote equitable geographical distribution	Empowered committee allocates programme considering local pros and cons; focus on backward regions encouraged
7	Review budgetary limits for different scheme activities for appropriate mix based on local needs	Budget allocations reviewed and balanced as per local conditions
8	Involve other organizations like state entrepreneurship development centers, industry associations for better delivery	Agreed
9	Continue ESDP and MDP with same financial outlay and Implementing Agencies including premier institutions	Institutes like IIMs, IITs, ICAR, CSIR, BARC involved; candidates cover part of cost; govt officers to participate with full funding
10	Promote participant selection and program location diversification beyond prominent cities	Institutions encouraged to study locations and conduct programmes in rural and backward areas; funds for TA/DA provided
11	Review and include successful entrepreneurs in approved faculty panel	Agreed
12	Use independent agencies for feedback collection 2-3 months post-programme	Existing online and on-site feedback mechanisms in place; agreed
13	Implement post-programme monitoring to ensure enterprise promotion and encourage quality improvement	Existing mechanisms exist; more robust framework to be devised
14	Hire interns for in depth programme monitoring and reporting	Proposal to engage interns with stipends and TA/DA for data collection agreed
15	Provide post-ESDP handholding support for enterprise materialization	Agreed; to use Champions portal; DIs assigned responsibility
16	Enhance bank linkage for participant financial assistance	Agreed; DIs and implementing agencies tasked
17	Reduce IMC duration to one day, cluster-specific content for IMC-C	Agreed; IMCs revised
18	Define ESP programme duration flexibly to include evening hours over months	Alternative formats under development
19	Include a half-day entrepreneurship sensitization programme for school children	Agreed; to be part of EAP with customized MSME booklets
20	Improve participant profile through better promotion and selection orientation	Agreed; govt resources to map profiles to be utilized

Sl. No.	Recommendations	Action Taken
21	Standardize and translate study material into vernacular languages	Agreed
22	Strengthen MIS and prepare analytical annual reports with awards	Agreed

### 3. Objectives of the Study

The objectives of the evaluation study as per the ToR, given by the Ministry of MSME, are:

- To evaluate the effectiveness of the training components organized by MSME DFOs, Implementing Agencies (IAs), Technology Centres (TC) under the ESDP Scheme.
- To provide insights into the implementation status of the ESDP programme and offer feedback for its further improvement.

To conduct a detailed evaluation using the REESI+C+E framework, which includes assessing the scheme's Relevance (R), Effectiveness (E), Efficiency (E), Sustainability (S), Impact (I), Coherence

(C), and Equity (E), ensuring that the programme is well-aligned with national development goals and best practices while meeting the needs of diverse beneficiary groups.

#### a) Relevance

- To examine the extent to which the scheme's design, components, and delivery mechanisms are appropriate and sufficiently tailored to meet the entrepreneurial needs of target populations including women, SC/ST communities, Persons with Disabilities (PwD), ex-servicemen, and BPL persons.
- Evaluation of the quality and relevance of the training provided under the scheme.

#### b) Effectiveness

- Assessment of training modules, delivery methods, and their effectiveness in achieving desired outcomes.
- Understanding reach and impact of the programme across different beneficiary groups.
- Actionable and practical suggestions for improving the effectiveness and impact of the scheme.
- Recommendations for enhancing targeting, training methods, and skill development opportunities.
- Review of the ESDP MIS portal to enhance the implementation of the scheme.

**c) Efficiency**

- Identification of challenges faced by beneficiaries and areas where the programme can be improved.

**d) Sustainability**

- Long-term sustainability and growth of MSMEs established by beneficiaries.

**e) Impact**

- Analysis of the number and distribution of MSMEs set up by region and year.
- Impact on employment and entrepreneurship outcomes.
- Assessment of income levels and economic improvements among beneficiaries after training.
- Key insights and findings from the evaluation.

**f) Coherence**

- Comparison of costing and financial cross-cutting aspects with other ministries and intra ministerial skill/entrepreneurship development schemes.

**g) Equity**

- Profile of participants, including age, gender, socio economic status, and geographic location.

## **4. Methodology**

The evaluation of the ESDP adopts a mixed-methods, exploratory research design that combines both quantitative and qualitative approaches to thoroughly assess the scheme's implementation, performance, and outcomes among its target population. By focusing on the financial years 2021-22 to 2025-26 in alignment with the Terms of Reference (ToR), the study captures insights on programme delivery in the context of major socio-economic developments affecting MSME growth in India. The evaluation framework encompasses process evaluation, performance assessment, and impact analysis, enabling a comprehensive understanding of the scheme's operational effectiveness, the degree to which objectives were achieved, and the broader effects on beneficiaries.

The process evaluation focuses on the adequacy, inclusiveness, and efficiency of the programme's delivery mechanisms, ensuring that diverse stakeholders including women, SC/ST communities, persons with disabilities, ex-servicemen, and Below Poverty Line (BPL) individuals are effectively engaged and their distinct needs addressed. The performance assessment quantifies the achievement of specified physical and financial targets and measures progress against the scheme's stated objectives. Finally, the impact assessment examines how the programme influences entrepreneurial behaviour, livelihood opportunities, and socio-economic empowerment of participants.

## Sample Size and Sample Collection Process

Sampling has been carried out in multiple stages. States were grouped into zones as classified by the National Sample Survey Office (NSSO), ensuring regional representation spanning East, West, North, South, Central and Northeast India.

The total sample comprised 800 respondents, with stratification by training modules, gender, and social category. Respondents were randomly selected from the updated MIS beneficiary database, filtered according to stratification requirements. Careful attention was paid to ensuring adequate representation of women, social groups, and Persons with Disabilities (PwD) in keeping with the scheme's inclusive mandate.

## Sampling Plan

### Stage 1: Selection of States

The first stage involved purposive selection of states covering diverse geographies and significant participation in the ESDP. The criteria for state selection included high beneficiary numbers, regional representation, and varied socio-economic contexts influencing MSME ecosystems. The selected states for detailed evaluation were Assam, Madhya Pradesh, Maharashtra, Odisha, Rajasthan, and Tamil Nadu with notable engagement in ESDP activities between 2021-22 and 2025-26.

**Table 1.2: Zone wise States Covered**

Zone	States Covered
North	Rajasthan
East	Odisha
Central	Madhya Pradesh
North- East	Assam
West	Maharashtra
South	Tamil Nadu

### Stage 2: Allocation of Sample Size by State

The total sample size was fixed, as per ToR, at 800 beneficiary respondents. The sample allocation for each selected state was proportionally determined based on the respective state's share of total ESDP beneficiaries during the evaluation period. This proportional sampling ensured that states with higher training participation received a commensurate number of sample respondents.

**Table 1.3: Sample selection**

State	Total Beneficiaries as per ESDP MIS portal (2021-22 to 2025-26)	Sample Allocation	FGD	KII
Assam	79010	110	4	6
Madhya Pradesh	172073	265	3	3
Maharashtra	93869	153	1	2
Odisha	61258	92	1	3
Rajasthan	60203	99	4	4
Tamil Nadu	52366	81	4	4
<b>Total</b>	<b>518779</b>	<b>800</b>	<b>17</b>	<b>22</b>

Source: Primary Data

Madhya Pradesh contributed the largest share of respondents (265), followed by Maharashtra (153), Assam (110), Rajasthan (99), Odisha (92), and Tamil Nadu (81). To complement quantitative data, qualitative data collection involved 17 Focus Group Discussions (FGDs) and 22 Key Informant Interviews (KIIs), which were distributed across the sample states to ensure coverage of diverse stakeholder perspectives.

### Stage 3: Stratification within States

Within each state, further stratification was applied to account for key participant characteristics and training programme modules. The stratification variables included:

- Training Module (Entrepreneurship Awareness Programme (EAP), E-SDP and Advanced Entrepreneurship-cum-Skill Development Programme (E-SDP), MDP and Advanced Management Development Programme (MDP))
- Gender
- Social Category (General, SC, ST, OBC)

### Stage 4: Selection of Respondents

Respondents were randomly selected from the updated MIS beneficiary database provided by the training entities, filtered by the earlier applied stratification criteria. Care was taken to ensure adequate representation of women, social groups, and Persons with Disabilities (PwD) consistent with the scheme's guidelines.

### Stage 5: Mode of Data Collection

- More than 200 respondents were interviewed through face-to-face physical interactions.
- Around 600 respondents participated via telephonic surveys using Kobo Toolbox, software to collect real time data. This software enabled digital survey administration on handheld devices, streamlined structured questionnaire

deployment, and facilitated reliable, real-time data capture in both connected and offline environments.

Secondary data, meanwhile, were systematically sourced from Annual Report of MSME and MIS portal of ESDP. Supporting documents, such as scheme guidelines were also included for analysis.

- **Key Informant Interviews (KIIs):** Conducted with officials, scheme coordinators, trainers, and faculty for insights into management, resource allocation, and implementation challenges.
- **Focus Group Discussions (FGDs):** Organised at the community or group level with 5-8 participants per session, capturing collective experiences, social dynamics, challenges, recommendations, and best practices.

### **Evaluation Framework**

Evaluation followed the REESI+C+E framework addressing Relevance, Effectiveness, Efficiency, Sustainability, Impact, Coherence, and Equity to ensure a holistic understanding of programme performance and outcomes.

## Chapter 2: The Scheme

The Entrepreneurship and Skill Development Programme (ESDP) is a scheme under the Development of Micro, Small and Medium Enterprises vertical of the Office of the Development Commissioner, Ministry of MSME. It was launched to address the crucial need of nurturing an entrepreneurial spirit and enhancing vocational as well as managerial skills across diverse societal segments, including underrepresented communities. Through a systematic focus on capacity building, raising awareness about self-employment opportunities, and imparting industry-relevant skills, ESDP aims to foster the establishment and expansion of MSMEs. The programme offers a spectrum of training modules, ranging from entrepreneurship awareness to advanced skill and management development, providing a holistic platform combining technical knowledge and business acumen designed to empower aspiring entrepreneurs and consolidate the MSME ecosystem at a national scale.

### 2.1 Components of the Programme

**The Entrepreneurship Awareness Programme (EAP)** is a one-day activity designed to motivate and guide potential entrepreneurs, both traditional and non-traditional, with the aim of encouraging them towards setting up Micro and Small Enterprises (MSEs) or pursuing self-employment. It includes inaugural and technical sessions along with one-to-one counselling and mentoring for interested participants. With an intake of 50 to 100 persons, the programme is conducted within an expenditure ceiling of Rs.20,000/-, and requires a minimum age of 18 years. Guest speakers are remunerated at Rs.1,000/- per session of 90 to 120 minutes. Additionally, 25–50% of EAPs may be organized in collaboration with industry clusters or associations, with a smaller intake of 30–60 MSME representatives and a similar expenditure limit.

**The Entrepreneurship-Cum-Skill Development Programme (E-SDP)** is a six-week, activity-based programme aimed at developing entrepreneurial skills while imparting hands-on technical knowledge relating to various trades and processes. With 25–30 participants per batch and an expenditure ceiling of Rs.1.25 lakh (pro-rata Rs.2,500 per participant if below 25 trainees), the programme focuses on product-cum-process-oriented training through four sessions per day. Guest speakers receive Rs.1,000/- honorarium per session. The programme emphasizes inclusion by exempting fees for SC, ST, women, differently-abled persons, ex-servicemen, and those below the poverty line. Training modules cover a wide range of activities from agro-products, food and fruit processing, and herbal cosmetics to electrical/electronic servicing, IT applications, carpentry, welding, renewable energy equipment maintenance, and other locally relevant trades.

**The Advanced Entrepreneurship-Cum-Skill Development Programme (Advanced E-SDP)** is conducted for a minimum of one week with about 20 participants and is implemented through premier institutions such as IITs, IIMs, ICAR, CSIR, IISc, and Agricultural Universities. With a financial outlay of up to 80% of the total cost (capped at

Rs.50,000/- per candidate) funded by the Ministry of MSME, and the remaining 20% borne by participants or hosting institutions, this programme seeks to provide high-end entrepreneurship and skill training. Central and State Government officials, including those from the Ministry of MSME, are also eligible to attend with 100% funding support, thereby enhancing institutional linkages and knowledge transfer.

**The Management Development Programme (MDP)** is a one-week programme aimed at building the decision-making capacity of existing and prospective entrepreneurs to improve productivity and profitability of micro and small enterprises. Designed for 25–30 participants at a cost of Rs.50,000/- (with pro-rata adjustment of Rs.1,000/- per participant below 25), the programme comprises 20 sessions (four per day), delivered by expert faculty. Guest speakers may be paid up to Rs.1,200/- per 90–120-minute session. Participants generally include MSME owners, managers, and supervisory staff. Training covers modern management practices such as human resource management, marketing, financial management, supply chain and logistics, export documentation, quality management systems, information technology, WTO and IPR issues, and digital marketing, tailored according to regional industrial needs.

**The Advanced Management Development Programme (Advanced MDP)** is also of one-week duration, catering to approximately 25 participants, and is delivered by reputed institutions such as State Administrative Training Institutes (ATIs), NITs, Regional Engineering Colleges, Agricultural Universities, and other government-supported bodies. With a minimum target of 75% MSME participants, the programme also includes government officers, bankers, and other stakeholders to enable cross-sectoral networking. Financial support is provided fully, with Rs.4,000/- per participant per day for non-residential programmes and Rs.8,000/- per participant per day for residential ones, covering five nights and six days. In case of outstation programmes, travel and daily allowances are to be borne by the individual or concerned organization. Through exposure to advanced managerial concepts and practices, the programme prepares MSMEs to adopt innovative, competitive, and sustainable business strategies.

However, the training fee seems to have been revised as noticed in the letter sent to IIMs/ IITs/ NITs/ ICAR/ CSIR/ BARC/ IISC/ Central or State University dated 26<sup>th</sup> March, 2024. As can be seen in the table given below:

**Table 2.1: Programmes under ESDP Scheme**

Sl. No.	Name of ESDP Programme	Duration of Training	Particulars of Content	Participants	Conducting Agencies	Expenditure Norms/Fee
1	Entrepreneurship Awareness Programme (EAP)	One Day	Identify and motivate traditional/non-traditional entrepreneurs	50-100	MSME Development & Facilitation Offices, some Implementing Agencies (IAs)	Expenditure limit: Rs.20,000
2	Entrepreneurship-Skill Development Programme (ESDP)	Minimum 6Weeks	Skill development and training for livelihood and enterprise creation	25-30 (Minimum 25)	MSME Development & Facilitation Offices, some IAs	Expenditure limit: Rs.1,25,000

Sl. No.	Name of ESDP Programme	Duration of Training	Particulars of Content	Participants	Conducting Agencies	Expenditure Norms/Fee
3	Management Development Programme (MDP)	Minimum One Week	Enhance managerial skills and decision-making capabilities	25-30 (Minimum 25)	MSME Development & Facilitation Offices, some IAs	Rs.50,000 per Programme
4	Advanced Entrepreneurship-Skill Development Programme (Advanced E-SDP)	Minimum One Week	Advanced entrepreneurship and skill training	About 20	IAs such as IITs/ IIMs/ ICAR/ BARC/ NIMSME/ NIESBUD/ Central & State Agricultural Universities	Fund: 10lakhs (max.) per programme
5	Advanced Management Development Programme (Advanced MDP)	Minimum One Week	Advanced management training for MSME promoters/ executives	About 25	IAs such as IITs/ IIMs/ ICAR/ BARC/ NIMSME/ NIESBUD/ Central & State Agricultural Universities	Fund: 10lakhs (max.) per programme

Source: ESDP Revised Guidelines

## 2.2 Assistance under the Scheme (as per the approved guidelines, 2022)

- The ESDP offers three primary intervention programmes supporting different entrepreneurial growth stages: EAP, E-SDP, and MDP, with E-SDP and MDP available in both basic and advanced formats.
- Programme delivery is facilitated by MSME Development & Facilitation Offices, Technology Centres, and Implementing Agencies, which conduct district-level awareness campaigns, six-week entrepreneurial courses, and week-long management training.
- Advanced training modules are developed and delivered in partnership with premier institutions like IIMs, IITs, CSIR labs, and other state-level institutes, collectively known as Implementing Agencies, ensuring high technical standards and relevance.
- Up to 5% of the total budget is allocated for administrative expenses, and up to 10% is reserved for organizing national or mega-level events.

## 2.3 Eligibility

- General eligibility requires candidates to be at least 18 years old, with exceptions allowed for cases like school dropouts.
- The scheme mandates that a minimum of 40% of beneficiaries must be from socially and economically weaker sections such as Scheduled Castes (SC), Scheduled Tribes (ST), women, persons with disabilities, and Below Poverty Line (BPL) populations who are granted fee exemptions.

- On 14th March 2023, the Ministry of MSME amended the ESDP guidelines to reserve 10% of trainee seats in each of the five scheme components for Agniveers with four years of service, subject to candidate availability.

## **2.4 Procedure for Selection of Candidates**

- Guidelines provide for selection of participants through a web-based MIS to ensure inclusivity and prevent duplication. However, it appeared to have been done for advanced courses only.
- Implementing Agencies use their networks to mobilize participants and upload real-time attendance and participation data.
- Priority is given to candidates from SC/ST, women, persons with disabilities, ex-servicemen, and BPL category person, provided they apply.
- Selection for advanced E-SDP and MDP programmes is based on recommendations from MSME field offices or headquarters.
- Final approval for candidate selection is done by the AS&DC, MSME.
- The MIS is integrated with a national-level portal. All the IAs are given the portal login so that they can upload the data on real time basis.

## **2.5 Programme Monitoring and Evaluation**

- Monitoring and evaluation of the ESDP and related programmes are carried out through a multi-level framework, supported by specialized professional organizations and technology-enabled processes.
- Institutions such as National Institute for Micro, Small and Medium Enterprises (NI-MSME), IDEMI Mumbai, and other recognized agencies were proposed to develop industry-specific training content and trainers' guides, and facilitate national and regional workshops and seminars for experience-sharing and capacity building.
- Guidelines stipulate that a dedicated Project Monitoring Unit (PMU) is to be established within the office of the Development Commissioner (MSME) to ensure systematic and effective implementation.
- That PMU is expected to oversee functions including development of training modules in vernacular language, empanelment of training institutes, identification of resource persons, Training of Trainers (ToT) for MSME-DFOs and Technology Centres, and incorporation of social enterprises as programme partners.
- Online Monitoring and Evaluation Portals and a web-based Management Information System (MIS), integrated into a centralized MIS, have been initiated to be implemented to ensure transparency and prevent beneficiary duplication.

- Aadhaar-authenticated attendance is proposed to be mandatory for all training programmes. Implementing agencies are expected to maintain detailed activity and participant records for follow-up, handholding support, and performance audits.
- Oversight is provided by an Empowered Committee chaired by the Additional Secretary & Development Commissioner (MSME), with representatives from various relevant departments responsible for overall monitoring, evaluation, and policy guidance to ensure effective achievement of programme objectives.

## **2.5 Institutional Mechanism for Implementation**

- **Office of the Development Commissioner (MSME) - O/o DC (MSME)** The O/o DC (MSME) serves as the nodal agency for the implementation of the programme. The key responsibilities of the O/o DC (MSME) include the approval of the Training Plans from various training entities, disbursement of funds, ensuring proper auditing and financial reporting, issuing operational guidelines, maintaining centralized databases, evaluating the performance of implementing agencies and preparing timely progress reports. In addition, the office is tasked with defining participant selection criteria, monitoring the quality and standards of training, and ensuring the inclusiveness of the programme, particularly for vulnerable and underrepresented groups such as women, Scheduled Castes and Scheduled Tribes.
- The O/o DC (MSME) also functions as the central mechanism for addressing implementation challenges and resolving operational issues faced by training entities. By integrating policy direction with field level execution, it serves as the operational backbone of the ESDP, ensuring accountability, transparency and effectiveness in programme delivery.
- **MSME-Development and Facilitation Offices (MSME-DFOs)** serve as the primary field-level units of the Ministry of Micro, Small and Medium Enterprises and are responsible for implementation of the ESDP at the grassroots level. DFOs identify local skill gaps, mobilise beneficiaries from various target groups, facilitate collaboration with state departments and local institutions, and ensure that the scheme's objectives are aligned with regional entrepreneurial needs. Additionally, they submit regular reports to the Ministry, thereby functioning as a crucial link between policy directives at the central level and on-ground execution.
- **MSME-Technology Centres (MSME-TCs)** is an autonomous body of MSME that form the technical backbone of ESDP implementation by providing advanced training facilities, industry-relevant curricula, and specialised infrastructure. It is treating as an Implementing Agency like other premier Institutes for ESDP. These centres are equipped with modern machinery, laboratories, and workshops that allow for hands-on practical training and exposure to real-world industrial practices. By integrating technical knowledge with entrepreneurial skill-building, TCs have the potential to enhance the quality and relevance of the programmes and ensure that participants acquire competencies that match evolving market and industry

demands. Moreover, they can facilitate partnerships with industries, organise exposure visits, and provide mentorship support, thereby strengthening the employment potential and entrepreneurial readiness of trainees.

- **Implementing Agencies (IAs)** include eminent institutions like IITs/ IIMs/ IISc/ Central and State Universities deliver the advanced versions of the E-SDP and MDP. They are responsible for designing and conducting training modules, delivering entrepreneurship awareness programmes, and engaging directly with participants across diverse socio-economic backgrounds. IAs have been assigned the responsibility to play a critical role in expanding the scheme's outreach, particularly to remote, rural, and underserved areas, through their local networks and community-level engagement. They are expected to ensure compliance with programme guidelines, maintain beneficiary records, and submit periodic progress and utilisation reports, thereby contributing to effective monitoring and accountability. Collectively, these agencies complement the efforts of DFOs and TCs by bridging the gap between policy intent and on-ground implementation.
- **Beneficiaries** At the heart of the ESDP scheme are its beneficiaries, who remain the most crucial stakeholders. The scheme's primary aim is to nurture emerging and aspiring entrepreneurs, particularly from vulnerable groups such as women, Scheduled Castes (SC), and Scheduled Tribes (ST). For example, in rural areas where many individuals aspire to work as artisans, the ESDP programme equips them with essential skills and entrepreneurial capabilities to help them establish sustainable livelihoods.
- Beyond first-time entrepreneurs, the scheme also caters to existing business owners who require managerial or technical upskilling to enhance and expand their enterprises. This multi-tiered approach is aimed at ensuring that a wide spectrum of beneficiaries benefit from the interventions, ultimately fostering an entrepreneurial ecosystem that significantly contributes to the nation's economic growth.
- **Training Modules** According to the scheme guidelines, training entities are responsible for developing comprehensive training modules to be used during programme delivery.

## 2.6 Financial Arrangements

Effectively, there are two ways of funds transfer to the training entities for conducting the approved training programmes- CNA model for the Implementing Agencies (IAs) and treasury route for the DFOs and Testing Centres (TCs). Once the training plan is approved, the money is released by the O/o DC (MSME). ESDP, being a Central Sector Scheme, operates under the Central Nodal Agency (CNA) model as per the Department of Expenditure guidelines. Funds are released by the O/o DC (MSME) to the CNA integrated with the Public Financial Management System (PFMS) to ensure transparency, accountability, and real-time monitoring of financial transactions. The CNA maintains programme-wise accounts and releases funds to IAs based on approved targets and

utilization receipts. This model has enhanced efficiency in fund management and significantly reduced delays in fund releases, enabling timely implementation of ESDP activities.

For DFOs and MSME-Testing Centres (MSME-TCs), the guidelines for withdrawal and settlement of advance amounts under ESDP training programme allow the Director or officer in charge to draw 30% of the sanctioned amount as advance for each approved programme. The Drawing and Disbursing Officer (DDO) disburses advance funds to coordinating officers based on programme needs for onsite petty and miscellaneous expenses, including honorarium payments.

All advances must be settled through a single consolidated bill along with the overall programme expenditure bill within 15 working days after programme completion. Expenditure heads may vary upward by up to 15% within the overall sanctioned limit. The officers taking advance, the DDO, and the Pay and Accounts Officer (PAO) are required to follow the General Financial Rules, 2017 (GFR) for expenditure and accounting.

Once the programmes are approved, these mechanisms ensure sound financial management, timely fund utilization, and transparency in the implementation of ESDP.

## Chapter 3: Primary Data Analysis

This chapter presents an analysis of the responses of the beneficiaries on various aspects of the scheme. Focus is on understanding how the programme has performed from the perspective of the beneficiaries who directly participated in it. Analysis is based on feedback collected from trainees across different states, which reflects their experiences, challenges, and the extent to which the training has influenced their entrepreneurial and employment journeys.

The sections include:

- A. Demographic Profile: capturing gender, social category, disability status, and education of the trainees.
- B. Economic and Occupational Background: assessing income levels, ration card status, and employment/enterprise history.
- C. Programme Participation: Examining enrolment in different training modules, coordinating agencies, and ease of application.
- D. Motivations and Awareness: Exploring why participants joined, how they learned about the programme, and the channels of outreach.
- E. Training Delivery and Application of Experience: Analyzing usefulness, skill enhancement, confidence-building, enterprise creation, and Udyam registration.
- F. Entrepreneurship Outcomes and Participant Feedback: Presenting beneficiary assessments of training quality, accessibility, and post-training support.

### 3.1 Demographic Profile of Respondents

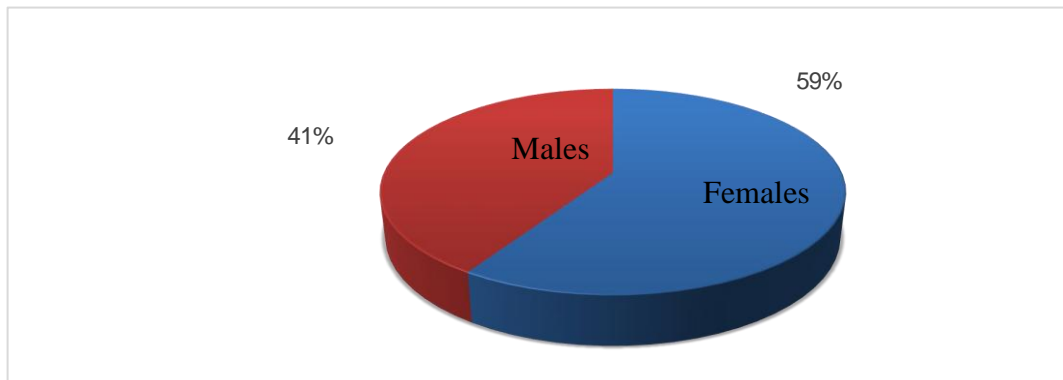
This section analyses the demographic composition of respondents to understand the inclusivity and outreach of the ESDP. The demographic indicators include gender, social group, disability status, and education level, which together portray the diversity of beneficiaries accessing the programme.

**Table 3.1: Gender-wise Distribution of Respondents**

Gender	Respondents	%
Female	472	59
Male	328	41
Total	800	100

Source: Primary data

**Fig. 3.1: Distribution of respondents by gender**



**Source:** Primary data

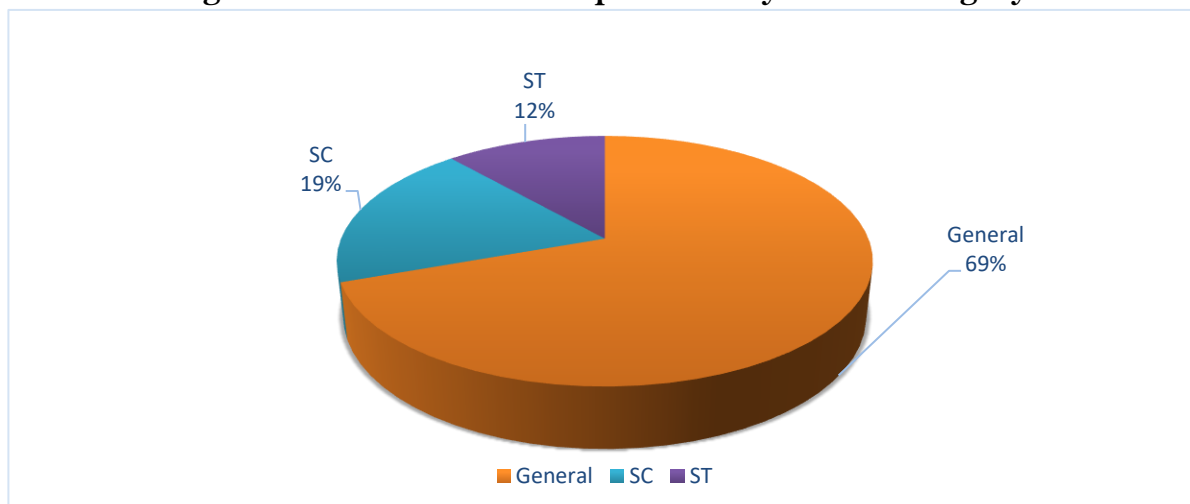
The gender distribution of the sample indicated a higher representation of females (59%) compared to males (41%).

**Table 3.2: Distribution of Respondents by Social Category**

Social Category	Respondents	%
General	556	69.50
SC	152	19.00
ST	92	11.50
Total	800	100.00

**Source:** Primary data

**Fig. 3.2: Distribution of Respondents by Social Category**



**Source:** Primary Data

Respondents were picked from different social categories. Of all the respondents the General category accounts for 69.5%, Scheduled Castes (SC) make up 19%, and Scheduled Tribes (ST) are 11.5%. It can be said that the programme successfully reaches various social groups, including SCs and STs.

**Table 3.3: Distribution of Respondents by Disability Status**

<b>PwD</b>	<b>Respondents</b>	<b>%</b>
No	795	99.38
Yes	5	0.63
Total	800	100

**Source:** Primary data

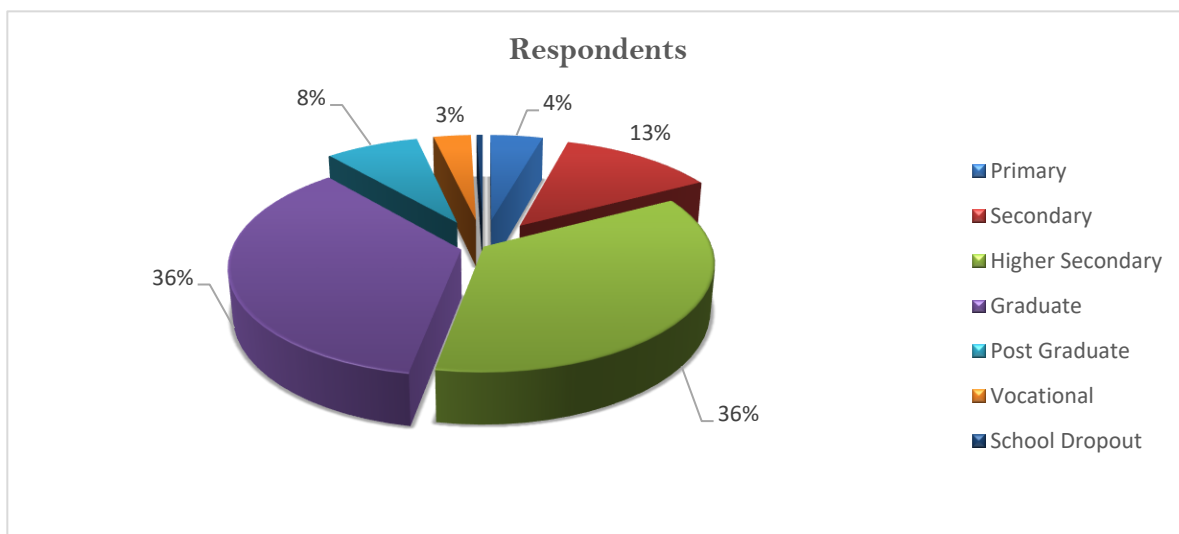
Out of the 800 respondents, a vast majority (99.38%) reported no disabilities, with only 0.63% identifying as Persons with Disabilities (PwD). Although PwD representation is low, their inclusion in the programme indicates an acknowledgement of the importance of providing opportunities to these individuals. It also highlights an opportunity for ESDP to enhance its inclusivity by tailoring outreach and support services to better accommodate PwDs in the future.

**Table 3.4: Educational Qualification of Respondents**

<b>Educational Qualification</b>	<b>Respondents</b>	<b>%</b>
Primary	35	4.38
Secondary	103	12.88
Higher Secondary	285	35.63
Graduate	286	35.75
Post Graduate	62	7.75
Vocational	25	3.13
School Dropout	4	0.50
Total	800	100

**Source:** Primary data

**Fig. 3.3: Distribution of Respondents by Educational Qualification**



Source: Primary Data

Educational levels among trainees varied, but most had attained higher secondary (35.63%) or graduate (35.75%) education. Smaller groups had completed postgraduate education (7.75%) or vocational training (3.13%). Very few participants were school dropouts (0.5%), primary (4.38%), or secondary school completers (12.88%). This suggests that while the programme primarily attracts individuals with moderate to high levels of formal education, it also manages to reach those with less schooling. The level of education impacts the ability of trainees to benefit from the training, and this distribution may positively influence the overall success rate of the programme.

The demographic analysis concludes that ESDP has achieved gender diversity and social inclusiveness, particularly in engaging women and priority groups. However, there remains a need to enhance participation among PwDs to ensure universal access to entrepreneurial training opportunities.

### 3.2 Economic and Occupational Background

This section focuses on understanding the pre- and post-training economic profile of respondents in terms of income changes, occupation, and socio-economic category. It evaluates how far the programme has contributed to improving economic conditions and employment opportunities.

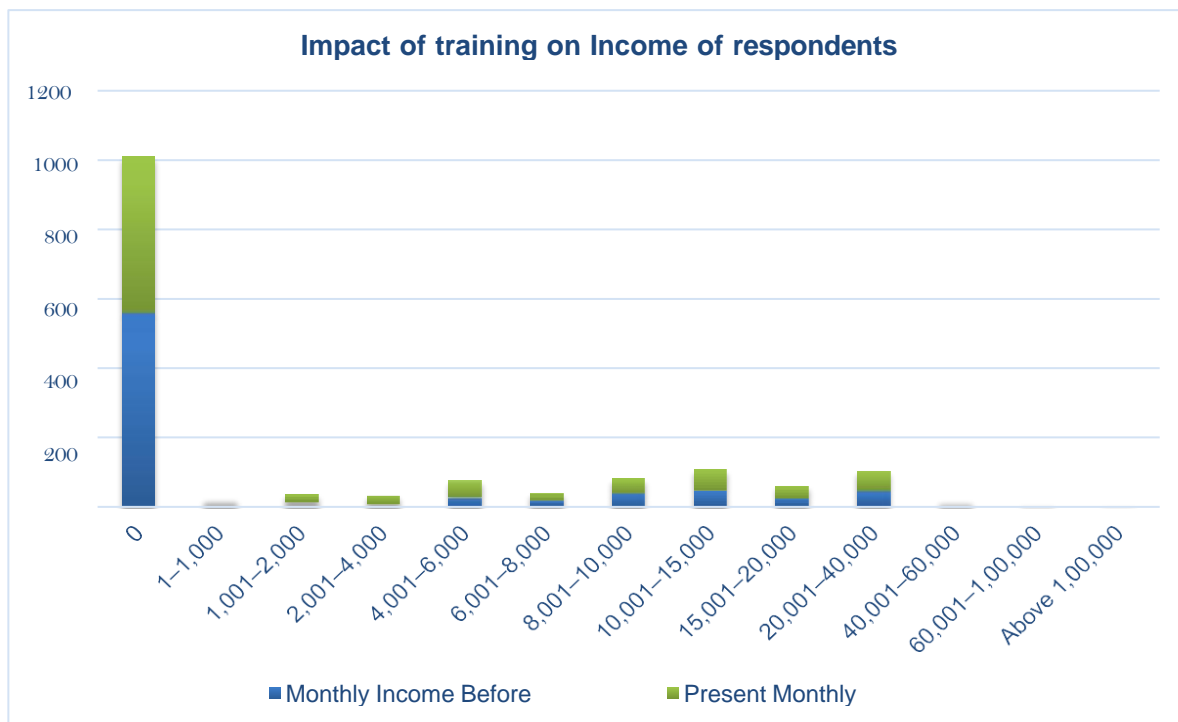
**Table 3.5: Monthly income of respondents before and after training**

Income Range (Rs.)	No. of Beneficiaries (Monthly Income Before Training)	% (Before Training)	No. of Beneficiaries (Present Monthly Income)	% (After Training)
0	558	69.75	451	56.38
1–1,000	13	1.63	13	1.63
1,001–2,000	13	1.63	24	3.00
2,001–4,000	7	0.88	27	3.38
4,001–6,000	26	3.25	49	6.13

Income Range (Rs.)	No. of Beneficiaries (Monthly Income Before Training)	% (Before Training)	No. of Beneficiaries (Present Monthly Income)	% (After Training)
6,001–8,000	18	2.25	21	2.63
8,001–10,000	38	4.75	43	5.38
10,001–15,000	46	5.75	61	7.63
15,001–20,000	24	3.00	36	4.50
20,001–40,000	45	5.63	57	7.13
40,001–60,000	8	1.00	11	1.38
60,001–1,00,000	3	0.38	4	0.50
Above 1,00,000	1	0.13	3	0.38
<b>Total</b>	<b>800</b>	<b>100.00</b>	<b>800</b>	<b>100.00</b>

Source: Primary data

Fig.3.4: Impact of Training on Income of Respondents



Source: Primary data

The analysis of respondents' income before and after training demonstrates a significant positive impact of the programme on their earning capacity. The average monthly income increased from Rs.4,919 prior to training to Rs.7,115 after training, indicating a substantial rise in income. This represents a 45% increase in average monthly income among participants.

Further, the proportion of respondents reporting zero income has declined from 69.75% to 56.38% after training. At the same time, the share of respondents earning in higher income brackets, particularly those above Rs.10,000 per month, has shown a marked increase.

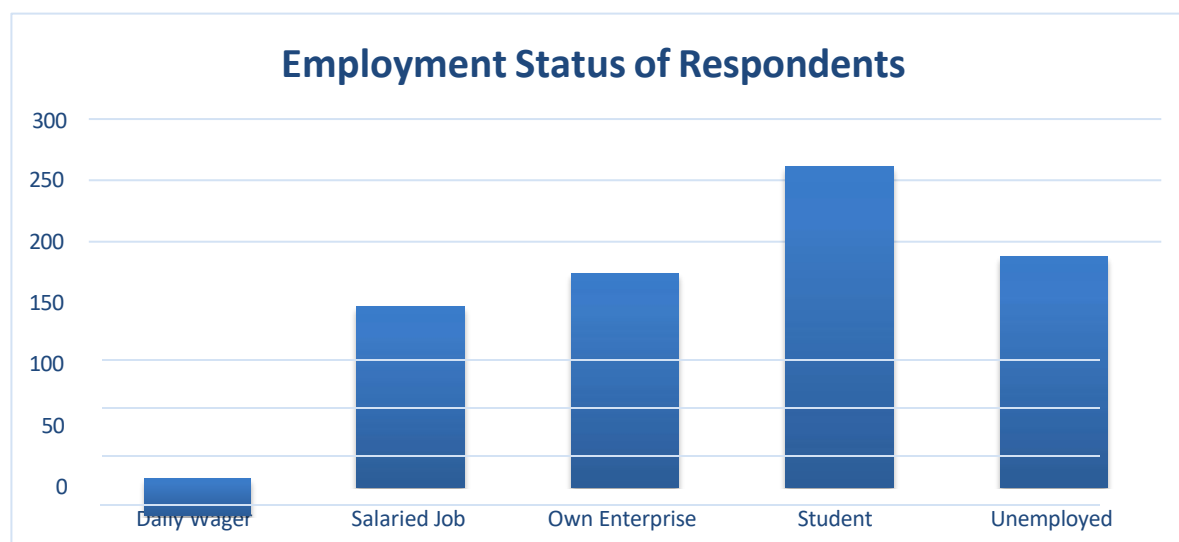
For example, the percentage of individuals in the Rs.10,001–Rs.20,000 range rose from 8.75% to 12.13%, and those earning above Rs.20,000 increased from 7.0% to 9.4%.

**Table 3.6: Employment and Enterprise Background of Respondents**

Employment Status	Respondents (%)
Daily Wager	30 (3.75)
Salaried Job	147 (18.38)
Own Enterprise	174 (21.75)
Student	261 (32.63)
Unemployed	188 (23.50)
Total	800 (100)

Source: Primary data

**Fig. 3.5: Distribution of Respondents by Employment Status**



Source: Primary data

Prior to training, the employment status among respondents was varied. Approximately 33% were students, 24% were unemployed, 22% were running their own enterprise, and 18% were salaried employees. This diversity reflects the wide range of individuals attracted to ESDP whether those seeking to enter the workforce, improve skills for personal ventures, or secure formal employment.

The economic and occupational background data suggest that ESDP effectively targets a broad and varied group, offering opportunities to both vulnerable and relatively established individuals. The significant income growth and reduction in unemployment post-training demonstrate the programme’s capacity to facilitate economic upliftment and job creation. Furthermore, by engaging individuals with differing employment histories, ESDP supports

a multiplicity of economic pathways whether entrepreneurship, wage employment, or skill enhancement.

### 3.3 Programme Participation

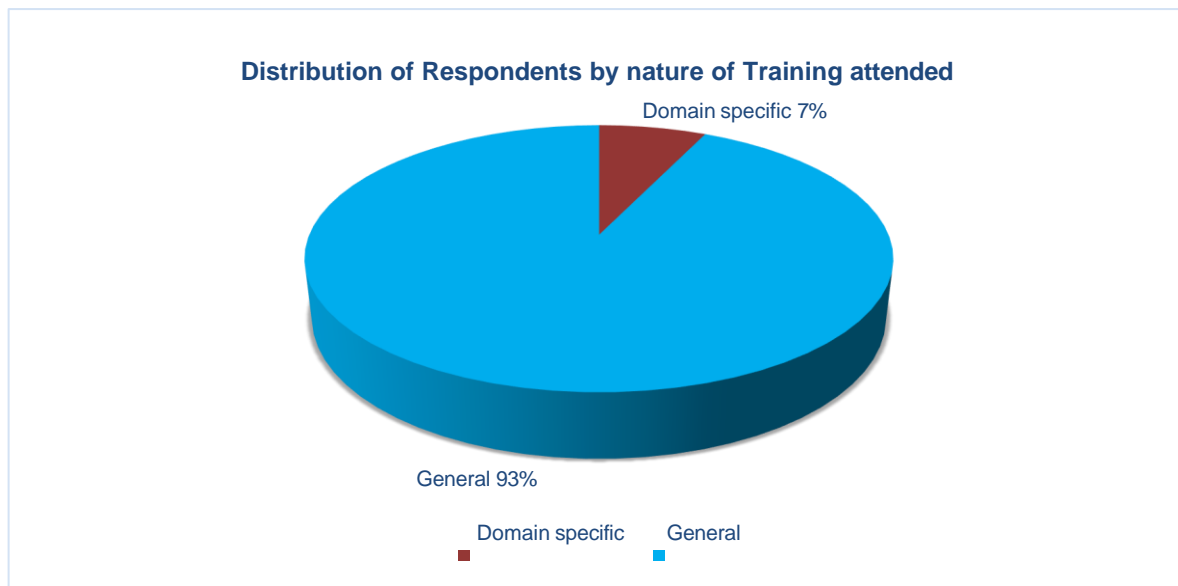
This section examines the modes, types, and organizational mechanisms of training participation. It provides insights into training structure, implementation partners, and accessibility of application processes.

**Table 3.7: Nature of Training**

Nature of Training	Respondents	%
Domain specific	56	7
General	744	93
Total	800	100

Source: Primary data

**Fig. 3.6: Distribution of Respondents by Nature of Training attended**



Source: Primary data

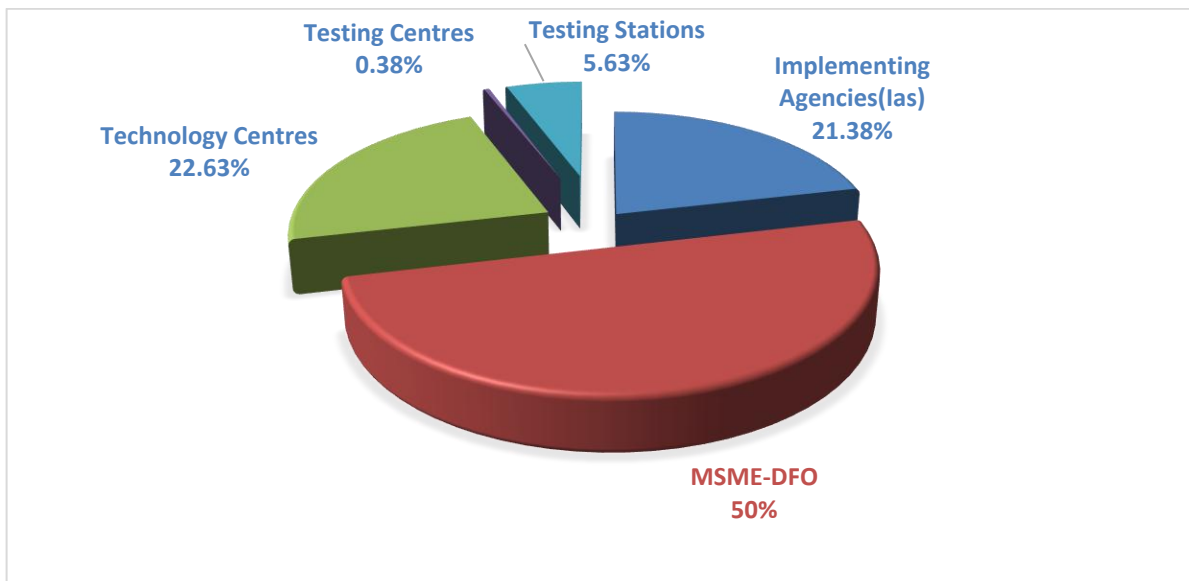
The survey indicates that the vast majority of respondents, 93%, attended general training modules, while only 7% participated in domain-specific trainings. This preference suggests that most respondents sought foundational entrepreneurial skills applicable across various sectors rather than niche, specialized expertise. The high uptake of general modules reflects ESDP’s emphasis on delivering broad-based entrepreneurship development relevant to a wide audience, which can support multiple types of small business ventures.

**Table 3.8: Type of Training Institutes**

Type of the Training Institutes	Respondents	%
Implementing Agencies (IAs)	171	21.38
MSME-DFO	400	50.00
Technology Centres	181	22.63
Testing Centres	3	0.38
Testing Stations	45	5.63
Total	800	100.00

Source: Primary data

**Fig. 3.7: Percentage Distribution of Respondents by different type of Training Institutes**



Source: Primary data

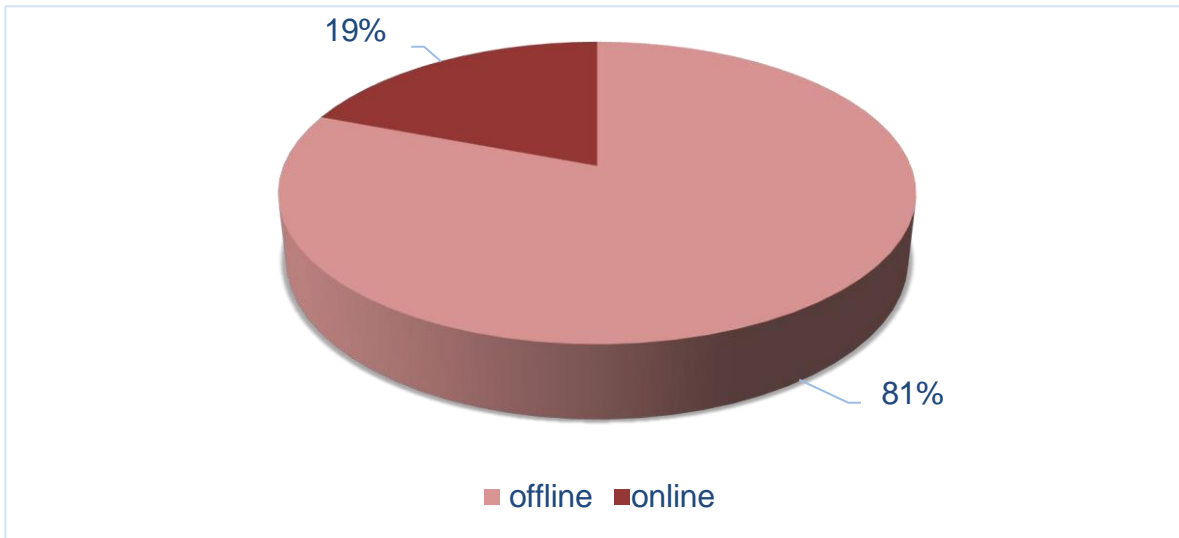
The above data shows that the MSME-Development Field Offices (MSME-DFOs) impart highest number of trainings to the respondents (about 50%). Technology Centres follow with 23.00% of respondents, Implementing Agencies (IAs) account for 21.38%, Testing Stations 5.63% and Testing Centres about 0.38% of the respondents. This distribution highlights the central role of MSME-DFOs in service delivery within the ecosystem along with Technology Centres and Implementing Agencies.

**Table 3.9: Mode of Application**

Mode of Application	Respondents	%
Offline	646	80.75
Online	154	19.25
Total	800	100

Source: Primary data

**Fig. 3.8: Distribution of Respondents by Mode of application**



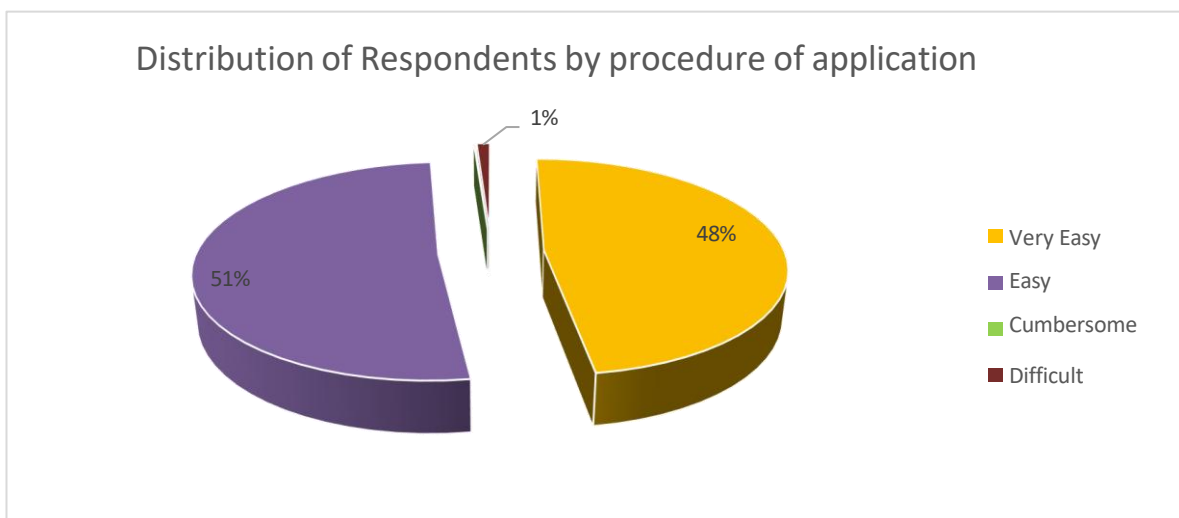
Source: Primary data

**Table 3.10: Ease of Application**

Procedure of application	Respondents	%
Very Easy	381	47.63
Easy	410	51.25
Cumbersome	1	0.13
Difficult	8	1.00
Total	800	100.00

Source: Primary data

**Fig. 3.9: Distribution of Respondents by Application procedure**



Source: Primary data

The application process was primarily offline, with 80.75% applying through traditional means, and 19.25% utilizing online applications. Notably, almost all respondents found the

application procedure accessible and user-friendly, with 47.63% describing it as “very easy” and 51.25% as “easy.” Only a tiny fraction considered it cumbersome or difficult. These findings suggest that while digital applications are available, offline methods remain dominant likely because they are more accessible to the target population. The overall positive feedback on application ease indicates that the process does not present a barrier to participation, facilitating high enrolment.

The patterns in programme participation demonstrate a strong, inclusive outreach that caters to diverse respondents by providing mainly general entrepreneurial skills training through reliable institutional partners. The dominance of offline application methods underscores the need to maintain varied access channels, as not all respondents may have ready internet connectivity or digital literacy. The consistent ease of application encourages continued high turnout and reflects thoughtful programme design aimed at minimizing entry barriers.

The involvement of multiple coordinating agencies ensures extensive geographical and demographic coverage, enhancing the reach and impact of ESDP within the surveyed states. These aspects of programme participation contribute significantly to the training’s success in empowering respondents with entrepreneurial knowledge and skills.

### 3.4 Motivations and Awareness

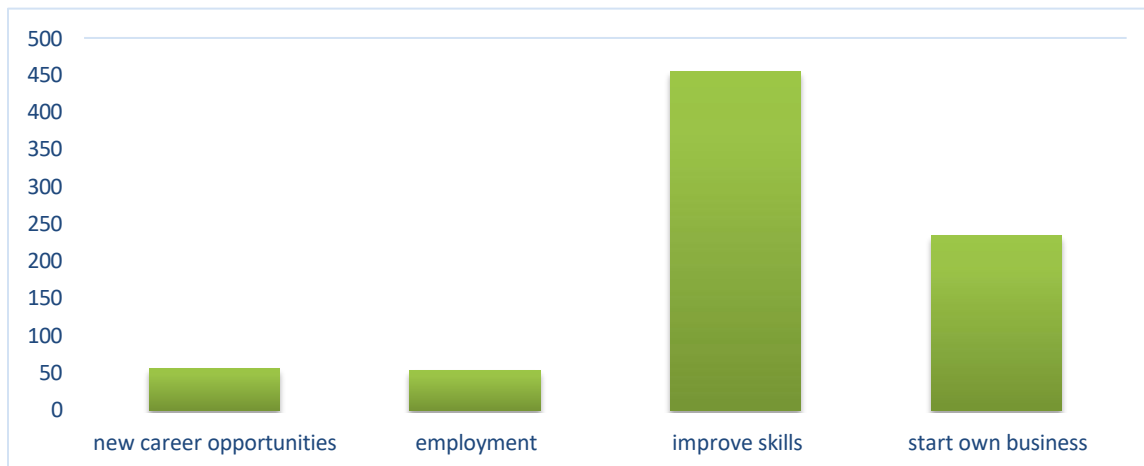
This section examines the reasons why the 800 respondents chose to participate in the ESDP and the mediums through which they became aware of the programme. Understanding these factors is vital to grasp the motivational drivers behind enrolment and the effectiveness of outreach strategies.

**Table 3.11: Reasons for Joining**

<b>Reason for joining the training</b>	<b>Respondents</b>	<b>%</b>
For New career opportunities	56	7.00
For Employment	54	6.75
To Improve skills	455	56.88
To Start own business	235	29.38
<b>Total</b>	<b>800</b>	<b>100.00</b>

**Source:** Primary data

**Fig. 3.10: Reason for Joining the Training**



Source: Primary data

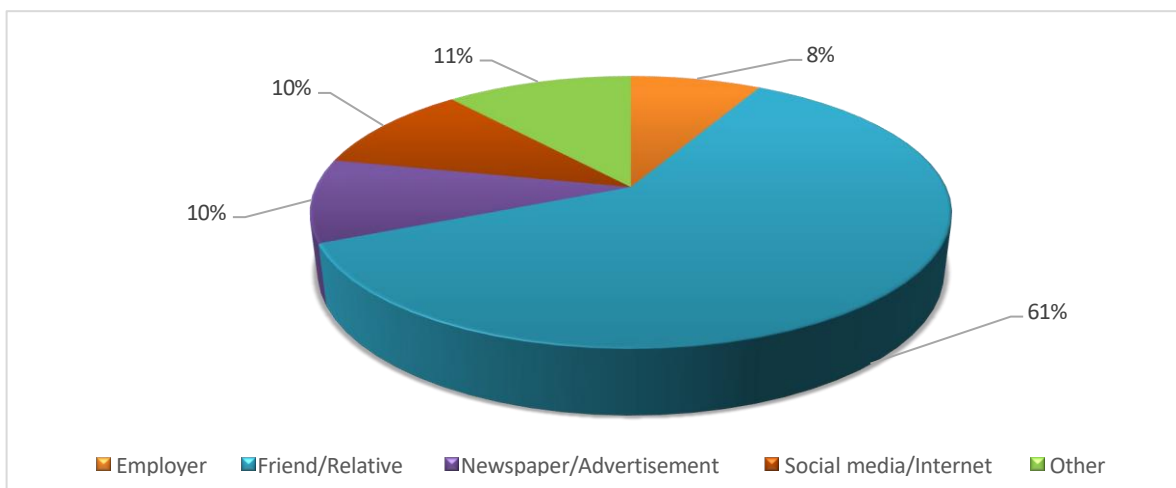
Survey data reveals that the majority of respondents (56.88%) joined ESDP to improve their skills, highlighting a strong desire among participants to enhance their entrepreneurial capabilities and self-reliance. Additionally, 29.38% aimed to start their own business, demonstrating the aspirational impact of the programme in motivating entrepreneurship. Smaller proportions sought new career opportunities (7%) or employment (6.75%), reflecting the programme’s appeal towards entrepreneurship.

**Table 3.12: Source of Awareness**

Source of Awareness	Respondents	%
Employer	63	7.88
Friend/Relative	485	60.63
Newspaper/Advertisement	79	9.88
Social media/Internet	83	10.38
Other	90	11.25
Total	800	100

Source: Primary data

**Fig. 3.11: Percentage Distribution of Respondents by Source of Awareness**



Source: Primary data

Regarding how respondents learned about ESDP, the most significant source was friends and relatives, accounting for 60.63% of awareness. This underscores the power of word-of-mouth within communities in promoting programme participation. Social media and internet platforms accounted for 10.38%, and traditional media such as newspapers and advertisements covered 9.88%, showing the complementary role of digital and conventional outreach. Other sources constituted 11.25%, indicating an assorted mix of publicity efforts.

The data clearly indicates that respondents are primarily motivated by skills development and entrepreneurship ambitions. The dominance of interpersonal referral (friends/relatives) in awareness suggests that community trust and peer influence are central to the programme's reach.

While digital and print media contribute to awareness, strengthening these channels to balance informal networks could expand the programme's accessibility to less-connected individuals.

The motivational orientation towards skill improvement and business creation aligns well with ESDP's core objectives. It suggests that the programme not only fulfils immediate employment needs but also fosters longer-term entrepreneurial mind-sets, crucial for sustainable economic development.

### 3.5 Training Delivery and Application of Experience

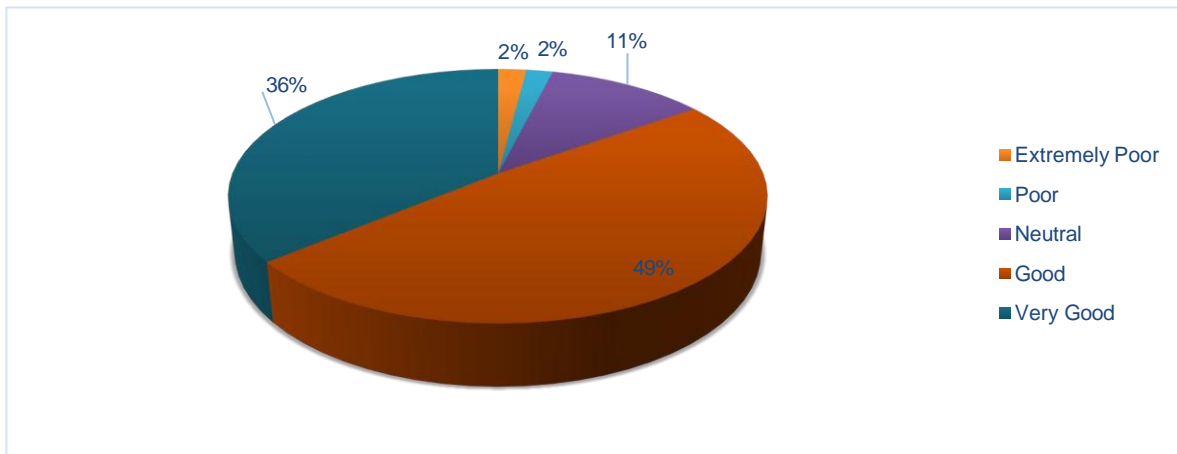
This section evaluates the quality of training delivery within the ESDP as experienced by respondents. It also examines how respondents applied the skills and knowledge gained through the programme into their entrepreneurial or employment activities.

**Table 3.13: Quality of Trainers**

Quality of Trainers	Respondents	%
Extremely Poor	16	2.00
Poor	15	1.88
Neutral	90	11.25
Good	389	48.63
Very Good	287	35.88
Total	800	100.00

**Source:** Primary data

**Fig. 3.12: Distribution of Respondents by Quality of Trainers**



Source: Primary data

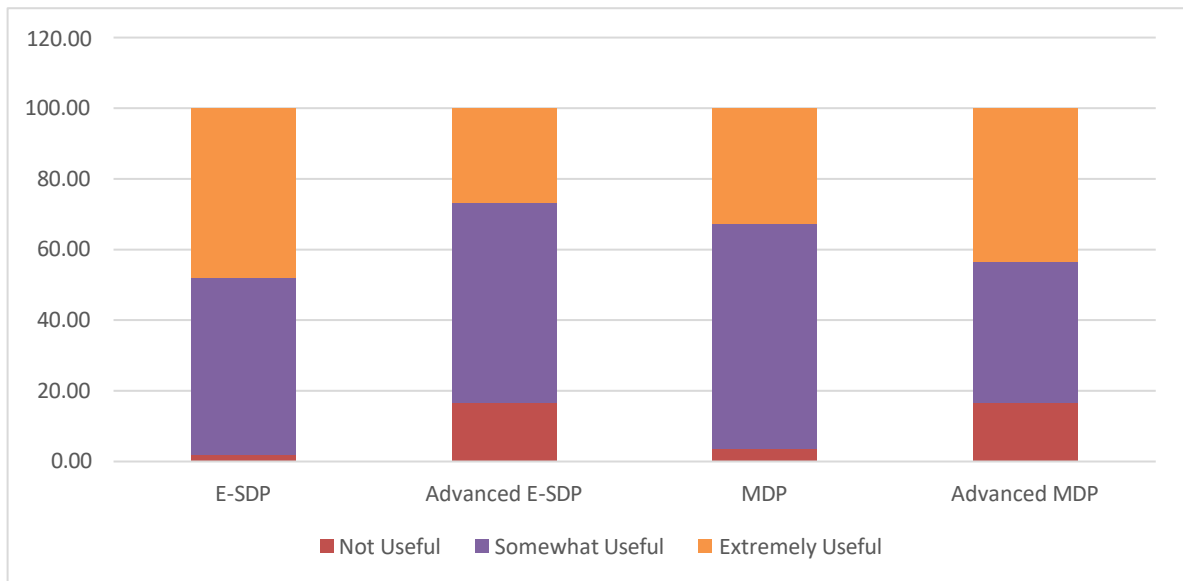
According to the survey, a combined 84.51% of respondents rated the trainers as either “Good” (48.63%) or “Very Good” (35.88%). Only a small minority found the training quality poor or extremely poor. These overwhelmingly positive ratings demonstrate that the trainers are well-regarded by participants, suggesting effective, engaging, and well-organized delivery of training content.

**Table 3.14: Usefulness of Training**

Name of Training	Not Useful	Somewhat Useful	Extremely Useful	Total
E-SDP	9	273	259	541
Advanced E-SDP	5	17	8	30
MDP	7	127	65	199
Advanced MDP	5	12	13	30
<b>Total</b>	<b>26</b>	<b>429</b>	<b>345</b>	<b>800</b>

Source: Primary data

**Fig. 3.13: Distribution of Respondents by the training and its usefulness**



**Source:** Primary data

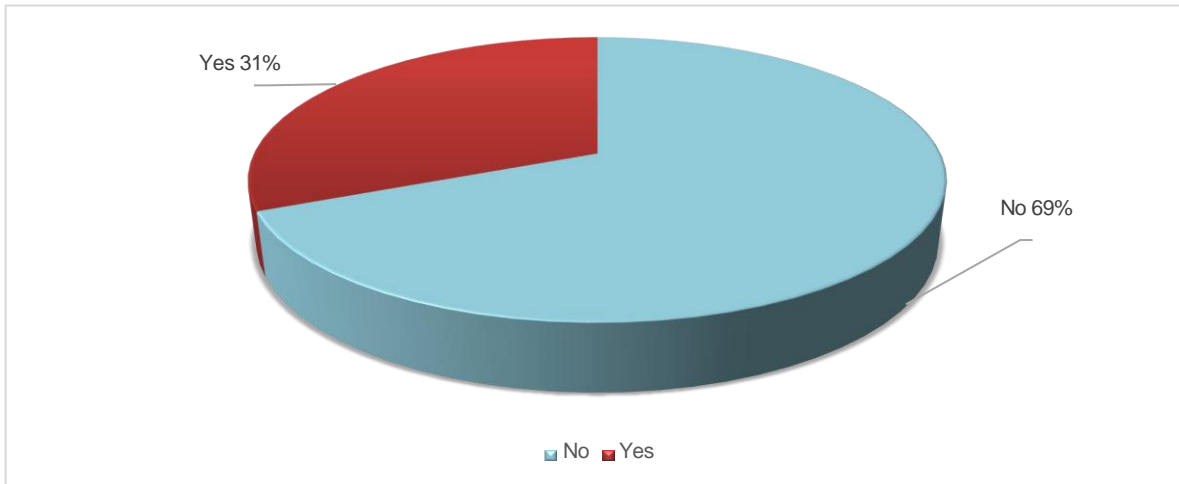
Among the 800 participants surveyed, the E-SDP was expressed to be the most useful, with over 96.75% finding it useful 53.62% rated it as somewhat useful and 43.12% as extremely useful. Other trainings like the Advanced E-SDP, MDP, and Advanced MDP also received positive feedback, with the majority of respondents acknowledging their benefit in enhancing skills and entrepreneurial knowledge. Overall, nearly 97% of participants across all modules reported gaining useful skills, affirming the effectiveness of ESDP in empowering respondents with practical entrepreneurial skills essential for business success.

**Table 3.15: Application of Knowledge**

Application of knowledge after training	Respondents	%
No	549	68.63
Yes	251	31.38
Total	800	100

**Source:** Primary data

**Fig. 3.14: Distribution of Respondents by application of knowledge after training**



**Source:** Primary data

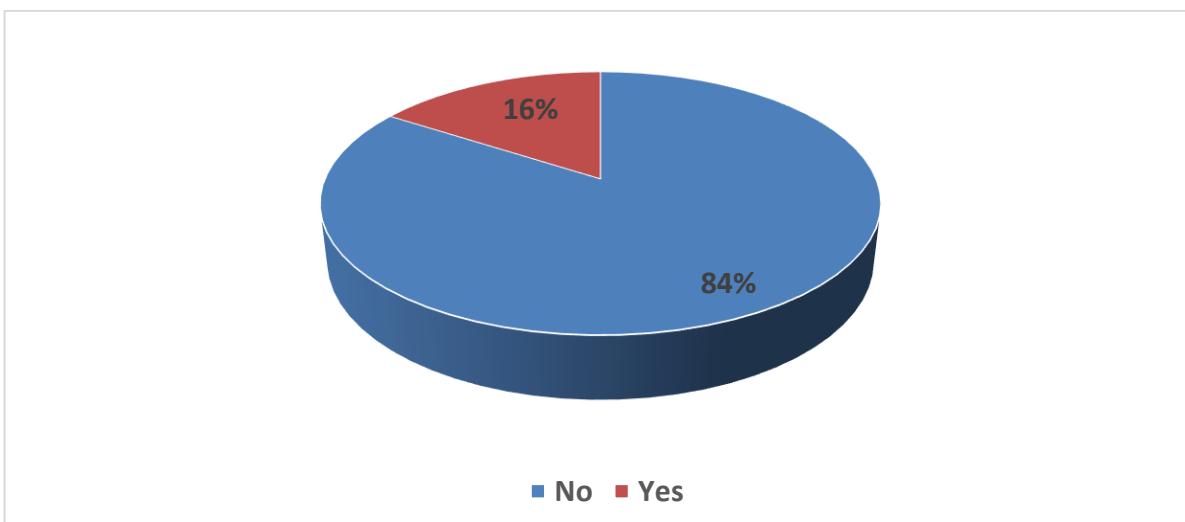
Despite the positive training feedback, only 31.38% of respondents reported actively applying the acquired knowledge and skills in real-life after training. The majority (68.63%) had yet to implement their learning, which may be due to external barriers such as limited market access, financial constraints, or the need for further guidance and mentorship. It may be mentioned here that majority of the respondents were students, who probably did not have any such opportunity. However, this gap highlights the importance of strengthening post-training support systems.

**Table 3.16: Entrepreneurship establishment**

Start own Enterprise	Respondents	%
No	673	84.13
Yes	127	15.88
Total	800	100.00

**Source:** Primary data

**Fig. 3.15: Distribution of Respondents by Entrepreneurship establishment**

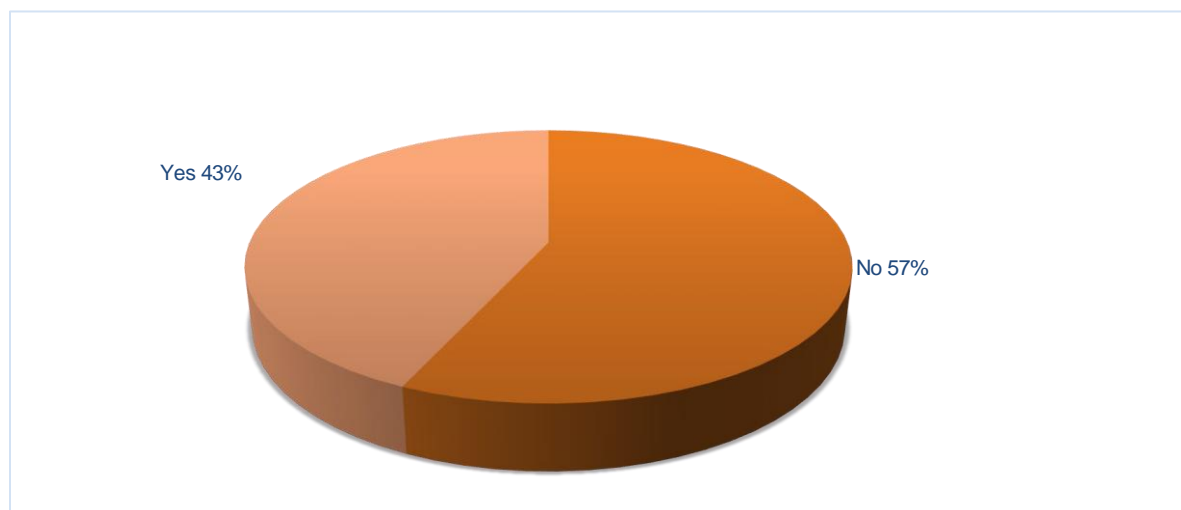


**Source:** Primary data

**Table 3.17: Udyam Registration**

Udyam Registration	Respondents	%
No	72	56.69
Yes	55	43.31
Total	127	100.00

Source: Primary data

**Fig. 3.16: Distribution of Respondents by Udyam Registration**

Source: Primary data

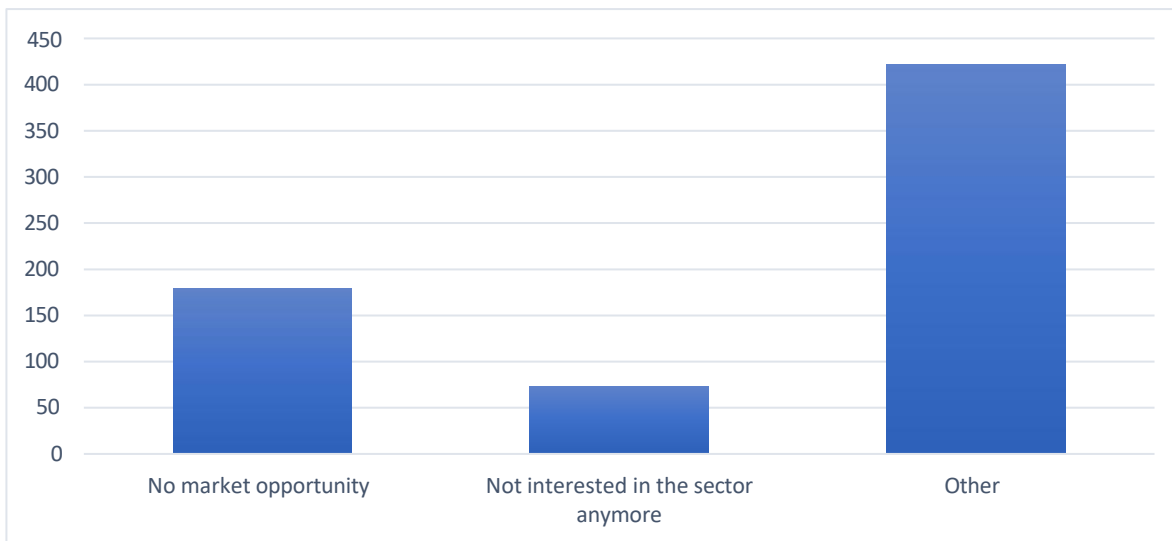
Only 15.88% of respondents started their own enterprises post-training, the modest rate reflects challenges in moving from learning to practicing entrepreneurship. Moreover, among these new entrepreneurs, only 43.31% secured Udyam registration, essential for formalising businesses and accessing government benefits. The significant unregistered proportion points to gaps in awareness or procedural challenges that need addressing to help entrepreneurs benefit fully from institutional support.

**Table 3.18: Reasons for not starting the business**

Reason for not starting a business	Respondents	%
No market opportunity	179	26.56
Not interested in the sector anymore	73	10.83
Other	422	62.61
Total	674	100.00

Source: Primary data

**Fig. 3.17: Reason for not starting business**



**Source:** Primary data

This relatively low figure for the establishment of own enterprises suggests several possible reasons: lack of market opportunities, complex regulatory processes, or personal hesitations about entrepreneurship. The data shows that approx. 27 % of the respondents reveal lack of market opportunity approx. 11 % of the respondents are not interested in the sector anymore and remaining 62 % have some other reasons to not start their own enterprise. It shows that while training equips respondents with skills and motivation, external factors such as financial and market linkages strongly influence their ability to translate learning into actual business ventures. Therefore, to improve entrepreneurship outcomes, the programme may need to strengthen post-training support, including mentorship, handholding, access to finance, and simplified procedures.

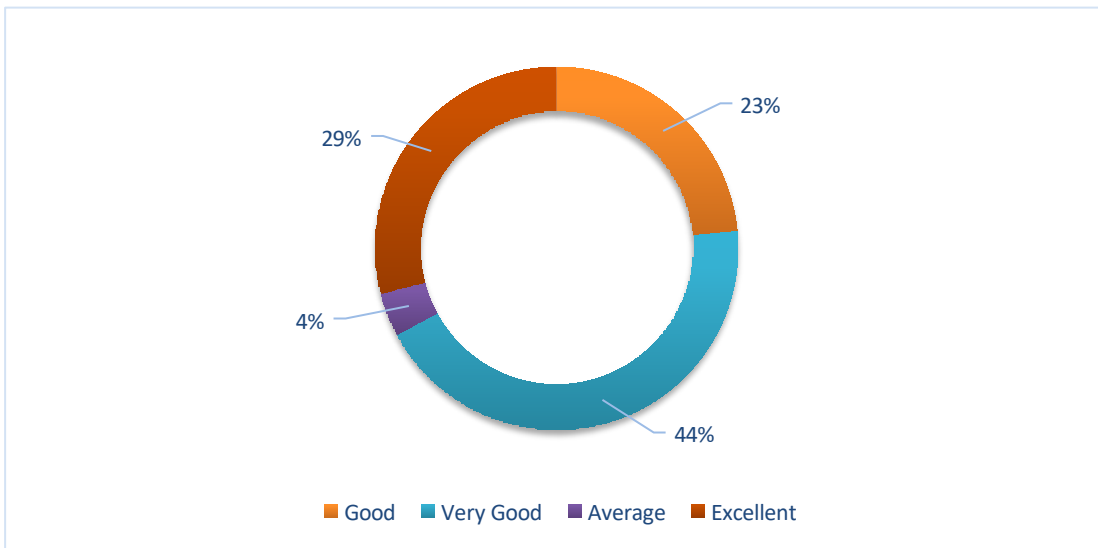
### 3.6 Feedback and Suggestions for Improvement based on the survey

**Table 3.19: Feedback of the respondents**

Feedback	Respondents	%
Good	188	23.50
Very Good	349	43.63
Average	31	3.88
Excellent	232	29.00
Total	800	100.00

**Source:** Primary data

**Fig. 3.18: Feedback of Respondents**



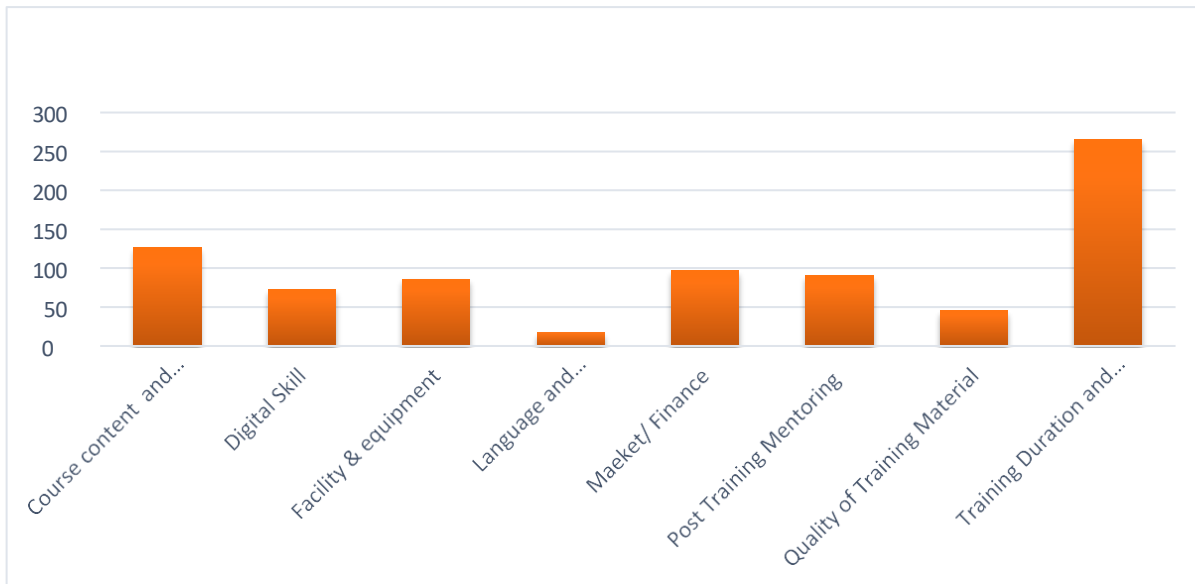
**Source:** Primary data

The feedback collected indicates high overall satisfaction with the ESDP training. About 73.13% rated the training quality as Excellent or Very Good, while 23.63% considered it Good, and only 3.25% rated it Average or below. This reflects strong approval of the training content, delivery, and relevance from the majority of respondents. Such positive assessments suggest that ESDP successfully meets participant expectations and needs.

**Table 3.20: Areas of Improvement of ESDP Training**

Area of Improvement	Respondents	%
Course content and practical knowledge	126	15.75
Digital Skill	73	9.13
Facility & equipment	86	10.75
Language and communication	17	2.13
Market/ Finance	97	12.13
Post Training Mentoring	90	11.25
Quality of Training Material	46	5.75
Training Duration and effectiveness	265	33.13
Total	800	100.00

**Source:** Primary data

**Fig. 3.19: Areas of improvement in ESDP training**

**Source:** Primary data

When asked about areas for improvement, the responses reveal that the highest priority identified was the need to enhance training duration and effectiveness, emphasized by 265 respondents (33.13%). This indicates that nearly one-third of the participants believed that longer, more intensive sessions could strengthen conceptual understanding and practical exposure. Another 126 respondents (15.75%) highlighted the need to improve course content with greater emphasis on practical, hands-on knowledge, demonstrating participants' preference for experiential learning. At the same time, 97 respondents (11.25%) sought better market and financial linkages, while 90 respondents (11.25%) stressed post-training mentoring support, both pointing to the necessity of continuous assistance beyond classroom instruction. Facilities and equipment upgradation was mentioned by 86 respondents (10.75%), and 73 respondents (9.13%) suggested integrating stronger digital skill components, reflecting the growing demand for technology-oriented entrepreneurship. Additionally, 46 respondents (5.75%) emphasized the improvement of training materials, while 17 respondents (2.13%) mentioned language and communication skills as minor yet important improvement areas. Collectively, this feedback illustrates that trainees widely appreciated the programme's design yet recognized scope for improvement through better practical exposure, infrastructure quality, extended engagement, and support systems to enable a smoother transition from training to successful enterprise establishment.

The section highlights that the programme has achieved wide demographic outreach, with strong female participation and representation across social groups, contributing significantly to gender and social inclusion. Economically, participants reported a 45 percent rise in average income after training, indicating improved employability and financial empowerment. The programme's operational mechanisms, proved efficient and accessible, with the majority finding the application process easy. Motivationally, respondents joined the training primarily to enhance skills and develop self-employment potential, reflecting both personal and community-level interest in entrepreneurship. Although training quality

and satisfaction levels were rated highly, limited application of skills and relatively low enterprise creation rates underscore the need for stronger post-training support mechanisms such as mentoring and linkages to market and finance. Overall, the findings affirm that ESDP is an effective and inclusive initiative fostering entrepreneurial capacity, income generation, and gender-balanced participation, while future efforts may focus on strengthening continuity and practical outcomes of the training interventions.

## Chapter 4: Overall Assessment

### 4.1 Performance Assessment

**Table 4.1: Number of Programme and Beneficiaries by Year and Programme Type**

Programme	2021-22		2022-23		2023-24		2024-25		2025-26 as on Sep. 2025	
	Programme	Beneficiaries	Programme	Beneficiaries	Programme	Beneficiaries	Programme	Beneficiaries	Programme	Beneficiaries
<b>EAP</b>	715	59,702	2,407	1,57,681	3,633	2,44,835	7,262	4,30,208	974	58,530
<b>E-SDP</b>	0	0	1,456	38,359	2,636	69,782	2,767	73,245	214	5533
<b>MDP</b>	0	0	757	19,988	1,037	27,751	2,428	63,654	53	1386
<b>Advanced E-SDP</b>	0	0	66	1,563	127	3,046	72	1,678	-	-
<b>Advanced MDP</b>	0	0	46	1,101	64	1,628	37	931	6	150
<b>Total</b>	715	59,702	4,732	2,18,692	7,497	3,47,042	12,566	5,69,716	1242	65572

Source: ESDP, Ministry of MSME

The table presents the number of training programmes conducted and the total number of beneficiaries who participated each year across various programme types EAP, E-SDP, MDP, Advanced E-SDP, and Advanced MDP from 2021-22 to 2024-25 fully and for 2025-26 till September 2025. It reflects a consistent upward trajectory in both programme delivery and outreach over this period. For instance, the number of EAP programmes grew from 715 in 2021-22 to 7,262 in 2024-25, while the number of beneficiaries increased from around 60,000 to more than 4.3 lakh. Similar expansion trends are observed in other components such as E-SDP and MDP, indicating a substantial scaling-up under the programme aimed at supporting a broad base of potential and existing entrepreneurs.

The number of Advanced E-SDP and Advanced MDP programmes is relatively lower compared to E-SDP and EAP programmes because they are designed as specialised management-oriented and advanced-level courses. As a result, their target audience tends to be more selective, comprising participants with prior exposure or specific professional aspirations. In contrast, EAP and E-SDP are broader, general-purpose programmes aimed at a wider pool of potential entrepreneurs and trainees, which naturally leads to significantly higher participation rates.

Moreover, preliminary figures for the ongoing financial year 2025-26 (up to September 2025) continue to reflect sustained implementation efforts. As of now, a total of approximately 992 programmes have been conducted across all components, benefitting around 53435 participants. This ongoing progress underscores the government's continued commitment to strengthening entrepreneurial capacity and enhancing the ecosystem for MSME development in the country.

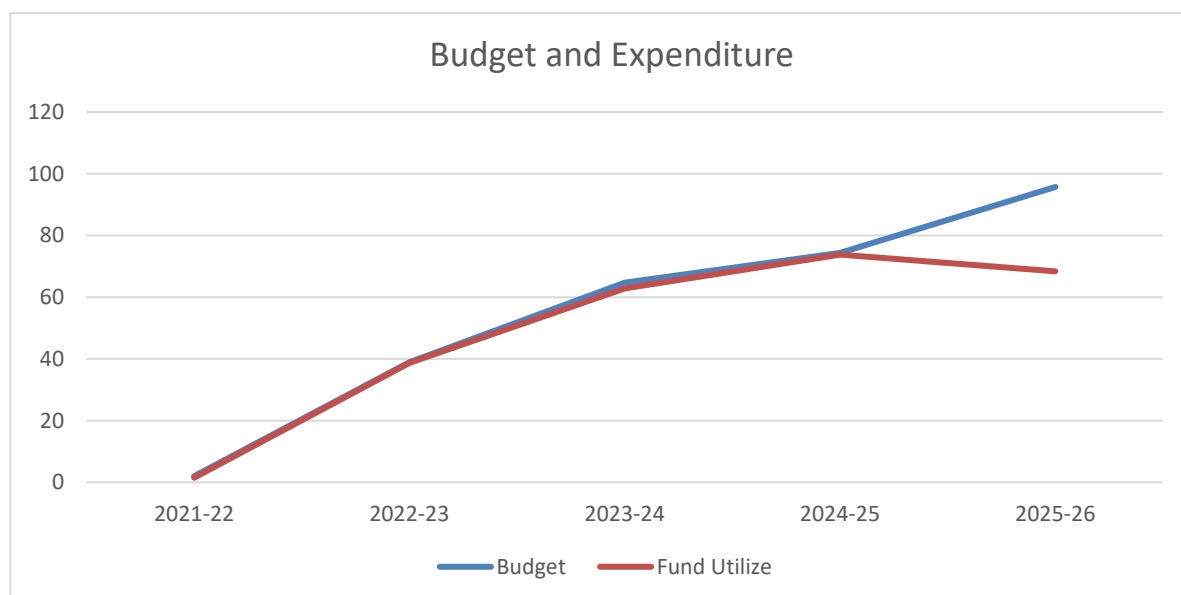
## 4.2 Budgetary Allocation and Expenditure pattern of the scheme

**Table 4.2: ESDP Budget and Expenditure (Rs. crore)**

Year	Budget	Fund Utilize	(%)
2021-22	2.00	1.50	75.00
2022-23	38.91	38.71	99.49
2023-24	64.70	62.84	97.12
2024-25	74.32	73.79	99.29
2025-26	95.70	68.37 (as on 15.01.2026)	71.44

Source : ESDP MIS Portal

**Figure 4.1: Budget and expenditure during 2021-22 to 2025-26**



Source: ESDP MIS Portal

The data shows an upward trend in the budgetary allocation for the scheme, escalating from ₹2.00 crore in the financial year 2021-22 to ₹95.70 crore in 2025-26, signifying a substantial expansion. Corresponding fund utilization demonstrated consistently high efficiency in the intervening years, with expenditure rates exceeding 97% from 2022-23 through 2024-25. However, the utilization for the current fiscal year 2025-26, recorded at 71.44% as of 15 January 2026 against an expenditure of ₹68.37 crore, presents a notable deviation from this trend.

## Programme Components

### 4.3 Entrepreneurship Awareness Programme (EAP)

**Table 4.3: Year wise EAP Programme and Beneficiaries**

Year	Number of Programme	Number of Beneficiaries
2021-22	715	59,702
2022-23	2,407	1,57,681
2023-24	3,633	2,44,835
2024-25	7,262	4,30,208
2025-26 (as on Sept. 2025)	974	58,530

**Source:** ESDP, Ministry of MSME

The trend demonstrates a clear and substantial increase in both the number of Entrepreneurship Awareness Programme (EAP) initiatives conducted and the beneficiaries reached over the four-year period. The number of programmes expanded more than tenfold, rising from 715 in 2021-22 to 7,262 in 2024-25. Similarly, the number of beneficiaries grew significantly, increasing from approximately 59,700 to more than 4.3 lakh during the same period.

This sustained upward trajectory reflects the programme's expanding outreach and enhanced effectiveness, suggesting a stronger institutional focus, increased investment, and greater demand for entrepreneurship awareness initiatives. The data also indicates improved accessibility and utilisation of EAP support services, underscoring their growing relevance in nurturing entrepreneurial intent and capacity across diverse regions and demographic groups.

### 4.4 Entrepreneurship-cum-Skill Development Programme (E-SDP)

**Table 4.4: Year wise ESDP Programmes and Beneficiaries**

Year	Number of Programmes	Number of Beneficiaries
2021-22	0	0
2022-23	1,456	38,359
2023-24	2,636	69,782
2024-25	2,767	73,245
2025-26 (as on Sept. 2025)	214	5533

**Source:** ESDP, Ministry of MSME

The data shows a remarkable and consistent expansion in both the number of programmes conducted and the beneficiaries reached under the scheme. In 2021-22, no programmes were conducted due to the widespread disruptions caused by the COVID-19 pandemic, which

severely impacted field-level activities and implementation capacity. However, the scheme witnessed a substantial growth in 2022-23, organising 1,456 programmes that benefited 38,359 individuals.

This momentum continued in 2023-24, with the number of programmes nearly doubling to 2,636 and the beneficiary base rising to 69,782. By 2024-25, the growth trajectory stabilised at a higher level, delivering 2,767 programmes and reaching 73,245 beneficiaries. The steady year-on-year increase highlights both the strong demand and the effective outreach of the entrepreneurial training, as well as the scheme's growing institutional capacity to engage and upskill aspiring entrepreneurs across the country.

#### 4.5 Advanced Entrepreneurship-cum-Skill Development Programme (Advanced E-SDP)

**Table 4.5: Year wise Advanced E-SDP Programmes and Beneficiaries**

Year	Number of Programmes	Number of Beneficiaries
2022-23	66	1,563
2023-24	127	3,046
2024-25	72	1,678

**Source:** ESDP, Ministry of MSME

The Advanced E-SDP have been conducted since 2022-23. While the guidelines indicate the intake capacity to be about 20 participants, the average intake (participants per programme) has exceeded all the three years, i.e. 2022-23, 2023-24 and 2024-25, reflecting good demand for the course.

The IAs contacted during the field visits appeared to be enthusiastic about conducting such programmes. The officials in the O/o DC (MSME) also informed that they would be supporting the IAs to the extent possible, if their performance was good. While, the number of programmes has shown fluctuation in the 3 years, it is too small duration to make any assessment based on that. In general, there is demand for the programme and IAs are willing to conduct the same.

#### 4.6 Management Development Programmes (MDPs)

**Table 4.6: Year wise MDP Programmes and Beneficiaries**

Year	Number of Programmes	Number of Beneficiaries
2022-23	757	19,988
2023-24	1,037	27,751
2024-25	2,428	63,654
2025-26 (as on Sept. 2025)	53	1386

**Source:** ESDP, Ministry of MSME

The above table shows a steady growth and significant scaling up over the four-year period from 2021-22 to 2024-25. No programmes were conducted in 2021-22 due to the disruptions

caused by the COVID-19 pandemic. However, both indicators demonstrated consistent upward momentum thereafter, with 1,037 programmes engaging 27,751 participants in 2023-24, followed by a substantial leap to 2,428 programmes reaching 63,654 beneficiaries by 2024-25.

This pattern reflects a renewed emphasis on management skill development within the MSME sector, with the sharp rise in the final year highlighting improved programme delivery, greater accessibility, and increased responsiveness to industry needs. Overall, the data indicates that the Management Development Programme (MDP) is evolving into a major pillar of the ESDP, meeting the rising demand for managerial capacity building and supporting MSMEs with relevant, scale-oriented interventions.

#### 4.7 Advanced Management Development Programme (Advanced MDP)

**Table 4.7: Year wise Advanced MDP Programmes and Beneficiaries**

Year	Number of Programmes	Number of Beneficiaries
2022-23	46	1,101
2023-24	64	1,628
2024-25	37	931
2025-26 (as on Sept. 2025)	6	150

**Source:** ESDP, Ministry of MSME

The data demonstrates a fluctuating implementation pattern within the ESDP framework. No programmes were conducted in 2021-22 due to the disruptions caused by the COVID-19 pandemic. The scheme resumed in 2022-23 with the launch of 46 programmes reaching 1,101 beneficiaries, followed by an increase to 64 programmes and 1,628 beneficiaries in 2023-24. However, both indicators declined in 2024-25, with only 37 programmes conducted and 931 beneficiaries reached. This trend indicates that while there was initial momentum and scaling up of advanced managerial training, sustaining that growth has been challenging. The fluctuating numbers underscore the need for strategic interventions to ensure programme continuity, expand outreach, and strengthen institutional support for advanced managerial skill development in the MSME sector.

#### 4.8 Assessment of the Programme under REESI+C+E Framework

This part covers a detailed assessment of the programme's performance through the lens of the REESI+C+E framework covering Relevance, Effectiveness, Efficiency, Sustainability, Impact, Coherence, and Equity. By analysing the data, and implementation trends, the assessment captures the study objectives including how effectively the scheme equips individuals with entrepreneurial skills, promotes self-employment, and contributes to the broader socio-economic development agenda. This evaluation also situates the programme within the current labour market realities and highlights its strategic role in advancing inclusive growth across diverse regions and population groups.

## I Relevance

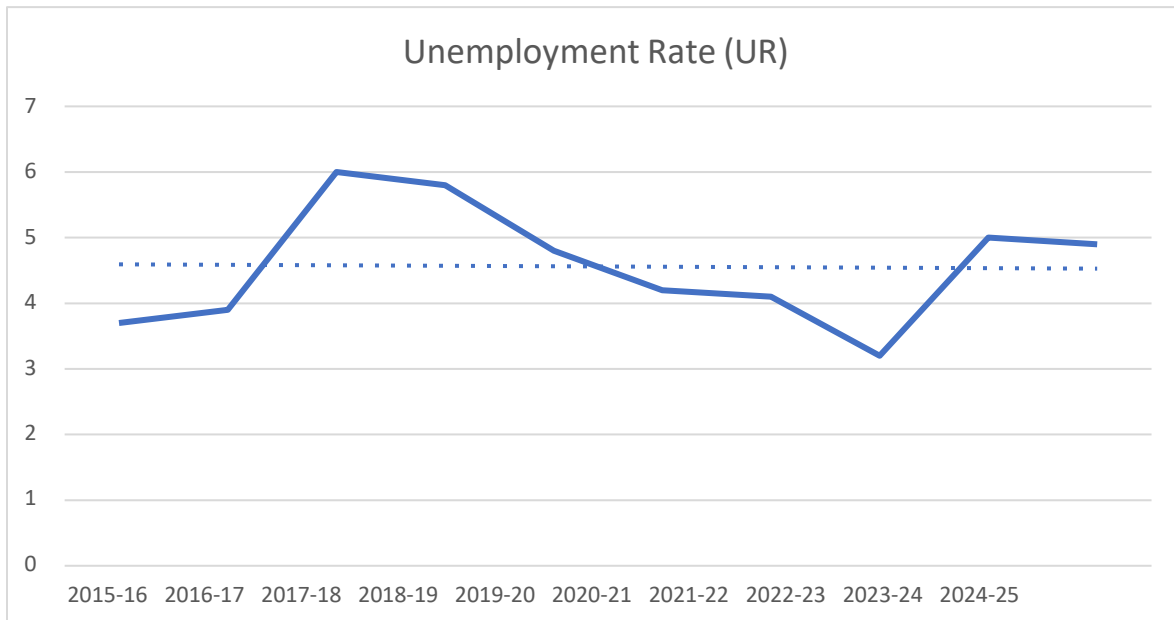
Unemployment in India is a complex and persistent challenge marked by varying rates, regional disparities and different types. As of July 2025, India's official overall unemployment rate was 5.2%, with youth unemployment in urban areas spiking to 19%. The unemployment rate can be seen in the table given below.

**Table 4.8: Trend of unemployment rate**

Year	Unemployment Rate (UR)
2015-16	3.7
2016-17	3.9
2017-18	6.0
2018-19	5.8
2019-20	4.8
2020-21	4.2
2021-22	4.1
2022-23	3.2
2023-24	5.0
2024-25	4.9

Source: PLFS Report

**Figure 4.2: Trend of Unemployment rate in India**



Source PLFS Data

While unemployment is high, it has been reported that there are not enough people for some jobs. This raises the issue of employability of the unemployed in India. It is a major challenge due to persistent skill gaps and mismatch between formal education and market requirements. As per India Skills Report 2025, only about 54.8% of Indian graduates are considered employable. While skilling can get the trainees some jobs, turning entrepreneur opens up new economic opportunities.

Trained entrepreneurs can effectively translate skills into viable economic opportunities. This highlights the ongoing importance of aligning the programme with evolving economic conditions and labour market realities to sustain its relevance and impact. Through entrepreneurship, one can create jobs for self as well as for others.

The scheme is highly relevant in view of the following:

- It contributes in creating employment:  
By developing entrepreneurship and skill sets among unemployed individuals, the ESDP enhances employability and promotes self-employment, thereby contributing to economic growth and diversification. The increasing number of programmes and beneficiaries over recent years reflects the scheme’s expanding role in strengthening the country’s workforce capacity.
- The scheme addresses National Development Priorities:  
ESDP directly supports key national priorities such as inclusive growth, employment generation, and poverty reduction. Its focus on priority groups, including socially disadvantaged communities and women, aligns with the government’s goal to foster equitable socioeconomic development.
- Responsiveness to Labour Market Needs:  
The scheme’s evolving outreach and upscaling demonstrate its relevance in meeting the dynamic demands of the labour market by equipping individuals with practical entrepreneurial skills, thereby supporting sustainable livelihoods and economic resilience.

Apparently, the objectives of ESDP are aligned with the current scenario. The field data also indicates that the relevance of the ESDP is underscored by its strategic alignment with emerging economic trends and the evolving needs of aspiring entrepreneurs across diverse regional contexts.

Additionally, new Udyam registration is being done at a big scale, as can be seen in the following.

**Table no. 4.9 new Udyam registration**

Sl. No.	State/UTs	Total New Udyam Registered in FY 2020-21	Total New Udyam Registered in FY 2021-22	Total New Udyam Registered in FY 2022-23	Total New Udyam Registered in FY 2023-24	Total New Udyam Registered in FY 2024-25 (till 24.11.2024)
1	Andaman and Nicobar Islands	1,271	1,564	2,103	2,176	1,264
2	Andhra Pradesh	107,230	114,767	130,924	123,495	67,902
3	Arunachal Pradesh	1,555	1,933	2,544	2,850	1,667
4	Assam	60,029	68,532	83,361	92,913	47,150
5	Bihar	139,964	179,709	181,905	175,785	101,980
6	Chandigarh	3,901	4,439	4,622	5,015	2,547

Sl. No.	State/UTs	Total New Udyam Registered in FY 2020-21	Total New Udyam Registered in FY 2021-22	Total New Udyam Registered in FY 2022-23	Total New Udyam Registered in FY 2023-24	Total New Udyam Registered in FY 2024-25 (till 24.11.2024)
7	Chhattisgarh	45,379	48,992	55,888	54,882	30,857
8	Dadra & Nagar Haveli and Daman & Diu	2,109	2,043	1,916	1,872	873
9	Delhi	68,991	74,875	87,078	87,108	46,496
10	Goa	8,192	5,707	7,104	6,694	3,255
11	Gujarat	197,204	188,417	196,561	187,686	93,442
12	Haryana	106,469	114,321	121,972	113,607	56,600
13	Himachal Pradesh	17,517	21,827	26,804	29,963	15,144
14	Jammu and Kashmir	42,002	60,175	76,859	89,764	34,785
15	Jharkhand	56,183	62,431	70,910	63,236	29,756
16	Karnataka	177,861	198,577	210,055	201,132	102,403
17	Kerala	68,343	78,172	120,152	129,847	73,199
18	Ladakh	1,297	1,641	2,089	1,615	835
19	Lakshadweep	118	147	122	118	66
20	Madhya Pradesh	150,247	176,194	211,085	215,852	117,208
21	Maharashtra	591,434	592,373	582,189	550,198	266,700
22	Manipur	11,357	11,041	11,841	10,215	4,628
23	Meghalaya	2,258	2,903	4,045	4,866	3,366
24	Mizoram	2,961	3,329	4,486	4,311	1,946
25	Nagaland	2,598	3,606	5,429	6,584	2,985
26	Odisha	97,972	108,975	130,026	163,054	36,734
27	Puducherry	4,761	4,710	4,915	4,903	2,388
28	Punjab	113,965	110,899	104,101	97,834	49,291
29	Rajasthan	233,801	234,862	267,768	261,398	131,411
30	Sikkim	995	1,507	2,098	2,390	846
31	Tamil Nadu	322,759	331,951	359,668	342,719	160,611
32	Telangana	122,122	124,327	135,606	151,069	71,038
33	Tripura	6,668	8,483	11,398	12,185	6,238
34	Uttar Pradesh	311,563	348,655	418,901	510,048	219,039
35	Uttarakhand	31,233	35,918	44,195	47,293	24,172
36	West Bengal	109,162	126,001	153,229	179,462	90,321
	<b>Total</b>	<b>32,21,471</b>	<b>34,54,003</b>	<b>38,33,949</b>	<b>39,34,139</b>	<b>18,99,143</b>

**Source:** Answer to Lok Sabha Unstarred Question No. 689 accessed at [https://sansad.in/getFile/loksabhaquestions/annex/183/AU689\\_RBWvFP.pdf?source=pqals](https://sansad.in/getFile/loksabhaquestions/annex/183/AU689_RBWvFP.pdf?source=pqals)

The state-wise data on Udyam registrations from 2020–21 to 2024–25 shows a consistent expansion of the MSME base across India, reflecting the growing reach of formal entrepreneurship and digital registration through the Udyam portal. The total number of new registrations increased from about 32.2 lakh in 2020–21 to nearly 39.3 lakh in 2023–24, and reached around 19 lakhs by November 2024. The top five states, namely Maharashtra, Uttar Pradesh, Tamil Nadu, Rajasthan and Madhya Pradesh, together accounted for almost half of all new MSME registrations in 2023–24.

The new entrepreneurs can be tapped for the ESDP programmes.

## II Effectiveness

Effectiveness of the programme can be measured against the achievement of programme outputs and outcomes and enhancement of entrepreneurial skills and business creation.

**Table 4.10: No. of Programmes completed by DFOs**

Financial Year	Total Approved Programmes	Total Completed Programmes	Completion %
2021-22	719	715	99.44
2022-23	1,197	1,171	97.82
2023-24	2,263	2,263	100
2024-25	1,548	1,544	99.74
2025-26 (till Nov.2025)	694	302	43.5

**Source:** ESDP MIS Portal

DFOs have been quite efficient, as can be seen in the achievement of approved and completed programmes each year. While the number of approved programmes grew significantly from 719 in 2021-22 to 2,263 in 2023-24 DFOs consistently achieved a completion rate close to 100%, with just a marginal difference (typically 2-4 programmes left incomplete annually). Even as the approved total dropped slightly to 1,548 in 2024-25, the completion rate remained good at 1,544. This pattern highlights the strong administrative capacity, efficient process management, and effective execution by DFOs, reflecting a system capable of handling scale and maintaining operational reliability even as the programme expanded rapidly.

**Table 4.11: No. of Programmes Approved and completed by IAs**

Financial Year	Total Approved Programmes	Total Completed Programmes	Completion Rate %
2022-23	2,737	2,677	97.8
2023-24	4,560	4,556	99.9
2024-25	6,116	6,060	99.1
2025-26 (till Nov.2025)	727	208	28.6

**Source:** ESDP MIS Portal

The table reflects a consistently high effectiveness in the Entrepreneurship and Skill Development Programme (ESDP) across the three financial years. The completion rate the percentage of completed programmes against approved ones was 97.8% in 2022-23, showing that nearly all planned programmes were successfully implemented. This rate improved dramatically to 99.9% in 2023-24, indicating almost full execution of approved activities. In 2024-25, despite a significant increase in the number of approved programmes, the completion rate remained robust at 99.1%, demonstrating the scheme's ability to scale up

operations effectively while maintaining high delivery standards. Overall, these figures suggest that the programme is efficiently converting approved plans into actual training and development activities with minimal delays or drop-offs.

### III Efficiency

Implementation efficiency can be improved with adequate performance assessment of the IAs conducting Advanced E-SDP and Advanced MDP programmes. These two programmes have good value for the potential entrepreneurs. Small number of these programmes being carried out by IAs despite their willingness indicates need for looking into the bottlenecks. At the same time, their performance assessment would enable the O/o DC(MSME) in evidence-based decision making. However, the indicators for the performance assessment should be finalized in consultation with the IAs and should be known beforehand to have transparency in the system.

Programmes such as the Advanced E-SDP can be made more efficient through targeted process improvements. Two key areas where the O/o DC(MSME) may focus its attention are:

- i. The selection of Implementing Agencies (IAs) capable of effectively conducting Advanced E-SDP and Advanced MDP programmes and
- ii. The timely release of funds to training entities for the sanctioned activities.

While IAs currently make detailed presentations to justify their proposals during the initial selection stage, subsequent allocations should be based on their past performance and implementation record. This would ensure greater accountability and alignment with programme objectives.

### IV Sustainability

The Entrepreneurship and skill development programme is strongly aligned with India's sustainable development agenda and actively advances several United Nations Sustainable Development Goals (SDGs) through its targeted interventions:

- **SDG 4 (Quality Education):** ESDP delivers inclusive vocational and entrepreneurship education, expanding access to quality skill development and lifelong learning for youth and priority groups.
- **SDG 5 (Gender Equality):** The programme prioritizes women's participation and works systematically to empower women entrepreneurs, thereby addressing persistent gender imbalances in the MSME sector.
- **SDG 7 (Affordable and Clean Energy):** The ESDP scheme contributes to SDG 7 by promoting entrepreneurship in renewable and energy-efficient sectors. It supports enterprises in areas such as solar energy, biomass, and other clean technologies, building the capacity of entrepreneurs to develop affordable and sustainable energy solutions, especially in rural and semi-urban regions.

- **SDG 8 (Decent Work and Economic Growth):** By enabling youth and socially disadvantaged individuals to launch and scale enterprises, ESDP facilitates productive employment and fosters sustainable economic growth.
- **SDG 9 (Build resilient infrastructure; promote inclusive and sustainable industrialisation and foster innovation):** The ESDP supports SDG 9 by fostering skilled and innovative entrepreneurs, strengthening MSME infrastructure, and promoting sustainable industrial growth. It enhances access to technology, finance, and markets, driving inclusive and resilient industrialization across India.
- **SDG 10 (Reduced Inequality):** ESDP focuses on equity by reserving opportunities and resources for Scheduled Castes, Scheduled Tribes, persons with disabilities, ex-servicemen, and economically weaker sections, thus promoting inclusive economic participation.
- **SDG 12 (Responsible Consumption and Production):** The ESDP scheme encourages sustainable production and resource-efficient business models. Training programme emphasise waste-to-wealth, recycling, and eco-friendly product development, fostering responsible consumption patterns and environmentally sustainable entrepreneurship within the MSME ecosystem.

## V Coherence

Coherence in the context of the ESDP can be said to be there if the objectives and activities of ESDP align with other entrepreneurship and skill development schemes of the MoMSME or any other Ministry and some synergy is achieved among them. Further, coherence is achieved if agencies' capacities and infrastructure are shared or coordinated to avoid redundancy and resources and budgets are used complementarily, with potential for pooling. Presently, there are institutions engaged in ESDP/EDP trainings, which are conducting trainings for other schemes as well on similar topics. In such cases, the training modules, infrastructure, etc. can be said to be shared. However, such synergy is at the institution level and not at the ministry or O/o DC(MSME) level. The table given below illustrates the potential of synergy with other schemes and ministries.

Table 4. 12: Comparative Analysis of ESDP with Other Ministries’ EDP Schemes / Opportunities for Synergy

Parameter	Entrepreneurship and Skill Development Programme (ESDP)	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Startup India Scheme	Interest Subvention Scheme	National Apprenticeship Promotion Scheme (NAPS)	Skill India Digital Platform	Prime Minister Employment Generation Programme (PMEGP)
<b>Nodal Ministry</b>	Ministry of Micro, Small and Medium Enterprises (MSME)	Ministry of Skill Development & Entrepreneurship (MSDE)	Department for Promotion of Industry and Internal Trade	Ministry of Textiles	Ministry of Labour and Employment	Ministry of Skill Development & Entrepreneurship	Ministry of Micro, Small and Medium Enterprises (MSME)
<b>Objectives</b>	Promote entrepreneurship, develop MSMEs, motivate self-employment, provide handholding and market access	Provide industry-relevant skill training to youth including school and college dropouts via short-term courses	Foster startup ecosystem, provide funding, promote innovation	Upskill and employ textile workers	Promote apprenticeship training with employer incentives to foster hands-on skill development	Provide access to foundational, digital, financial and entrepreneurship skill-building courses	Generate self-employment through credit-linked subsidy for new micro-enterprises in non-
<b>Target Beneficiaries</b>	MSME aspirants, women, SC/ST, BPL, persons with disabilities, ex-servicemen	Youth 15-45 years including dropouts, women, SC/ST, minorities	Entrepreneurs from startups under 10 years and turnover below Rs.100 crore	Textile workers, artisans, vulnerable females and youth	Employers and apprentices, youth seeking skill development in industrial settings	All learners seeking foundational, digital, financial, entrepreneurship skills	Individuals 18+ setting up micro-enterprises, meeting education criteria
<b>Duration</b>	EAP: 1 day; E-SDP: 6weeks; MDP: 1 week; Advanced programmes: minimum 1 week	Short courses 3-6 months aligned with NSQF	Incubation/mentoring up to 1 year	Around 150-300Hours (1-2 months)	Apprenticeship duration varies (usually 1 year+)	Self-paced online and blended learning	Subsidy duration varies by enterprise setup
<b>Implementation Mechanism</b>	MSME DFOs, MSME TCs, Implementing Agencies (IA)	NSDC managed network, Sector Skill Councils, Pradhan Mantri Kaushal Kendras (PMKK)	Recognized incubators, accelerators, mentors	Training providers, small scale industries and NGOs	Registered employers providing apprenticeships	Online platform managed by Ministry with third-party providers	District Industries Centres (DICs) and banks
<b>Fee per Participant</b>	Effectively free for all	Usually free with minimal registration fees at some centers	Not applicable (financial and infrastructure support)	Mostly free or nominal	Apprentices receive stipend, employer incentives	Largely free	Beneficiary contribute 5-10% of project cost

Evaluation of Entrepreneurship and Skill Development Programme (ESDP)

Parameter	Entrepreneurship and Skill Development Programme (ESDP)	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Startup India Scheme	Interest Subvention Scheme	National Apprenticeship Promotion Scheme (NAPS)	Skill India Digital Platform	Prime Minister Employment Generation Programme (PMEGP)
<b>Stipend</b>	Not applicable	Generally, none, some placement-linked	Not applicable	Placement-linked incentives and support	Apprentices receive stipend under scheme	Not applicable	Not applicable
<b>Attendance Requirement</b>	Minimum 80%	70-90% attendance monitored	Not tracked	70-80% attendance tracked	Attendance monitored per contract	N/A (platform usage tracked digitally)	Not mandated
<b>Training Modules</b>	Entrepreneurship fundamentals, MSME management, finance, marketing	Industry-relevant skills aligned to NSQF, soft skills	Startup creation, management, innovation, IP, marketing	Textile sector skills, quality control, management	Apprenticeship practical skills in trades	Foundational, digital, financial literacy, entrepreneurship	Financial assistance for micro enterprise establishment
<b>Training Kit</b>	Not Applicable	Provided for practical skill programmes (aprons, kits)	Not applicable	Toolkits for textile artisans	Tools/resources under apprenticeship	Learning content hosted online	Not applicable
<b>Travel Reimbursement</b>	Not applicable	Travel reimbursement in select cases	Not applicable	Sometimes reimbursed	Not typically reimbursed	Not applicable	Not applicable
<b>Beneficiary Tracking</b>	ESDP MIS, feedback mechanisms	Skill India Portal/MIS with Aadhar-linked placement tracking	Startup India portal data tracking	Central and state level sectoral MIS	Contract monitoring and record-keeping	Platform-based learner tracking	DICs and banks
<b>Forward Linkages</b>	Market access, PM Employment Scheme linkages	Job placement assistance, entrepreneurship support	Venture capital, seed funds, mentorship	Market linkages, credit facilities	Employer incentives, skill-based placements	Linkage to further skill, entrepreneurship, financial programmes	Margin money subsidy, credit support via banks and Govt bodies
<b>Operational Scope</b>	Pan India, all sectors, rural and urban applicability	Pan India, urban and rural	National startup focus	Textile industry clusters, corridors	Pan India industrial establishments	Nationwide online accessibility	Pan India, state and district level implementation

Source: Websites of each programme

Joint curriculum design and mutual recognition of certificates may help avoid duplication in skill training and entrepreneurship modules such as of MSDE and PMKVY. This would also enable shared training infrastructure and digital tracking systems. Coordinated targeting of rural youth and women entrepreneurs may prevent parallel mobilization efforts and joint implementation and monitoring can integrate funds and beneficiaries under one framework with MoRD schemes. With Ministry of Textiles convergence can be useful for artisans and handicraft cluster trainees. Convergence on content and beneficiary outreach may reduce duplication and promote integrated sector development strategies. Joint marketing and enterprise support is also possible.

## VI Impact

The ESDP has made a significant positive impact on its beneficiaries, empowering diverse groups to improve their livelihoods and entrepreneurial capabilities. The scheme successfully reached a broad and inclusive target clientele, with women constituting over half (52.62%) of the participants, and substantial representation from Scheduled Castes (17.7%) and Scheduled Tribes (21.7%), demonstrating its commitment to social equity (see Fig. 4.4 and Table 4.12).

Economically, beneficiaries experienced a notable increase in their average monthly income, which rose by 45% from INR 4,919 before the training to INR 7,115 afterward. This improvement reflects the scheme's effectiveness in enhancing the economic status of participants. Additionally, the percentage of beneficiaries with zero income decreased significantly from 69.75% to 56.38%, indicating better income generation opportunities post-training.

The scheme also fostered entrepreneurship, with about 15.88% of respondents successfully starting their own enterprises after completing the training, though it is at a lower level. Challenges remain in formalizing these businesses, as only 43.31% registered under the Udyam registration, and market opportunities were cited as a key barrier by 26.56% of beneficiaries (**Table 3.16 & 3.17**). This number can be increased if there is some handholding by the training entities and some logistical support is provided to the trainees after the programmes.

Training quality was highly appreciated, with 84.51% rating trainers as good or very good and 97% finding the training useful. Over 73% of participants gave excellent or very good overall feedback on the programme (Table 3.13 and Table 3.19). Yet, only about one-third applied their training knowledge practically, highlighting the need for enhanced post-training support, mentorship, and market linkages to sustain and grow enterprises.

Overall, the ESDP has positively transformed the economic and entrepreneurial prospects of a large, diverse pool of beneficiaries. Its impact on income enhancement and enterprise creation underscores its value, while also pointing to opportunities for further strengthening support systems to ensure long-term sustainability.

As highlighted by field survey, market constraints, procedural bottlenecks, and insufficient follow-up support are frequently cited by respondents as factors limiting business continuity.

Formalization of enterprises through Udyam registration stands out as a critical area meriting attention. Only a small subset of beneficiaries completes the registration process, a phenomenon linked to gaps in awareness and the need for more robust post-training guidance. This lack of formalization limits the capacity of new enterprises to access further benefits and participate in larger markets.

The evidence for widespread income growth and secondary employment generation remains moderate, with most reported improvements being incremental rather than transformative; Table

3.5 captures baseline income levels, while longer-term gains are less systematically tracked. Participant feedback remains overwhelmingly positive regarding the quality and relevance of the ESDP modules. Despite this, many respondents express the need for ongoing mentoring and stronger business support networks to fully leverage the skills gained during training, especially for sustaining enterprises and achieving formal sector integration.

Overall, the ESDP’s impact is marked by expanding coverage, elevated confidence, and increased entrepreneurial intent among its participants. The continuing challenge is to build on this foundation—focusing on higher rates of enterprise creation, stronger support for business sustainability, greater formalization, and demonstrable improvements in income and employment. Addressing these areas is essential for the programme’s ambition of fostering sustainable, inclusive economic advancement to be fully realized.

## VII Equity

The ESDP scheme attempts to ensure fairness and equal opportunity by Focusing on: Inclusion of Priority Groups

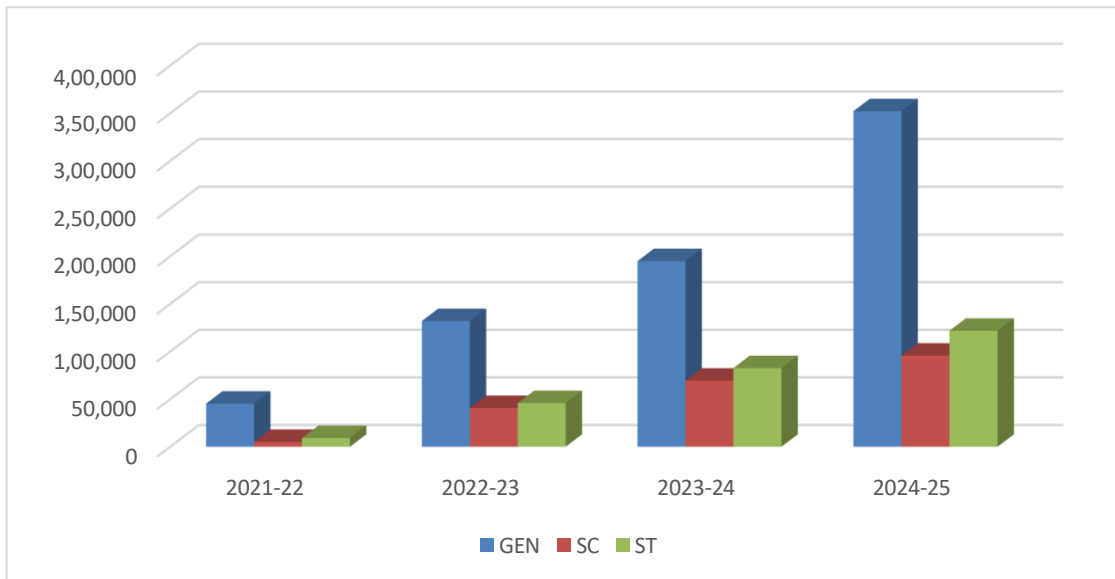
Tracking Participation to Ensure Fair Access

**Table 4.13: Social Category of the beneficiaries**

Years	Gen			SC			ST			Total
	Male	Female	Other	Male	Female	Other	Male	Female	Other	
2021-22	25,819	19,456	43	2,947	2,221	1	5,251	3,957	7	59,702
2022-23	72,549	59,058	450	22,401	18,635	71	25,229	20,992	77	2,18,692
2023-24	81,698	1,13,331	200	29,107	40,341	71	34,615	47,945	85	3,47,042
2024-25	1,63,751	1,87,597	816	44,509	51,008	156	56,684	64,956	239	5,69,716
<b>Total</b>	<b>3,43,817</b>	<b>3,79,442</b>	<b>1,509</b>	<b>98,964</b>	<b>1,12,205</b>	<b>299</b>	<b>1,21,779</b>	<b>1,37,850</b>	<b>408</b>	

Source: ESDP MIS Portal

**Figure 4.3: Category- wise ESDP beneficiaries during 2021-22 to 2024-25**

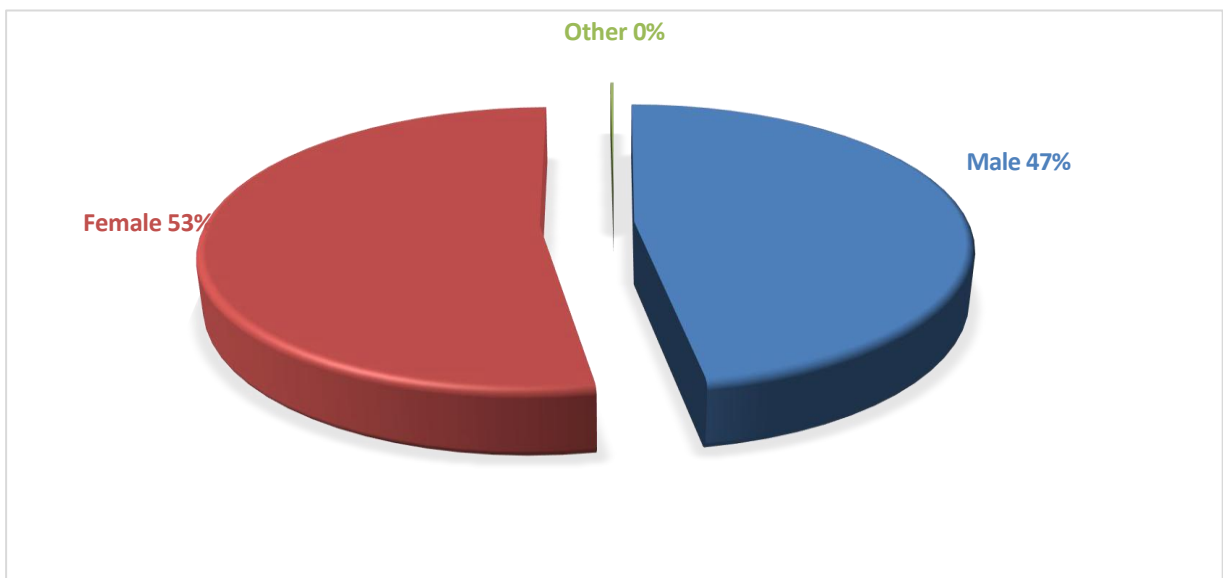


Source ESDP MIS Portal

The beneficiary data over the years demonstrates that general category beneficiaries form the majority with 724,511 participants, approximately 60.6% of the total 1,195,152 beneficiaries. Scheduled Castes (SC) have a substantial representation with 211,057 beneficiaries (17.7%), while Scheduled Tribes (ST) also show significant participation with 259,584 beneficiaries (21.7%).

However, the data is not captured in terms of PwD. Since the O/o DC (MSME), has developed the MIS portal, the disaggregated data can be collected and managed.

**Figure 4.4: Gender-wise distribution of ESDP Beneficiaries**



Source: ESDP MIS Portal

Females constitute 629,497 beneficiaries or 52.62% of the total, while males make up 564,560 beneficiaries or 47.19%, indicating that women now access these programmes more. There are many success stories also of the women entrepreneurs. The study team members interacted with many ladies and found the benefits of the scheme. The 'Other' gender

category, though small at 2,216 beneficiaries (0.19%), also highlights the programme's inclusivity efforts. This near gender parity is significant as it surpasses traditional male dominance and reflects focused policy interventions to empower women entrepreneurs. The data underscores the success of the schemes in creating equitable opportunities across gender and category lines and highlights the importance of continuing support for women and priority groups within the MSME ecosystem.

## Chapter 5: Key Findings

The following section presents the key findings from the evaluation of the Programme:

### 5.1 Programme Components:

- i. Programme components have been chosen strategically to enable a potential entrepreneur to navigate the process smoothly. EAP programmes are meant to generate awareness and sensitize the potential entrepreneurs. These one-day programmes are intended at providing relevant information to the targeted beneficiaries and motivate them to pursue the business activity. ESDP and MDP are intended to provide support to the participants by providing knowledge and technical details about the various aspects in entrepreneurial journey. Finally, Advance E-SDP and Advance MDP have been designed to provide in- depth and diverse knowledge about the various aspects relating to carrying out the business activity by eminent institutions. However, it was noted that participation in EAP programmes was less from distant areas due to infrastructural limitations, such as lack of accommodation, meal support, and travel reimbursements not even for economically weaker participants, as these are not provided under the programme.
- ii. EAP also offers opportunity to the training institution for doing Training Needs Assessment (TNA) taking into account the local needs and requirements. Presently it is being done in unstructured manner. While a template about the topics to be covered in EAP has been prepared, a similar template for TNA is not available, leaving it to the training institution entirely. TNA refers to a systematic process of identifying the skills, knowledge and competencies that participants require to effectively perform entrepreneurial or managerial activities. It helps in aligning training programme with the actual needs of the target audience and ensures that the content delivered is relevant and impactful. Under the ESDP scheme, the TNA process is not structured. Although training institutions such as MSME DFOs, MSME TCs and IAs are expected to conduct TNA, there is currently no prescribed process or standardised framework for doing so. Discussions revealed that TNA under the scheme is largely informal, with inputs being collected through interactions with participants during the conduct of EAPs rather than through a systematic assessment method. This lack of a structured TNA process limits the ability to design training programme that are fully responsive to the diverse needs of potential entrepreneurs
- iii. Cost of conducting the EAP has been fixed at Rs. 20000/ for one programme for 50-100 participants. Most of the stakeholders expressed the opinion that it is inadequate. Firstly, it is very difficult to mobilize this big number for such an event. Training Institutions depend on their networks to get the participants. But each entity gets a number of EAPs to be conducted. Interactions with training Institutions revealed that often the participants were not the targeted audience.

Often, many non-interested participants joined the programme. Secondly, the logistics costs far exceed the training fee reimbursed under the scheme.

- iv. Many MSME training institutions conduct repeat E-SDP (same course, same title and same duration) during the course of the year. Reducing the repeat courses, especially in view of small conversion of trainees into entrepreneurship, might offer the opportunity to expand the coverage of more geographic regions as well as the training institutions leading to diversity in the courses.
- v. The number of Advanced E-SDP and Advanced MDP being low has led to many geographic regions not been covered. For example, in the last three years only one Advanced E-SDP has been conducted in the state of Karnataka but no Advanced MDP has been conducted in the state in the same period. It can be said that at present the coverage of Advanced E-SDP remains geographically uneven and the programme has yet to achieve balanced regional representation. It may also be due to a small number of IAs having been selected for conducting these programmes. The O/o DC (MSME) mentioned that the number is now being increased and they would try to give at least one programme to each IA to cover as many IAs as possible.
- vi. The findings from this assessment reveal that the ESDP has been able to expand the outreach and increase the number of beneficiaries over the years. However, there are areas like processes and procedures or data management which need improvement.
- vii. Weak industry linkages further limit opportunities for practical exposure and collaboration. While MSME DFOs and TCs, through their extension centres, are able to conduct programme across the country, IAs have relatively limited outreach. The absence of a standard curriculum, inadequate industry connects and limited geographical coverage continue to constrain the scale, consistency and overall impact of the Advanced E-SDP and Advanced MDP.
- viii. The lack of sector-specific material and absence of structured mentoring/alumni mechanisms further constrain post-training support and employment linkages. Mentors/alumni can be resource person, as presently the other resource persons often ask for higher remuneration, which works as a constraint in getting quality trainers. The O/o DC(MSME) had issued guidelines in August 2024 for standardisation of EAP course module. However, there is no such direction for Advanced E-SDP and Advanced MDP.
- ix. Advanced MDPs are implemented, mostly by select institutes such as IIMs, CSIR-CLRI Chennai, IIE Guwahati, IIT Guwahati etc.

## **5.2 Preparation of Training Manual**

The guidelines provide for the preparation of training manual and trainers' manual. Presently, there are no training manual available at the central level, though training

institutions use relevant training material for their specific training programmes. Some participants mentioned that they did not receive any typed training material.

Some basic manuals on relevant topics are necessary for standardization of training across the country.

### **5.3 Localization and Dissemination of Manuals**

Language and accessibility considerations have been integrated into the curriculum design process. Since programmes are implemented across diverse linguistic regions, training manuals need to be often translated and localised into regional languages to enhance comprehension and participation. This localisation may ensure that participants can fully engage with the material regardless of their linguistic background. The guidelines stipulate development of training modules in vernacular languages.

### **5.4 Follow-up and Handholding Mechanisms under the Scheme**

The scheme expects the training entities to do some follow-up and hand holding activities with the participants. They are doing it informally through social media and the reporting is on feedback basis, i.e. if the beneficiary reports any development regarding his/ her enterprise, the training institution gets to know. There is no formal mechanism for mentorship or handholding available.

### **5.5 Training Application and Outcomes**

Overall, 98% of respondents assessed the training as Somewhat or **Extremely useful** (Table 3.14). 15.88% (Table 3.16) of the respondents started a business post-training and practical application of acquired skills in daily life, self-employment, or business was recorded to be about one-third of trainees (Table 3.15), which can be said to be satisfactory outcomes.

Barriers to entrepreneurship include lack of market opportunity- over 26.56% cite this reason (Table 3.18), cumbersome processes, and insufficient guidance on formal enterprise creation.

### **5.6 Post-Training Support and Market Linkages**

Overall, 97 respondents (12.13%) sought better market and financial linkages, while 90 respondents (11.25%) stressed post-training mentoring support, both pointing to the necessity of continuous assistance beyond classroom instruction. Facility and equipment upgradation was mentioned by 86 respondents (10.75%), and 73 respondents (9.13%) suggested integrating stronger digital skill components, reflecting the growing demand for technology-oriented entrepreneurship. Additionally, 46 respondents (5.75%) emphasized need for the improvement of training materials, while 17 respondents (2.13%) mentioned language and communication skills as minor yet important improvement areas (table 3.20).

### **5.7 Programme Efficiency and Financial Management**

There is consistent annual growth in programme numbers and beneficiaries, alongside high fund utilization. Most of the Institutions succeeded in implementing their allocated programme efficiently. However, the fund release timeframe may be improved.

## **5.8 Inclusion Gaps and Equity**

ESDP guidelines mandate 40% beneficiaries from weaker sections (SC/ST/Women/PwD) with preference for Ex-Servicemen. Women achieve strong inclusion at 52.62% (629,497), exceeding targets, while SC/ ST reach 39.4%, approaching the threshold. However, no separate MIS data exists for PwD and Ex-Servicemen, preventing full verification of guideline compliance. Enhanced MIS fields and targeted mobilization may efficiently close this reporting gap.

## **5.9 Data Management**

A lot of Data is being generated is being generated in the process of implementation of the programme. For example, profile data of the trainees, their feedback about the programmes, the topics covered in various programmes, etc. While some data is usable for analysis like number of programmes conducted, number of trainees covered but a lot of data is not quantifiable. The technological tools are available, through which such data can be used very gainfully. For example, PwD, BPL and Ex- Servicemen are target beneficiaries as per the guidelines. However, statistics about the same is not available. Similarly, feedback forms can be filled in spreadsheets which can be analyzed for performance assessment of the training institutions.

## Chapter 6: Recommendations

The field-level offices of the Ministry of Micro, Small and Medium Enterprises (MSME) remain highly active and play an instrumental role in coordinating implementation at the grassroots level. Additionally, the empanelment of established and premier training institutions is one of the key strengths of the Entrepreneurship and Skill Development Programme (ESDP). These institutions bring with them a wealth of expertise, experience, and credibility, which significantly enhances the quality and effectiveness of training content and delivery.

Building on these strengths, several strategic measures can be considered to further improve the overall effectiveness and outreach of the programme. These may include enhancing coordination mechanisms between the Ministry, field offices, and implementing agencies; strengthening monitoring and evaluation frameworks; expanding partnerships with industry and financial institutions; and introducing innovative pedagogical tools and digital platforms to improve training quality and accessibility.

The following measures may be useful in enhancing the effectiveness of the programme as well as ensure that the ESDP remains responsive to emerging entrepreneurial needs and aligned with the evolving economic landscape.

***1. The Scheme needs to continue in view of its relevance. However, the programme framework needs to be strengthened to ensure more efficient, transparent, and outcome-oriented implementation across all components of the ESDP.***

Every year new MSMEs are being registered. Many of these new entrepreneurs would need support including the training on subject matters covered under the ESDP Scheme. Similarly, potential entrepreneurs too would need such scheme. So, the scheme needs to be continued. However, strengthening the ESDP framework may enhance its overall effectiveness and clarity. Strengthening the framework would involve clearly defining the learning outcomes, supply of training material, the intended target clientele and expected competencies for each type of training.

This approach would enable training entities to design and deliver programme in a coherent and sequential manner, ensuring that participants progress systematically from foundational knowledge to advanced entrepreneurial skills. Strengthening the programme framework would also contribute to greater uniformity, improved quality and enhanced impact of the ESDP across diverse institutional settings and geographical regions.

***2. The number of each type of programme may be rationalized. Presently, there are a disproportionate number of various types of programmes being conducted.***

While the number of EAP programme is very high, the number of Advanced MDP and advanced E-SDP is very low. There are need and demand both for a greater number of Advanced E-SDP and Advanced MDP. A Training Needs Assessment may help the O/o DC (MSME) in rationalizing the numbers of each type of programme.

***3. Funding support for the scheme may be enhanced and advanced-level courses scaled up to strengthen entrepreneurial competencies.***

Present costs especially that of EAP, E-SDP and MDP components are inadequate. These do not cover even the operational costs of the programme, unless other supports are there. For example, the costs for inviting good resource persons have gone substantially high as compared to when these costs were fixed.

The O/o DC (MSME) may enhance the budgetary allocations for EAP, E-SDP and MDP programmes, to ensure delivery of high-quality training. An increase in the sanctioned funds would also enable training entities to upgrade training materials and improve logistical support, thereby enhancing the overall effectiveness and outreach of these programmes.

The fund allocation for advanced courses such as Advanced ESDP and Advanced MDP is currently adequate. Therefore, the focus in this category should be on increasing the number of such programme to expand access for participants seeking higher level entrepreneurial and managerial skills. Scaling up advanced courses would help create a strong pipeline of trained entrepreneurs equipped to manage and grow competitive enterprises.

***4. A structured training needs assessment framework may be developed to align programme design with the entrepreneurial and skill development requirements.***

A standardised format for Training Needs Assessment (TNA) should be developed in line with the TNA framework, which can be utilised by DFOs, TCs and IAs during the conduct of EAPs or otherwise also. This would help structure the course design process, ensure uniformity in approach and facilitate the identification of training needs in a systematic and evidence-based manner.

***5. Course structures ought to be regularly reviewed, monitored, and standardised to maintain uniformity and improve training effectiveness.***

It is essential that the course structure of the ESDP be systematically monitored to ensure that adequate emphasis is given to all key dimensions of entrepreneurship. At present, many implementing agencies design training modules primarily around their institutional strengths or domain-specific expertise, which can lead to the neglect of other critical components of entrepreneurial development.

To address this, the Ministry may consider clearly specifying core subject areas within the programme guidelines or issuing detailed directives to agencies to ensure comprehensive coverage of essential topics. Such measures would help standardise course content across institutions, maintain a balanced focus on all relevant aspects of entrepreneurship, and enhance the overall quality and effectiveness of training delivery.

An indicative list of proposed session topics is presented below for consideration:

**Entrepreneurship Development Programme**

- i. Identifying business opportunities.
- ii. Developing an idea and business planning.
- iii. Understanding financing and financial Management.

- iv. Marketing and sales.
- v. Managing an enterprise.
- vi. Exploring Risk and innovation.
- vii. Operations and Management.
- viii. Legal and Regulatory Compliance.
- ix. Government Support and Ecosystem.
- x. Entrepreneurship Mindset and Motivation.
- xi. Support and mentoring etc.

#### **Management Development Programme**

- i. Leadership and Strategy
- ii. People and Team Management
- iii. Operational and Functional Skills
- iv. Change Management and Innovation
- v. Simulations and Case studies etc.

These modules may be developed on specific topics and hosted on the ESDP online portal to promote consistency and structured learning across institutions, regions and states. The availability of such modules would also serve as a reference for participants, enabling them to revisit key concepts even after completion of the training. This would strengthen knowledge retention, support continuous learning and contribute to the sustainability of entrepreneurial initiatives.

Suitable entities may be identified for the development and periodic revision of these standardised modules to maintain relevance and quality over time.

#### ***6. Process of selection of the participants for various courses needs to be carefully planned.***

Technology can be leveraged for selecting the right participant for the right course. The ESDP portal may be enabled for registration of the candidates on the choice of the programme as per his/her need. Artificial Intelligence can be used to find / suggest the training programme to the participant based on the profile that the candidate fills up on the portal.

#### ***7. There is a need to develop comprehensive post-training support system to facilitate beneficiary progression and enhance enterprise success.***

Strengthening post-training mentorship, handholding, and enterprise facilitation services is essential to ensure that participants successfully transition from training to enterprise setup. Establishing a structured and institutionalised framework that links trainees with appropriate credit facilities, government support schemes, industry networks, and market partners will significantly enhance their prospects of launching and sustaining their business ventures. Some funds can also be earmarked for this activity as the training entities

would need to get in touch with the lending institutions, market players, etc. to establish the linkages and to pass such information to trainees who might need it.

***8. Funds to the training institutions may be released in the beginning of the financial year.***

Early approval of the training calendar may enable timely release of funds to the training entities. Speeding up the approval mechanism will facilitate early disbursement of funds within the initial months of the financial year, enabling implementing agencies to plan activities, mobilise resources and conduct training programme in a structured and efficient manner. Timely financial support will further strengthen the overall effectiveness, outreach and impact of the ESDP.

***9. The ESDP portal needs to be made an interactive portal facilitating two-way communication.***

Such a system would be useful for all the stakeholders. The potential entrepreneurs may register for different programme on the portal, enabling them to choose the programme of their choice. Grievance redressal mechanism, which is integral part of any good public service delivery, can bring in greater transparency. For example, IAs, if facing any problem can lodge their grievance and can track the status of their requests / complains. The feedback of the participants and performance assessment of the training entities can also be enabled on the portal. Similarly, the present system of scanned copies of the feedback does not generate the kind of data that can be used for informed decision making. A real time tool on the portal can be very effective.

Empanelment of the resource persons can also be done on this portal. The experts can submit their willingness and register on the portal. If approved, the training entities can use them as resource persons if need be.

***10. There is need to facilitate the creation of networking and alumni platforms to strengthen peer learning, mentorship, and long-term entrepreneurial support.***

The establishment of formal alumni networks and entrepreneurial forums is very useful to foster a sense of community, enabling peer-to-peer learning, and provide continuous mentorship beyond the duration of the training programme. Such networks can serve as valuable platforms for sharing experiences, exchanging knowledge, and exploring collaborative opportunities among current and former participants.

Both digital and physical platforms designed for regular interaction, knowledge dissemination, and business collaboration can significantly enhance entrepreneurial confidence, improve access to resources, and contribute to higher success and sustainability rates of enterprises established under the programme.

***11. A Project Management Unit (PMU) as stipulated in the guidelines may be operationalized under the O/o DC (MSME)***

The PMU may be entrusted with the responsibilities outlined in the scheme guidelines to strengthen the programme, coordination and monitoring. Strengthening the ESDP

framework as suggested above would require professional inputs and carrying out many tasks like preparation of training manuals, etc. A PMU can have a focused approach.

***12. A Performance assessment system may be established to evaluate training entities based on measurable indicators of efficiency, quality, and outcomes***

Good performance should be the criteria for assigning more training programme to any training institution. Performance assessment system for Implementing Agencies (IAs) needs to be established to ensure accountability, transparency and continuity in programme implementation. A standardized evaluation framework should be developed with clearly defined, measurable and outcome-oriented indicators aligned with the broader objectives of entrepreneurship promotion.

Such a system would facilitate evidence-based decision-making in programme allocation, promote consistency and fairness in implementation, and incentivise better performance among agencies. Establishing a transparent and structured assessment mechanism will further strengthen the overall efficiency, credibility and impact of the scheme.

***13. There is a need to build strategic linkages with flagship schemes of the government to ensure coordinated implementation, reduce duplication, and amplify developmental outcomes***

Taking a whole of government approach, ESDP can be aligned with the initiatives having scope for entrepreneurship. Greater synergy may be achieved as the goals of all these initiatives are the same. The programme should be strategically aligned to ensure synergy with other national initiatives such as Startup India thereby fostering an integrated and impactful ecosystem. Participants who have undertaken benefit under other schemes and have become entrepreneur may be encouraged to participate in relevant entrepreneurship development programme under the ESDP framework. Such convergence would promote coordination among schemes, ensure continuity in capacity building and enhance the overall effectiveness of entrepreneurship promotion efforts.

***14. There is a need to adopt a residential structure for the Advanced E-SDP like in the Advanced MDP format and to enhance the depth, quality, and uniformity of advanced training programme***

Many participants expressed the need for the programme to take care of the logistical challenges as many of them come from faraway places to the place of training. Given that the Advanced MDP is conducted in a residential format to facilitate intensive learning, peer interaction, and focused engagement, it is recommended that the Advanced E-SDP may also be designed as a residential programme.

Adopting a residential structure for the Advanced E-SDP would ensure uniformity across all advanced level training components under the ESDP scheme. It would also enhance the overall quality of learning outcomes by promoting extended faculty and participant interaction, experiential learning, and collaborative project work. This approach would help strengthen the programme's effectiveness in building advanced entrepreneurial and managerial competencies among participants.

## Chapter 7: Success Stories

### **Empowering Women through ESDP Training – The Journey of Smt. B. Anantha Jothi**



Smt. B. Anantha Jothi, a dedicated housewife from Tuticorin, hails from a middle-class family with limited formal education, having studied only up to the 8th standard. Despite her responsibilities of raising two sons and constrained educational qualifications, she nurtured a deep passion for Aari embroidery work. However, financial constraints and the inability to travel long distances prevented her from enrolling in paid training

courses.

Her fortunes changed when she discovered a free Entrepreneurship and Skill Development Programme (ESDP) on Aari work through social media. The programme was conducted by Branch MSME-Development and Facilitation Office (DFO), Tirunelveli, in partnership with Tulasi Trust at Tuticorin. Seizing the opportunity, Smt. Jothi enrolled in the programme, marking the beginning of her entrepreneurial journey.

In February 2025, she successfully completed the 30-day hands-on training where she not only honed her Aari embroidery skills but also gained comprehensive knowledge about MSME support systems and various government schemes from banks, Khadi and Village Industries Commission (KVIC), District Industry Centre (DIC), and export promotion agencies. The proactive assistance from the Programme Coordinator and Assistant Director at MSME-DFO Tirunelveli was instrumental in guiding her to secure a loan under the Kalainger Kaivinai Thittam (KKT), a State Government subsidy-linked loan scheme, in March 2025.

Empowered with a loan and enriched skills, Smt. Jothi invested Rs. 2,00,000 to launch her Aari embroidery-based small enterprise that produced beautifully crafted products. Within just five months, her business achieved a turnover of Rs. 1,50,000, generating a net profit of Rs. 1,00,000. Notably, her enterprise created employment for 10 women from nearby villages, uplifting the local community economically.

Inspired by her early success, Smt. Jothi plans to expand her enterprise by establishing a larger shop in Tuticorin town. She envisions launching a tailoring unit to provide affordable training to women and students, thereby empowering more individuals with livelihood skills. Her future goals include broadening her customer base to neighbouring districts and scaling her business sustainably. By bridging skill gaps and facilitating access to financial support, the initiative has enabled her to overcome socio-economic barriers, emerge as a successful entrepreneur, and become a catalyst for local employment generation and women's empowerment in Tuticorin.

## Transforming Lives through E-SDP



In the city of Kolkata, two professionals, Dr. Sukhendu Mondal and Ms. Anupama Das, embarked on a transformative journey by participating in the Entrepreneurship-cum-Skill Development Programme (E-SDP) on Leather Goods Manufacture. This specialized programme, funded by the Ministry of

Micro, Small and Medium Enterprises (MSME), Government of India, and conducted by CSIR-Central Leather Research Institute (CLRI) at its Regional Centre, Kolkata, ran from 15th February to 22nd March 2024. It has already begun fostering inspiring success stories within the leather industry.

For Dr. Sukhendu Mondal, the meticulously designed training provided a vital blend of formal knowledge and hands-on practical skills in leather craftsmanship. The programme's emphasis on intensive mentorship and skill development strengthened his confidence and equipped him with the expertise to excel professionally. As a result, Dr. Mondal secured a promising position at a leather manufacturing unit where he currently thrives, applying the skills and insights gained during the course toward contributing effectively to the industry.

Likewise, Ms. Anupama Das experienced a profound personal and professional transformation. The training offered her extensive exposure not only to leather products and manufacturing techniques but also to entrepreneurship and design innovation. Inspired by this learning and mentorship, Ms. Das ventured into creative experimentation by pioneering a sustainable fusion of jute and leather in bag-making. Her innovative designs highlight her commitment to eco-friendly fashion and blend style with sustainability. Presently, Anupama is on a dynamic path to evolve further as a distinguished designer and entrepreneur in the competitive leather market.

Together, the inspiring journeys of Dr. Mondal and Ms. Das underscore the powerful impact of skill-based training programme organized by CSIR-CLRI under the Ministry of MSME. Their stories exemplify how formal education, practical exposure, and creative freedom can open new avenues and opportunities within India's leather industry, empowering individuals to redefine their careers and foster innovation.

This success story stands as a testament to the effectiveness of E-SDP training in nurturing skilled professionals and entrepreneurs who are making significant strides and contributing innovatively to the growth and sustainability of traditional and modern leather industries in India.

## Four Friends, One Dream, and a Dazzling Start in Hnahthial, Mizoram



In the town of Hnahthial, Mizoram, four friends Moakala T, Tensumenla Ao, Bendangnar O, and H Kapmawia transformed their shared passion for creativity and tradition into a thriving fashion jewellery business. Each brought unique skills to the venture: Moakala T with design expertise, Tensumenla Ao with business planning acumen, Bendangnar O with branding and outreach, and H Kapmawia with skilled craftsmanship honed through the North Eastern Handicrafts and Handloom Development Corporation's Entrepreneurship and skill development programme (ESDP). Starting with a modest investment of Rs.15,000 in Moakala T's garage, they crafted bold, vibrant jewellery pieces that celebrated Naga heritage. Their debut at the local Sunday bazaar in March 2024 was met with overwhelming enthusiasm, selling over 180 customized pieces and generating Rs.45,000, triple their initial investment. They quickly secured a permanent space in the Hnahthial Handicraft Market and began receiving orders from larger cities like Aizawl and Lunglei. Despite challenges such as packaging delays and scaling demand, their teamwork and perseverance propelled them forward. They trained additional local artisans and relentlessly innovated, blending traditional motifs with modern styles. With plans to launch a branded e-commerce platform, collaborate with Mizo designers, and expand artisan training, their inspiring journey exemplifies how entrepreneurship training through ESDP can empower youth in remote areas to build successful, culturally rooted enterprises that enrich their communities and put Hnahthial on the national fashion map.

## **Empowering Clean Energy Innovation: Roshan Surana's Journey**



Roshan Surana, founder of Empire Global based in Surat, Gujarat, is a pioneering entrepreneur in the renewable energy sector who transformed his business through the Advanced E-SDP organized by the Ministry of MSME at SVNIT, Surat. Before attending this programme, Roshan was active in the renewable energy space but felt limited by his lack of knowledge about cutting-edge technologies and innovative business strategies. His business ideas needed refinement and a technical edge to thrive in a competitive market.

The E-SDP programme offered Roshan valuable insights into advanced solar technologies like perovskite and bifacial solar cells known for high-efficiency energy generation. He also learned about state-of-the-art energy storage solutions, including solid-state batteries, lithium-ion batteries, and supercapacitors, alongside hybrid renewable systems combining solar, wind, and storage. With this newfound knowledge and expert mentoring, Roshan expanded his business by incorporating drone-enabled services tailored for the renewable sector. His company now provides precise land surveys for improved project planning, regular health inspections of solar panels using thermal and visual imaging, and even explores automated cleaning solutions for large solar installations. These innovative offerings have positioned Empire Global as a unique player tapping into India's expanding clean energy market.

Roshan envisions growing his enterprise into a comprehensive drone-enabled service provider for renewable energy projects, supporting India's National Solar Mission and net-zero ambitions. His future plans include extending technology use for recurring monitoring and maintenance services, using MSME and related government support to scale operations, and exploring AI-driven analytics for smarter inspections.

Roshan's journey through the ESDP has not only enhanced his business skills and technical knowledge but also empowered him to lead in India's clean energy transition with innovation and purpose. His story is a testament to how skill development programme can ignite entrepreneurship and drive sustainable growth in emerging sectors.

## Empowering Entrepreneurs: The story of Rakesh



Rakesh Singh Negi, a 40-year-old entrepreneur from Bhopal with a background in Mechanical Engineering and an MBA, attended the Management Development Programme (MDP) under the Entrepreneurship and skill development programme (ESDP) in 2024-25. Despite running a small manufacturing business making hydraulic cylinders and moulds since 2017, Rakesh faced challenges in financial management and scaling his enterprise. The MDP training helped him gain crucial knowledge in financial planning, budgeting, operational efficiency, and strategic business management. With improved financial skills and managerial confidence, he was able to enhance his business operations, reduce costs, and set a clearer path for growth. This programme was instrumental in empowering Rakesh to overcome key hurdles, paving the way for his enterprise's sustainable development and future expansion. Through the MDP, Rakesh not only refined his skills but also became better equipped to serve his customers and contribute to local employment.

Since opening Bong Bliss Café in March 2025 at Fulertal, Silchar Road, the enterprise has introduced innovative products like natural fresh juices, fostering a health-conscious brand. Joydeep now employs six team members and is actively exploring expansion plans including launching franchised outlets across Northeast India, developing new healthy product lines, initiating online food delivery, and committing to sustainability through eco-friendly packaging.

Joydeep's vision is to establish Bong Bliss Café as a trusted regional brand that creates meaningful employment opportunities and inspires youth entrepreneurship. His advice to aspiring entrepreneurs: start small but dream big, remain consistent and ethical, learn continuously, and cultivate a strong network.

This journey exemplifies how the Entrepreneurship Skill and Development Programme (ESDP) catalyzes entrepreneurial success by combining education, mentoring, and practical experience to nurture resilient and innovative business leaders.

### **Minaha Khanam – Empowering Women through Sports Apparel Manufacturing**

Minaha Khanam, a 21-year-old from a traditional Muslim middle-class family in Shahjhapur, Meerut, discovered her passion for stitching and design early on. Despite completing only up to Class 10 due to family constraints, Minaha was determined to be self-reliant and pursue her interest in garment making. In January 2025, she enrolled in the Entrepreneurship-cum-Skill Development Programme (E-SDP) on Sports Apparel Manufacturing organized by PPDC Meerut under the Ministry of MSME.



The training provided her with practical skills in stitching, pattern making, and designing, along with essential business knowledge in pricing, marketing, and order management. This empowerment gave Minaha the confidence to start "Minaha Boutique," a home-based unit specializing in women's sportswear. Her high-quality products soon gained local popularity, allowing her to employ two women from her community, thus fostering local women's empowerment and job creation.

With a steady monthly turnover of Rs.1,25,000–Rs.1,50,000 and net profit of Rs.30,000–Rs.40,000, Minaha is now focused on expanding her business through online sales and creating more employment opportunities for women. She credits the E-SDP for transforming her passion into a sustainable livelihood and encourages other aspiring entrepreneurs to believe in themselves and utilize government training programme.

Minaha's journey highlights the critical role of E-SDP in enabling young women from challenging backgrounds to break barriers and build successful enterprises, contributing to economic growth and social empowerment.

## **Brewing Success: Joydeep Paul's Journey from Vision to Vibrant Enterprise**

Joydeep Paul, a 32-year-old entrepreneur from Binnakandi, Assam, embarked on his entrepreneurial journey with a heartfelt mission to blend tradition with modern tastes and uplift his community. Coming from a humble background and armed with a graduate degree, Joydeep founded Bong Bliss Café under the brand "Graduate Chaiwala" in August 2024. Passionate about serving healthy and affordable regional food and beverages, he began his venture with a modest investment of Rs.5 lakhs sourced from personal funds and bank loans.



Participating in the Advanced Management Development Programme titled “From Vision to Victory: Advanced Techniques for Business Growth” at NIT Silchar in March 2025, Joydeep gained critical insights into strategic planning, financial management, marketing, and operational efficiency. This programme empowered him to align his vision with actionable growth strategies, enhancing his leadership skills and business acumen. Networking with mentors and fellow entrepreneurs further enriched his experience, boosting confidence in managing his café operations. Since opening Bong Bliss Café in March 2025 at Fulertal, Silchar Road, the enterprise has introduced innovative products like natural fresh juices, fostering a health-conscious brand. Joydeep now employs six team members and is actively exploring expansion plans including launching franchised outlets across Northeast India, developing new healthy product lines, initiating online food delivery, and committing to sustainability through eco-friendly packaging.

Joydeep’s vision is to establish Bong Bliss Café as a trusted regional brand that creates meaningful employment opportunities and inspires youth entrepreneurship. His advice to aspiring entrepreneurs: start small but dream big, remain consistent and ethical, learn continuously, and cultivate a strong network.

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### **Jitendar's Journey from Daily Wage Worker to Cricket Ball Entrepreneur through ESDP**

Jitendar, a 23-year-old from Sherpur village in Ghaziabad, Uttar Pradesh, belonged to a modest background and struggled to find stable income through daily wage work. Despite limited formal education, his passion for sports manufacturing and desire to improve his livelihood led him to enroll in the six-week Entrepreneurship and skill development programme (ESDP) on Cricket Ball Manufacturing held in 2023-24 by PPDC Meerut under the Ministry of MSME.



The practical, hands-on training provided Jitendar with thorough knowledge of the entire cricket ball manufacturing process and essential entrepreneurial skills to start and manage a small business confidently. Armed with these new skills, he established "Jitendar Sports" in Shivpuram, Meerut, investing Rs. 5 lakh from personal resources and loans.

Today, his enterprise produces around 1,200 high-quality cricket balls monthly, employs seven people, and boasts an annual turnover of Rs. 32.4 lakh with a net profit of Rs. 4.32 lakh. The success of Jitendar's venture not only transformed his personal circumstances but also contributed to local employment and industry growth.

Jitendar credits the ESDP programme for boosting his confidence, enhancing his technical expertise, and laying the foundation for his entrepreneurial success. He aspires to expand production, diversify into other sports equipment, and adopt modern manufacturing methods to increase efficiency.

His inspiring journey underscores the critical role that the ESDP plays in empowering youth from underprivileged backgrounds, equipping them with market-relevant skills, and fostering self-employment opportunities. Jitendar encourages aspiring entrepreneurs to pursue training programme actively and leverage government support to realize their business aspirations.

## Demitree Services Private Limited – Empowering Innovation through E-SDP



Demitree Services Private Limited, founded in May 2024 by visionary MBA students from IIT Lucknow, Priyanshu Chandra and Sakshi Shukla, stands as a remarkable example of the positive impact of the Entrepreneurship and skill development programme (ESDP). With a mission to seamlessly integrate technology into horticulture and gardening, Demitree aims to transform the experience of home gardening for busy middle-class families.

Through the ESDP training, the founders acquired essential entrepreneurial knowledge and practical skills necessary to launch and successfully run their technology-driven venture. The comprehensive programme enabled them to understand market needs, develop business models, and implement digital solutions that connect nurseries with families and home gardens conveniently.

Demitree's platform offers expert gardeners for regular maintenance, ensuring gardens remain clean, beautiful, and healthy with minimum effort from owners. The company emphasizes customer convenience by providing instant assistance and flexible scheduling, alleviating the challenges of yard work for time-constrained households. By partnering with nurseries, Demitree guarantees access to quality plants and gardening products, benefiting both professionals and community members.

This enterprise exemplifies how ESDP fosters entrepreneurial spirit and skill in emerging sectors, helping startups address real-world problems with innovative solutions. Demitree's success reinforces the programme's role in encouraging self-employment, promoting technology adoption, and strengthening livelihoods. It demonstrates that with proper skill development and mentoring, young entrepreneurs can build impactful businesses that cater to evolving consumer needs while contributing to economic growth.

### **Anurag Satyapriya – From Engineer to Successful Civil Contractor**

Anurag Satyapriya, a 24-year-old civil engineer from Kendrapada, Odisha, transformed his career through the Entrepreneurship and skill development programme (ESDP) in 2022-23. Previously working at a private construction company, Anurag sought to enhance his practical skills and knowledge in civil contracting by joining the E-SDP. The programme helped him gain important expertise, especially in designing safe and stable load-bearing structures.



With a project investment of Rs.10 lakh funded through his own resources, Anurag started his civil contracting enterprise near the Kendrapada Irrigation Division. His business now generates a turnover of Rs.8 lakh annually with a net profit of Rs.4.3 lakh, and he has successfully completed two road construction projects. Though a solo entrepreneur currently, Anurag envisions scaling his venture and providing employment opportunities to more people.

Anurag credits the E-SDP for equipping him with advanced technical skills and entrepreneurship training that paved his way from an employee to a thriving business owner. He encourages aspiring entrepreneurs to harness such training opportunities to build confidence, technical know-how, and leadership qualities for sustainable success.

This story exemplifies the crucial role of the E-SDP scheme in empowering engineering graduates to become self-reliant entrepreneurs contributing to infrastructure development and local economies.

### **Debojani Sonowal – Advancing Women Entrepreneurship through Advanced E-SDP Training**



Debojani Sonowal, a 40-year-old woman from Uttar Sumdar, Borhat, in Charaideo district, embodies the empowering spirit of the Advanced Entrepreneurship and skill development programme (Advanced E-SDP). Despite completing education only up to the 9th grade, Debojani showed remarkable determination to grow her small business producing mushrooms, papad, and soap.

With a modest project investment of Rs.10,000 and five employees under her guidance, Debojani's enterprise strives to deliver quality products to the local market. What sets her

business apart is leveraging digital marketing strategies she learned through the Advanced E-SDP training. This exposure has helped increase sales and broaden her customer reach.

Although operating on a lean scale, Debojani reports steady profits of Rs.8,000, symbolizing sustainable growth empowered by the skills gained from the programme. Her journey highlights how advanced training can amplify entrepreneurial capabilities, especially for women from traditionally underserved backgrounds.

Debojani's story demonstrates the transformative potential of the Advanced E-SDP scheme in enhancing women's entrepreneurial success, promoting digital adoption, and creating local employment. Her experience encourages aspiring entrepreneurs to tap into government-led skill development platforms to scale their ventures and improve livelihoods.

### **Madhurima Dutta –Empowering & Transforming Communities through Mushroom and Millet Products**

Madhurima Dutta, a 48-year-old woman entrepreneur from Jorhat, Assam, has made remarkable strides in agri-business after participating in the Advanced Entrepreneurship and skill development programme (Advanced E-SDP). With a Bachelor of Arts degree and a deep desire to provide a better future for her family and popularize mushroom consumption, Madhurima embarked on her entrepreneurial journey in 2021 by establishing M/S Madhuri Food Products.



Supported by financial assistance under the Pradhan Mantri Formalisation of Micro Food Processing Enterprises (PMFME) scheme, she invested Rs.2 lakh to start her enterprise, focusing on mushroom and millet-based products. The Advanced E-SDP training helped her build confidence and develop vital business connections, which significantly boosted her sales and market reach.

Madhurima's enterprise now boasts a turnover of Rs.12 lakh annually and a net profit of Rs.8 lakh, supported by a team of five employees. Beyond business growth, she has transformed lives by training over 20,000 women mushroom entrepreneurs and conducting awareness campaigns for more than 500 women millet farmers. She has also aided many Self-Help Group members in obtaining essential certifications and micro-industry loans.

Madhurima's vision is to inspire more women-led businesses and promote self-sufficiency in her community. Her advice to aspiring entrepreneurs is to seize opportunities and pursue growth relentlessly.

Her journey vividly illustrates the power of the Advanced E-SDP in fostering women entrepreneurship, creating employment, and contributing to sustainable rural development.

## **Basundhara Paul Choudhury – Transforming Creativity into a Thriving Handmade Business**



Basundhara Paul Choudhury, a 22-year-old woman entrepreneur from Silchar, Assam, transformed her passion for handcrafted jewelry and decor into a meaningful business through the Advanced Management Development Programme (Advanced MDP) attended in March 2025. Despite running her small enterprise while pursuing her MBA at NIT Silchar, Basundhara sought to strengthen her business acumen to scale up effectively.

The Advanced MDP programme offered practical insights into strategy, branding, finance, digital

marketing, and management in an engaging and interactive environment. Basundhara especially valued the hands-on approach with real-life examples, group activities, and brainstorming sessions that unlocked new perspectives and boosted her confidence.

Balancing academics and entrepreneurship, Basundhara successfully delivered over 500 orders across India. She also dedicated efforts to train underprivileged rural women in jewelry and handicraft making, thereby promoting self-employment and skill development in her community.

Looking ahead, Basundhara aims to expand her business, generate employment, innovate products, and build strong brand collaborations nationwide. Her advice to aspiring entrepreneurs is simple: start small and keep going despite challenges, always aligning your work with your passion and values while uplifting others along the way.

Her journey illustrates how the Advanced MDP empowers young entrepreneurs with managerial skills and clarity, enabling them to lead businesses that merge creativity with sustainable growth and social impact.

### **Gajendra Majhi – Emerging Entrepreneur through E-SDP Skill Development**

Gajendra Majhi, a 20-year-old entrepreneur from Bilamala, Kusumguda, Rayagada district in Odisha, embarked on his entrepreneurial journey after completing the 10th standard. Coming from the Scheduled Tribe (ST) community, Gajendra sought to establish a sustainable livelihood through modern business ventures.



In 2022-23, Gajendra attended the Entrepreneurship-cum-Skill Development Programme (E-SDP), which equipped him with the

foundational skills to set up and operate his business, GM Communication. This enterprise provides essential services such as printing, xerox, scanning, and internet access to his community, utilizing basic machinery including computers, printer, laptop, and scanner.

Starting with an investment of Rs.1.5 lakh financed through a loan from UCO Bank, Gajendra has seen his turnover reach Rs.3.6 lakh with a net profit of Rs.1.8 lakh. Currently, he employs two people, providing local employment opportunities and contributing to the economic development of his region.

Though Gajendra's background does not show formal entrepreneurial training impact explicitly, the structured programme helped instill confidence and business skills necessary to run his venture successfully. His story exemplifies the programme's role in empowering youth from different communities to become self-reliant and create local services that fulfil everyday needs.

## Annexure 1:

Chapter

**1**

### Introduction

#### 1.1 Overview of the Ministry of Micro, Small and Medium Enterprises (MSME)

**1.1.1 Background:** The Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy contributing around 30% of India's GDP, over 45% of India's exports. It contributes significantly to the economy and social development of the country by fostering entrepreneurship and generating large employment opportunities at comparatively lower capital cost, next only to agriculture. MSME are complementary to large industries as ancillary units. This sector contributes significantly to inclusive industrial development of the country. An overview of growth and performance of the MSME Sector in the country is provided in Chapter 2.

**1.1.2** Ministry of Micro, Small and Medium Enterprises (MSME) envisions a progressive MSME sector by promoting growth and development of small business, including khadi, village and coir industries, in cooperation with Ministries/Departments, State Governments and other stakeholders, by providing support to existing enterprises, adopting cutting edge technologies and encouraging creation of new enterprises. The Ministry is dedicated to fostering inclusive growth by efforts which ensure geographic inclusivity of rural and urban areas and demographic inclusivity of socially and economically weaker sections such as SC/ST communities and promoting women entrepreneurship to boost gender parity.

#### Vision

**Sustainable development of globally competitive Micro, Small and Medium Enterprises (MSME) as an engine of growth for the Indian economy.**

**Objective is to Address Challenges Faced by MSME and strengthen the MSME ecosystem**

<b>Formalization and Inclusion</b>	<b>Access to Credit</b>	<b>Access to Finance</b>	<b>Access to Market</b>
<b>Access to Technology</b>	<b>Promoting Digitalization</b>	<b>Infrastructural Bottlenecks</b>	<b>Inadequate Skilling/ Reskilling</b>

**1.1.3** The Ministry of MSME implements various schemes for credit support, technological assistance, infrastructure development, skill development and training, enhancing competitiveness and market assistance to MSME, aimed at creating self-employment opportunities. The detailed description of schemes is provided in Chapter-4.

**Annexure 2: List of MSME DFOs**

<b>Sr. No.</b>	<b>Name of MSME Development &amp; Facilitation Office (DFO)</b>
1	MSME DFO-Agra
2	MSME DFO-Ahmedabad
3	MSME DFO-Prayagraj
4	MSME DFO-Bangalore
5	MSME DFO-Chennai
6	MSME DFO-Cuttack
7	MSME DFO-Delhi
8	MSME DFO-Goa
9	MSME DFO-Haldwani
10	MSME DFO-Hubli
11	MSME DFO-Hyderabad
12	MSME DFO-Indore
13	MSME DFO-Jaipur
14	MSME DFO-Jammu and Kashmir
15	MSME DFO-Kanpur
16	MSME DFO-Karnal
17	MSME DFO-Kolkata
18	MSME DFO-Ludhiana
19	MSME DFO-Mumbai
20	MSME DFO-Muzaffarpur
21	MSME DFO-Nagpur
22	MSME DFO-Patna
23	MSME DFO-Raipur
24	MSME DFO-Ranchi
25	MSME DFO-Solan
26	MSME DFO-Thrissur
27	MSME DFO-Agartala
28	MSME DFO-Gangtok
29	MSME DFO-Guwahati
30	MSME DFO-Imphal
31	MSME DFO-Dimapur
32	MSME DFO-Visakhapatnam
33	MSME DFO-Dehradun

Source: ESDP MIS Portal

**List of MSME Technology Centre (TC)**

Sr. No.	Name of MSME Technology Centre (TC)
1	MSME-TC-IGTR, Ahmedabad
2	MSME-TC-TRTC, Guwahati
3	MSME-TC-CTTC, Bhubaneswar
4	MSME-TC-IGTR, Aurangabad
5	MSME-TC-IDEMI, Mumbai
6	MSME-TC-CITD, Hyderabad
7	MSME-TC-CTR, Ludhiana
8	MSME-TC-IDTR, Jamshedpur
9	MSME-TC-IGTR, Indore
10	MSME-TC-FFDC, Kannauj
11	MSME-TC-ESTC, Ramnagar
12	MSME-TC-CFTI, Chennai
13	MSME-TC-PPDC, Meerut
14	MSME-TC-Baddi
15	MSME-TC-Bhiwadi
16	MSME-TC-Bhopal
17	MSME-TC-Durg
18	MSME-TC-Puducherry
19	MSME-TC-Rohtak
20	MSME-TC-Bangalore
21	MSME-TC-Greater Noida
22	MSME-TC Pudi
23	MSME-TC-Sitarganj
24	MSME-TC- PPDC, Agra
25	MSME-TC- Imphal
26	MSME-TC- CIHT, Jalandhar
27	MSME-TC – CDGI, Firozabad
28	MSME-TC- CFTI, Agra

Source: ESDP MIS Portal

### List of Implementing Agencies

S.No.	Name of Implementing Agencies (IAs)
1	Agricultural University Jodhpur Rajasthan
2	Anand Agricultural University, Anand, Gujarat
3	Andhra pradesh Productivity Council Hyderabad
4	Assam Agricultural University
5	Central Salt & Marine Chemicals Research Institute CSIR-CSMCRI, Gujarat
6	Centre for Entrepreneurship Development Madhya Pradesh - CEDMAP
7	CSIR Advanced Materials And Process Research Institute CSIR-AMPRI, Bhopal M.P
8	CSIR - Central Institute of Medicinal and Aromatic Plants CIMAP, Lucknow
9	CSIR- Central Mechanical Engineering Research Institute CMERI, Durgapur
10	CSIR - Institute of Himalayan Bioresource Technology, Palampur
11	CSIR- Central Electronics Engineering Research Institute CEERI
12	CSIR- Indian Institute of Chemical Technology, Hyderabad Telangana
13	CSIR- Indian Institute of Toxicology Research IITR, Lucknow
14	CSIR- NATIONAL INSTITUTE FOR INTERDISCIPLINARY SCIENCE & TECHNOLOGY Kerala
15	CSIR-Indian Institute of integrative Medicine Jammu
16	Entrepreneurship Development Institute of India, Ahmedabad - EDII
17	Guru Angad Dev Veterinary and Animal Sciences University
18	ICAR - Indian Institute of Sugarcane Research Lucknow
19	ICAR- Central Institute for Subtropical Horticulture Lucknow
20	ICAR-Central Institute of Brackishwater Aquaculture ICAR-CIBA
21	ICAR-Natioanl Rice Reasearch Institue NRRI

S.No.	Name of Implementing Agencies (IAs)
22	ICAR-National Reasearch Centre for Litchi ICAR-NRCL
23	IIITM Gwalior
24	IIT Guwahati
25	IIT Roorkee
26	Indian Insitute of Entrepreneurship Guwahat
27	Indian Instittute of Information Technology Lucknow
28	Indian Instittute of Information Technology Allahabad
29	Indian Institue of Management IIM Nagpur
30	Indian Institue of Management IIM Raipur
31	Indian Institue of Management IIM Rohtak
32	Indian Institue of Management IIM visakhapatnam
33	Indian Institute of Information Technology IIIT, Heingang Manipur
34	Indian Institute of Management Amritsar
35	Indian Institute of Management Bodh Gaya
36	Indian Institute of Management, Sirmaur
37	Indian Institute of Technolgy IIT , Indore
38	Indian Institute of Technolgy IIT Bhubaneshwar
39	Indian Institute of Technolgy Jammu
40	Indian Institute of Technolgy Kanpur
41	Indian Institute of Technolgy Mandi
42	Indira Gandhi Delhi Technical University for Women Delhi
43	International Institute of Information Technology, Chattisgarh
44	Kerala Institute for Entrepreneurship Development - KIED
45	Maharana Pratap University of Agriculture and Technology MPUAT, Udaipur
46	Maharashtra Centre for Entrepreneurship Development - MCED

S.No.	Name of Implementing Agencies (IAs)
47	Nagaland Tool Room and Training Centre - NTTC
48	National Agri-Food Biotechnology Institute NABI, Mohali
49	National Council for Handloom & Handicraft Development NCHHD New Delhi
50	National Insitute of Technolgy, NIT Agartala
51	National Insitute of Technolgy, NIT Meghalaya
52	National Insitute of Technolgy, NIT Mizoram
53	National Insitute of Technolgy, NIT Raipur
54	National Insitute of Technolgy, NIT Rourkela, Odisha
55	National Insitute of Technolgy, NIT Warangal, Telangana
56	National Insitute of Technology Arunachal Pradesh Jote
57	National Institute for Entrepreneurship and Small Business Development. NIESBUD Noida
58	National Institute for Micro, Small and Medium Enterprises - ni-msme
59	National Institute of Rural Development & Panchayati Raj, North Eastern Regional Centre NIRDPR-NERC
60	National Institute of Technolgy Calicut Kattangal
61	National Institute of Technolgy Srinagar Jammu and Kashmir
62	National Institute of Technology Fakiratilla Silchar
63	National Institute of Technology Jamshedpur
64	National Institute of Technology Kurukshetra
65	National Institute of Technology Ravangla Sikkim
66	NIT Jalandhar
67	NIT Tiruchipalli Tamil Nadu
68	North Eastern Handicrafts and Handloom Development Corporation Guwahati

S.No.	Name of Implementing Agencies (IAs)
69	Punjab Agricultural University, Ludhiana, Punjab
70	Sardar Vallabhbhai National Institute of Technology, Surat, Gujarat
71	Sher-e Kashmir University of Agricultural Sciences and Technology of Kashmir
72	CSIR-Central Leather Research Institute Chennai
73	Directorate of Indigenisation Innovation and Start-up, Lavad Gujarat
74	Indian Institute of Information Technology Ranchi
75	Indian Institute of Technology Kharagpur
76	Acharya Narendra University of Agriculture & Technology, Ayodhya. U.P
77	Bhagat Phool Singh Mahila Vishwavidyalaya
78	Bharat Sanchar Nigam Limited BSNL
79	Bharathidasan University, Trichy
80	Centre for Innovation, Design & Incubation CIDI, SGSITS Incubation Forum SIF
81	Chandragupt Institute of Management Patna
82	CIED - IUST Foundation
83	College of Agriculture, Vellayani, Thiruvananthapuram Kerala Agricultural University
84	Construction Industry Development Council
85	Council of Architecture
86	Footwear Design & Development Institute FDDI Jodhpur
87	Footwear Design & Development Institute FDDI, Noida
88	IGNOU Aligarh
89	IITM Pravartak
90	Indian Institute of Science Education and Research, Bhopal
91	Institute of Entrepreneurship Development U.P.

S.No.	Name of Implementing Agencies (IAs)
92	Jharkhand Government Mini Tool Room and Training Centre, Ranchi - JGMTRTC
93	KILT Bangalore
94	MANIT Rolta Innovation & Incubation Foundation NIT, Bhopal
95	National Insurance Academy
96	National Small Industries Corporation Ltd. - NSIC
97	Rajasthan Institute of Local Self Government
98	University of Hyderabad

**Source:** ESDP MIS Portal

### Annexure 3: Questionnaire

#### Impact Study Assessment for the Entrepreneurship and Skill Development Programme (ESDP) Scheme- By Ministry of MSME, Govt. Of India.

**Q1a - Candidate's Name: Autofill**

Q1a - उम्मीदवार का नाम: Prachi Rathore

**Q1b - Father's name: Autofill**

Q1b - पिता का नाम:

**Q1c - District: Autofill**

Q1c - जिला:

**Q1d - State: Autofill**

Q1d - राज्य:

**Q1e - Date of birth: Autofill**

Q1e - जन्म तिथि:

**Q2 - Age in completed years:**

Q2 - पूरी क गई आयु (सालों में):

**Q3 - Gender: Autofill**

Q3 - लिंग:

- Male  
पुरुष
- Female  
मिहला
- Other

**Q4 - Contact number (mobile) : Autofill**

Q4 - संपर्क नंबर (मोबाइल):

**Q5 - Complete Address (Village/Locality, Block, District, State): Autofill**

Q5 - पूरा पता (गांव/इलाका, ब्लॉक, जिला, राज्य):

**Q6 - Social Category:**

Q6 - सामाजिक श्रेणी:

- SC  
अनुसूचित जाति
- ST  
अनुसूचित जनजाति
- OBC  
अन्य पिछड़ा वर्ग
- General  
सामान्य

Other Specify:

अन्य (बताइए):

**Q7 - Person with disability?**

Q7 - क्या यह व्यक्ति विकलांग है?

- Yes  
हाँ
- No  
नहीं

**Q8 - Educational Qualifications**

Q8 - शैक्षणिक योग्यता

- School dropout  
स्कूल छोड़ दिया
- Primary  
प्राथमिक
- Secondary  
माध्यमिक
- Higher Secondary  
उच्च माध्यमिक
- Graduate  
स्नातक
- Postgraduate  
स्नातकोत्तर
- Vocational  
व्यावसायिक

**Q9 - Ration Card Held:**

Q9 - किस प्रकार का राशन कार्ड है:

- Above  
Poverty  
Line  
(APL)  
APL (गरीबी  
रेखा से ऊपर)
- Below  
Poverty  
Line  
(BPL)  
BPL (गरीबी  
रेखा से नीचे)
- Antyod  
aya  
Anna  
Yojana  
(AAY)  
AAY (अंतयोदय अन योजना)

- Priority Household (PHH) PHH (पर्राािथमक पारवार राशन कार्ड)
- None कोई नहीं
- Others: अनः

**Q10 - Monthly Household Income (Rs.):**

Q10 - मासिक पारवारिक आय (Rs.):

**Q11 – Your present monthly income: (Should not be greater than Q.10)**

Q11 - आपका वतर्मान मासिक आय:

**Q12 - Number of Members in the Household:**

Q12 - घर में सदस्यों का संख्या: (Limit in 2 digit)

**Q13 - Current Employment status:**

Q13 - वतर्मान रोजगार का स्थितः

- Own enterprise स्वयं का व्यवसाय
- Salaried job नौकरी
- Daily wager दैनिक मजदूर
- Unemployed बेरोजगार
- Student छात्र

**Q14 - Name of the training**

**attended: (Autofill ) Q14 - कए गए**

प्रशक्षण का नाम:

**Q14.a - Name of**

**agency: (Autofill ) Q14.a**

- एजेंसी का नाम:

**Q14.b - Type of**

**agency: (Autofill ) Q14.b**

- एजेंसी का प्रकार:

**Q14.c - Year in which the training was**

**imparted: (Autofill ) Q14.c - प्रशक्षण कस वर्ष हुआ:**

**Q15 - Which was the coordinating Agency:**

Q15 - समन्वय करने वाली एजेंसी कौन थी:

- MSME-DFOs (erst while DIs)
- Technology Centres
- Implementing Agencies
- Other (specify):

Q16 - Duration of the training programme:

Q16 - प्रशिक्षण कार्यक्रम का अवधि:

- 1 day  
1 दिन
- 1 week  
1 हफ्ता
- 2-5 weeks  
2-5 हफ्ते
- 6 weeks  
6 हफ्ते

**Q17 - How did you come to know about the training?**

Q17 - आपको प्रशिक्षण के बारे में कैसे पता चला?

- Newspaper/Advertisement  
अखबार / विज्ञापन
- Friend/Relative

चित्र /

प्रश्न

र

- Employer  
निर्देशक
- Social media/Internet  
सोशल मीडिया / इंटरनेट
- Other (specify):  
अन्य (बताइए): vbcvcj

**Q18 - Where did you apply for the training?**

Q18 - आपने प्रशिक्षण के लिए कहाँ आवेदन किया?

- Ministry  
मंत्रालय
- Training Agency

प्रशिक्षण

एजेंसी

- Any other (Specify)

अन्य

(बताइए

)

**Q19 - How did you apply?**

Q19 - आपने कैसे आवेदन किया?

- Online  
ऑनलाइन
- Offline  
ऑफलाइन

Q20 - How was the procedure for applying?

Q20 - आवेदन करने की प्रक्रिया कैसी थी?

- Very easy  
बहुत आसान
- Easy  
आसान
- Difficult  
किठन
- Cumbersome  
जटिल

Q21 - How was the documentation part?

Q21 - कागजी प्रक्रिया कैसी थी?

- Very easy  
बहुत आसान
- Easy  
आसान
- Difficult  
किठन
- Cumbersome  
जटिल

Q22 - Could you apply in one attempt or multiple?

Q22 - क्या आप एक ही बार में आवेदन कर पाए या कई बार करना पड़ा?

- Single  
एक बार
- Multiple  
कई बार

Q23 - Why did you join this training?

Q23 - आपने यह प्रशिक्षण क्यों लिया?

- To start my own business.  
अपना व्यवसाय शुरू करने के लिए
- To improve my skills.  
अपनी कौशल बढ़ाने के लिए
- To get employment.  
रोजगार पाने के लिए
- To explore new career opportunities.

नए कर्कर अवसर  
खोजने के िलए

**Q24 - What were you doing before joining this programme?**

Q24 - इस कार्यक्रम में शामिल होने से पहले आप क्या कर रहे थे?

Student

- छात्र
- Unemployed  
बेरोज़गार
  - Dropout  
पढ़ाई छोड़ चुका
  - Self-employed  
स्वरोज़गार
  - Wage employed  
मज़दरूी/नौकरी करने वाला
  - MSME entrepreneur  
सूम/लघु उद्यमी
  - Agriculture  
कृषि
  - Ex-serviceman / retired  
पूर्व सैनिक / सेवानिवृ
  - Others (specify)  
अन्य (बताइए)

**Q25- Have you received any training before ESDP programme (skill training/ vocational training, or entrepreneurship development training)?**

क्या आपने ईएसडीपी कार्यक्रम से पहले कोई प्रशक्षण (कौशल प्रशक्षण / व्यावसायिक प्रशक्षण या उद्यमता िवकास प्रशक्षण) िलया है?

- Yes  
हाँ
- No  
नहीं

**If Yes.. Q26 - Under which scheme, did you receive the training?**

Q26 - आपने यह प्रशक्षण िकस योजना के तहत िलया?

- From the scheme of Ministry of MSME (EDP/ESDP/MDP/E-SDP etc.)  
सूम, लघु और मध्यम उद्यम मंत्रालय क योजना से (EDP/ESDP/MDP/E-SDP etc.)
- From the scheme of another ministry  
िकसी अन्य मंत्रालय क योजना से
- Private Institute  
िनजी संस्थान
- Others (specify)-----

**Q28 - Did you pay any fees for attending the ESDP training programme?**

Q28 - क्या आपने ESDP प्रशक्षण कार्यक्रम के िलए कोई शुल्क िदया था?

- Yes

- हाँ  
 No  
नहीं

**Q29 - Did you receive any stipend for attending the ESDP training programme?**

Q29 - क्या आपको **ESDP** प्रशिक्षण कार्यक्रम में भाग लेने के लिए कोई वजीफ़ा मिलता?

- Yes  
हाँ  
 No  
नहीं

**Q30 - Was the ESDP training general or domain specific?**

Q30 - क्या प्र **ESDP** शिक्षण सामान्य था या किसी विशेष क्षेत्र का था?

- General  
सामान्य  
 Domain specific  
विशेष क्षेत्र से संबंधित

If Domain Specific

**Q31 - Specify the domain .....**

Q31 - क्षेत्र का नाम लिखें .....

**Q32 - How would you rate the training infrastructure?**

Q32 - आप प्रशिक्षण केंद्र की व्यवस्था को कैसे आँकेंगे?

**Q32.1 - Hands on experience Q32.1**

- व्यावहारिक अनुभव

- Extremely Poor  
बहुत खराब  
 Poor  
खराब  
 Neutral  
सामान्य  
 Good  
अच्छा  
 Very Good  
बहुत अच्छा

**Q32.2 - Quality of trainers**

Q32.2- प्रशिक्षकों की गुणवत्ता

- Extremely Poor  
बहुत खराब  
 Poor  
खराब  
 Neutral  
सामान्य  
 Good

अच्छा  
Very Good

कहते अच्छा

**Q32.3 - Course relevance**

**Q32.3 - पाठ्यक्रम की प्रासंगिकता**

Extremely Poor

कहते खराब

Poor

खराब

Neutral

सामान्य

Good

अच्छा

Very Good

कहते अच्छा

**Q32.4 - Training environment**

**Q32.4 - प्रशिक्षण का माहौल**

Extremely Poor

कहते खराब

Poor

खराब

Neutral

सामान्य

Good

अच्छा

Very Good

कहते अच्छा

**Q33 - Did the institution provide the following?**

**Q33 - क्या संस्थान ने निम्नलिखित सुविधाएँ दीं?**

**Q33.1 - Course material**

**Q33.1 - पाठ्य सामग्री**

Yes

हाँ

No

नहीं

**Q33.2 - Toolkit**

**Q33.2 - औजार किट**

Yes

हाँ

No

नहीं

**Q33.3 - Certificate**

**Q33.3 - प्रमाणपत्र**

- Yes  
हाँ
- No  
नहीं

**Q34 - Was the training useful for your work?**

Q34 - क्या प्रशिक्षण आपके काम के लिए उपयोगी रहा?

- Extremely useful  
बहुत उपयोगी
- Somewhat useful  
कुछ हद तक उपयोगी
- Not useful  
उपयोगी नहीं

**Q35 - Has the training helped improve your confidence to take entrepreneurial decisions?**

Q35 - क्या इस प्रशिक्षण से आपको व्यावसायिक निर्णय लेने में आत्मविश्वास मिला?

- Yes  
हाँ
- No  
नहीं

**Q36 - What difference do you observe in your skills before and after the training?**

Q36 - प्रशिक्षण से पहले और बाद में अपनी कौशल में आप क्या अंतर देखते हैं?

- Significant improvement  
काफ़ी सुधार
- Some improvement  
कुछ सुधार
- No change  
कोई बदलाव नहीं

**Q37 - Have you been able to apply the knowledge gained into your work?**

Q37 - क्या आप सीखी गई जानकारी अपने काम में इस्तेमाल कर पाए?

- Yes  
हाँ
- No  
नहीं

IF YES Q37\_c - Briefly describe how?

Q 37\_c - संक्षेप में बताइए कैसे?

**Q38 - Did you start your own enterprise after the training?**

Q38 - क्या आपने प्रशिक्षण के बाद अपना व्यवसाय शुरू किया?

- Yes (if YES ask 39,40,43,44,45,46,47 and skip 41,42)  
हाँ
- No (if no ask 40, 41,42 and then skip 43 to 47 and goto 48)  
नहीं

**IF YES Q39 - Specify type: Barber Saloon, Website developed**

Q39 - प्रकार बताइए:

**Q40 - What challenges did you face in finding employment or starting your enterprise?**

Q40 - रोज़गार पाने या व्यवसाय शुरू करने में आपको कौन सी किठनाइयाँ आईं?

- ❖ Lack of Support  
सहायता कम
- ❖ No credit linkages  
ऋण सुविधा नहीं
- ❖ Skill mismatch  
कौशल में असंगति
- ❖ Market access Issues  
बाज़ार तक पहुँच में समस्या
- ❖ Family/society constraints  
परिवार/समाज का रोक-टोक
- ❖ Others  
अन्य

**Q41 - What was the main reason for not starting own enterprise after the training?**

Q41 - प्रशिक्षण के बाद अपना व्यवसाय शुरू न करने का मुख्य कारण क्या था?

- ❖ Application process was too cumbersome  
आवेदन की प्रक्रिया बहुत जटिल थी
- ❖ No market opportunity  
बाज़ार का अवसर नहीं
- ❖ Not interested in the sector anymore  
अब इस क्षेत्र में रुचि नहीं
- ❖ Other (specify):  
अन्य (बताइए):

**Q42 - Do you intend to start a business in the near future?**

Q42 - क्या आप निकट भविष्य में व्यवसाय शुरू करना चाहते हैं?

Yes

- हाँ
- No  
नहीं
- Maybe  
शायद

**Q43 - Have you registered your enterprise under Udyam Registration as supported by the programme?**

Q43 - क्या आपने इस कार्यक्रम के तहत अपने व्यवसाय का उद्यम पंजीकरण कराया है?

- Yes  
हाँ
- No

नहीं

**IF yes Q44 - Did the training agency help you in registration process?**

Q44 - क्या प्रशिक्षण एजेंसी ने पंजीकरण क प्रक्रिया में मदद क?

- Yes  
हाँ
- No  
नहीं

**IF yes Q45 - In what ways did the training agency help you?**

Q45 - प्रशिक्षण एजेंसी ने आपको किस तरह मदद क? SPECIFY..

**Q46 - How many temporary workers are employed in your unit/ enterprise ?**

Q46 - आपके यूनिट /व्यवसाय में कितने अस्थायी कमचारी काम कर रहे हैं?

**Q47 - How many permanent workers are employed in your unit/ enterprise?**

Q47 - आपके यूनिट/व्यवसाय में कितने स्थायी कमचारी काम कर रहे हैं?

**Q48 - What is your feedback about ESDP scheme?**

Q48 - ईएसडीपी योजना के बारे में आपका राय क्या है?

- Excellent  
उत्कृ
- Very Good  
कत अच्छा
- Good  
अच्छा
- Average  
औसत
- Poor  
खराब

**Please make Q.49 Not required**

**Q49 - Potential Areas of Improvement in the ESDP Scheme (tick all that apply):**

Q49 - ईएसडीपी योजना में सुधार के संभावित क्षेत्र (सभी चुनें जो लागू हों):

- Training duration & schedule**  
प्रशिक्षण क अवधि और समय सारणी
- Course content & practical exposure**  
पाठ्य सामग्री और व्यावहारिक अनुभव
- Quality of training material & resources**  
प्रशिक्षण सामग्री और साधनों क गुणवत्ता
- Trainer effectiveness & real-life examples**  
प्रशिक्षक क क्षमता और वास्तविक उदाहरण
- Facilities & equipment**  
सुविधाएँ और उपकरण
- Language & communication**  
भाषा और संवाद
- Digital skills and online business knowledge**

- डिजिटल कौशल और ऑनलाइन व्यवसाय का ज्ञान
- **Post-training mentoring**  
प्रशिक्षण के बाद मार्गदर्शन
  - **Market/finance linkages**  
बाजार/वित्तीय जुड़ाव

**Q50 - Your personal monthly income before the training:**

Q50 - प्रशिक्षण से पहले आपका वित्तीय आय:

### Implementing Agencies

1. Name of IA/DFO/TC:
2. Full Address:
3. Contact Person Name:
4. Designation:
5. Mobile Number:
6. Email ID:
7. Institution Type: (i) Govt (ii) Private (iii) Other  
 Programme offered (tick all that apply):
  - (a) EAP
  - (b) ESDP
  - (c) Advanced ESDP
  - (d) MDP
  - (e) Advanced MDP
8. How was your institution selected to conduct ESDP?
  - (i) Open notification
  - (ii) Nomination
  - (iii) Others
9. Total number of each type of programme conducted, per year:

Year / Progr a mme	2021-22		2022-23		2023-24		2024-25		2025-26	
	No. of Progr a mme	No. of Trai n ees	No. of Progr a mme	No. of Trai n ees	No. of Progr a mme	No. of Trai n ees	No. of Progr a mme	No. of Trai n ees	No. of Progr a mme	No. of Trai n ees
EAP										
ESDP										
Advanc ed ESDP										
MDP										
Advanc ed MDP										

10. Do you conduct programme:
  - (i) On-campus
  - (ii) Off-campus

(iii) Both

11. How do you decide the training venue/location for each programme?
12. How do you select the candidates for various programme?
13. What criteria are used for selection (age, education, SC/ST/Women/BPL, etc.)?
14. Do you have a minimum and maximum age limit for trainees? (Specify.)
15. Are programme fees charged to any participant groups?
  - (i) Yes
  - (ii) No
  - (iii) Some categories
16. If yes, specify the fee for:
  - a) ESDP
  - b) Advanced ESDP
  - c) MDP
  - d) Advanced MDP
17. Which categories receive fee exemption? (SC/ST, Women, BPL, PH, etc.)  
What are the problems in getting the participants for training programme?
18. Which facilities are provided to trainees (tick the appropriate box):
  - a) Hostel/accommodation:  Yes  No
  - b) Free Meals:  Yes  No
  - c) Course materials/training manual:  Yes  No
  - d) Tool kit:  Yes  No
  - e) Stipend:  Yes  No
  - f) Free travel:  Yes  No
  - g) Digital/online resources:  Yes  No
  - h) Udyam registration support:  Yes  No
  - i) Industry/market linkage:  Yes  No
  - j) Placement support:  Yes  No
19. Are these facilities fully free, partially free, or chargeable? (Specify.)
20. Was a stipend given?  Yes  No
21. If yes, specify amount.
22. What other special support is provided? (Mentoring, handholding, finance, etc.)
23. Do you upload quarterly calendar & programme data on MIS portal in real time?  
 Yes  No

24. Does your agency have a panel of guest faculty/trainers approved by O/o DC (MSME)?  
 Yes  No
25. How do you select and orient trainers/guest faculty?
26. How do you ensure at least 40% beneficiaries from SC/ST/Women/BPL and 40% women participation specifically for ESDP?
27. Was a need assessment conducted before scheduling programme?  Yes  No If yes, how?
28. Do you maintain biometric attendance?  Yes  No
29. How do you ensure content/curriculum is relevant to trainees' needs and local industry demand?
30. Were practical/hands-on components included?  Yes  No
31. How do you collect participant/trainee feedback?  
(i) Written forms  
(ii) Online survey  
(iii) Verbal  
(iv) Not done
32. How is post-training tracking/follow-up done?  
(i) Calls  
(ii) Online  
(iii) Manual  
(iv) Not done
- Were trainees linked to:
- i. Market?
  - ii. Industry?
  - iii. Financial institutions?
33. Any best practices or innovations adopted?
34. Suggestions for improving implementation or the overall ESDP scheme.
35. Any participant success stories or significant outcomes you would like to share?