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RESEARCH ARTICLE

ENTREPRENEURSHIP SKILLS FOR GROWTH-ORIENTED MSMEs IN BIHAR STATE

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Abstract

With the notion of growth and the empowerment of citizens' economic conditions, various state governments in India have taken a lot of initiative in the periphery of entrepreneurship. The significance of entrepreneurship in supporting economic development has been identified as a stepping stone by many researchers, and it is well-recognised that education and training go hand-in-hand and play a crucial role in nurturing future entrepreneurs and developing the abilities of existing entrepreneurs to grow their established businesses to greater success. Entrepreneurship is breaking through the old rudiments. Financial support from the Government of Bihar to weaker sections has strengthened the backbone of its economy. To promote an innovation ecosystem and unlock the enormous entrepreneurial potential of the state, the Mukhya Mantri Udyami Yojana (MMUY) and Bihar Laghu Udyami Yojana (BLUY), which were launched in 2018 and 2023, respectively, focus on the promotion of MSMEs in the state. Approximately 29 billion INR have been disbursed to nearly 74,540 beneficiaries under MMUY scheme and 56,248 proposals are accepted under BLUY scheme. This research paper highlights the impact of various training programs that are provided to the beneficiaries in Bihar state and also studies whether or not, these schemes are acting as a catalyst for further entrepreneurship development programs.

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Introduction:-

Micro, Medium and Small Enterprises (MSMEs) play a significant role in determining the overall growth implications and strengthening the economies of developing or underdeveloped nations. They promote entrepreneurs, stimulate innovation, push the development of industrialisation and reduce economic disparities. In India, MSMEs are slowly trying to supersede the position held by the agricultural sector for over seven decades after independence. Because of their high capital ratios and low capital investments compared to large industries, MSMEs are known to stimulate economic growth, employment, incomes, and export innovation in a developing economy [1]. They contribute about 30% to GDP and employ over 117 million people.

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Contextual Background in Bihar:-

MSMEs in Bihar have exhibited notable stability and resilience in retaining a compatible rate of growth and employment generation during the last two decades. A healthy amalgamation between the central and state governments led to prompt and appropriate fiscal stimulus. Effective monetary policy and continuous capital inflow are the two major instruments in restoring Bihar and revamping its image among the public from Bimaru state to Smart state. It was greatly achieved under the leadership of Chief Minister Sri Nitish Kumar. As a catalyst for the state's socioeconomic transformation, the MSME sector is pivotal in addressing the state's objectives, such as bridging the rural-urban gap and reducing poverty. To further develop and keep the momentum going, the state government must adopt a suitable policy framework that provides the impetus to grab opportunities and develop an enabling business environment. Simultaneously, the MSME sector must address the infrastructural deficiencies and focus on holistic development that can meet the emerging challenges for sustainable growth and survival in a globally competitive market.

Problem Statement:-The functioning of MSMEs in Bihar is undisputed. Though there is persistent growth, certain hindrances exist. Insufficient credit facilities, obsolete technology, and failure of market networks and linkages are a few problems one cannot neglect. To further growth, these hindrances must be eliminated, which will unlock the latent potential and ensure sustainable development.

Research Objectives:-

1. Evaluate the contribution of MSMEs in the last two decades in Bihar State.
2. Focus on growth potential and opportunities in the development of this sector in Bihar.
3. Identify major issues, challenges, and constraints that budding enterprises face and offer remedial suggestions to overcome them.

Methodology:-

To understand their role and challenges, this descriptive study involves a critical analysis of the key functions of a few MSMEs registered and functioning in Bihar state, both in the service and manufacturing sectors. The data are collected through secondary sources, such as government publications, industry reports, annual reports, journals, books, and relevant official websites.

Literature Review:-

The role played by MSMEs in the state economy is very significant. Still, the studies and literature on their functioning are quite meagre, especially with reference to the changing economic and growth perspectives. [7] stated that MSMEs in Bihar face critical challenges pertaining to inadequate infrastructure, limited funding options, and insufficient awareness regarding government schemes and support. It is of utmost importance to emphasise improving governance, creating and enhancing credit access, and bridging the gap by providing technical know-how which can foster growth, particularly in the underdeveloped regions of Bihar. Research studies by [12] and [7] show a positive correlation between MSME growth and Bihar's Gross State Domestic Product (GSDP). [5] and [3] suggested that MSMEs must expand its horizon in the states like Bihar. It should have access to alternative sources of capital like angel funds, risk capital, etc. There is a need to redefine the ceiling limits. These initiatives will encourage MSMEs to develop through a cluster approach, thereby increasing their level of competitiveness. [13] mentions the role of MSMEs in generating employment and driving industrial growth in rural areas of Bihar and in India too.

In his research paper, he highlighted the major obstacles like outdated technology, paucity and lack of awareness related to credit facilities. His suggestion focused on policy measures to enhance competitiveness. [2] highlights the importance of enhancing the ease of doing business and establishing enterprises in Bihar to attract angel investors. Her study emphasises reducing red tape, reducing procedural delays, and enhancing financial support from state and central governments, MSMEs, and other related organisations or institutions to encourage innovation and entrepreneurship. In the era of Globalisation, development in living standards and economic measures reflects the progress of a nation [9]. To some extent, the Bihar Industrial Investment Promotion Policy (2016) and the Prime Minister's Employment Generation Programme (PMEGP) attempted to bridge gaps identified by researchers such as [4] and [6]. MSMEs in Bihar often face setbacks due to weak infrastructure, limited credit access, and outdated technology. [11] have stated in their research paper that several successful models of MSMEs are evolving. There is a need to strengthen the network among MSMEs to address the systematic problems underlying the industry

ecosystem, enhance enterprise resilience, and ensure global supply chain sustainability. Higher education can play a significant role in encouraging young graduates to pursue entrepreneurship, thereby reducing unemployment and increasing avenues for economic development [10]. For better employment and entrepreneurship opportunity, under the leadership of Chief Minister Nitish Kumar, the state government has launched several schemes: Mukhyamantri Anusuchit Jaati/Anusuchit Janjaati Yudyami Yojana, Mukhyamantri Ati Pichhra Warg Udyami Yojana, Mukhyamantri Mahila Udyami Yojana, Mukhyamantri Yuva Udyami Yojana, Mukhyamantri Alpasankhak Udyami Yojana and Bihar Laghu Udyami Yojana.

The research paper focuses on two flagship programs:-

1. Mukhya Mantri Udyami Yojana (MMUY), started in the year 2018 limited to the members of Scheduled Caste (SC), Scheduled Tribe (ST) and Extremely Backward Classes (EBC) &
2. The Bihar Laghu Udyami Yojana (BLUY) was launched in 2023.

Defining & Characterising MSME:-The term MSME is often used to describe small industries or business units, which have been classified differently in various contexts based on their nature of assets, the scale of production, the investment required, and the authorising institutions that permit their establishment. As per the International Finance Corporation (IFC), an enterprise will qualify as a Micro, Small or Medium enterprise if it fulfils two out of three criteria of the applied loan within the limits of MSME loan size proxy:

Table: 01

IFC MSME Definition			MSME Loan Size Proxy	
INDICATOR	EMPLOYEES	TOTAL ASSETS US\$	ANNUAL SALES US\$	LOAN SIZE AT ORIGINATION
Micro enterprise	< 10	<\$100,000	<\$100,000	<\$10,000
Small enterprise	Oct-49	\$100,000 - < \$3 million	\$100,000 - < \$3 million	<\$100,000
Medium enterprise	50-300	\$3 million - \$15 million	\$3 million - \$15 million	<\$1 or \$2 million [for more advanced countries]

Source: <https://www.ifc.org/>

For the development and regulation of micro, small, and medium enterprises, a single comprehensive act was framed in 2006. The MSMED Act 2006, framed for the development of the MSME sector, freed it from a plethora of laws and regulations to address the issues of MSEs in both manufacturing and service industries. In a developing nation like India, the natural evolution and transformation of small enterprises into medium-sized enterprises should be encouraged through targeted policy interventions and a robust legal framework.

Union Budget of India (2025-26) has come up with a new classification of MSMEs where:-

- Investment in plant and machinery of less than ₹ 2.5 crores and turnover of less than ₹ 10 crores is categorised as a Micro Enterprise.
- Investment in plant and machinery of less than ₹ 25 crores and turnover that does not exceed ₹ 100 crores is categorised as a Small Enterprise.
- Investment in plant and machinery of less than ₹ 125 crores and turnover that does not exceed more than ₹ 500 crores is categorised as a Medium Enterprise.

MSMED 2006 caters to 34 schemes, wherein the number of beneficiaries is increasing significantly every year.

Table: 2 List of Schemes functional under MSME

S. No	Schemes Title	S. No	Schemes Title
1	Prime Minister Employment Generation Programme (PMEGP)	18	ISO 9000/ISO 14001 Certification Reimbursement
2	Performance and Credit Rating Scheme	19	Marketing Support/Assistance to MSMEs (Bar Code)
3	Credit Guarantee Trust Fund for Micro & Small Enterprises (CGTMSE)	20	Lean Manufacturing Competitiveness for MSMEs

4	Interest Subsidy Eligibility Certificate (ISEC)	21	Design Clinic for Design Expertise to MSMEs
5	Science and Technology Scheme	22	Technology and Quality Upgradation Support to MSMEs
6	Market Promotion & Development Scheme (MPDA)	23	Entrepreneurial and Managerial Development of SMEs through Incubators
7	Revamped Scheme Of Fund for Regeneration Of Traditional Industries (SFURTI)	24	Enabling Manufacturing Sector to be Competitive through QMS&QTT
8	Coir Udyami Yojana (CUY)	25	Building Awareness on Intellectual Property Rights (IPR)
9	Coir Vikas Yojana (CVY)	26	International Cooperation
10	Skill Upgradation & Mahila Coir Yojana (MCY)	27	Marketing Assistance Scheme
11	Development Of Production Infrastructure (DPI)	28	Marketing Assistance & Technology Upgradation (MATU)
12	Domestic Market Promotion Scheme	29	MSME Market Development Assistance (MDA)
13	Export Market Promotion	30	Assistance to Training Institutions (ATI)
14	Trade and Industry Related Functional Support Services (TIRFSS)	31	Micro & Small Enterprises Cluster Development (MSE-CDP)
15	Financial Support to MSMEs in ZED Certification Scheme	32	EDP/MDP Schemes
16	A Scheme for Promoting Innovation, Rural Industry & Entrepreneurship (ASPIRE)	33	NER Schemes
17	Credit Linked Capital Subsidy for Technology Upgradation	34	TCSP Schemes

MSMEs - Bihar's Perspective:-MSMEs in Bihar offer a diverse range of opportunities to heterogeneous groups, encompassing a broad spectrum of unit sizes and structures, a wide variety of products and services, varying production scales, and diverse technological applications. There is no doubt in quoting the importance of MSMEs in the socio-economic development of Bihar but it has a long way to go. In comparison to other top five leading states, Bihar lags behind in the number of Udyam Registration Processes, seeking funds and credit services from banks.

Table 3 Comparison of Bihar State with other top Five States Registered Under MSME in 2024-25

S. No.	State/Ut Name	Micro	Small	Medium	Total Udyam	Imes (Uap)	Total Msmes
1	Bihar	1,521,876	11,557	559	1,533,992	1,977,313	3,511,305
2	Maharashtra	5,815,124	72,366	6,644	5,894,134	2,518,743	8,412,877
3	Uttar Pradesh	3,682,556	38,712	2,457	3,723,725	3,200,922	6,924,647
4	Tamil Nadu	3,451,182	38,369	2,723	3,492,274	1,707,665	5,199,939
5	West Bengal	1,647,417	23,183	1,685	1,672,285	2,826,203	4,498,488
6	Karnataka	2,079,601	30,637	2,227	2,112,465	2,162,536	4,275,001

When we analyse in Bihar state, there are 3,524,679 registered MSME units in the year 2023-24. According to the 2011 census, Bihar had a population of 104,099,452, comprising 54,275,001 males and 49,824,451 females.

State Name	Micro	Small	Medium	Total Udyam	IMEs (UAP)	Total MSMEs
BIHAR	1,533,066	11,573	559	1,545,198	1,979,481	3,524,679

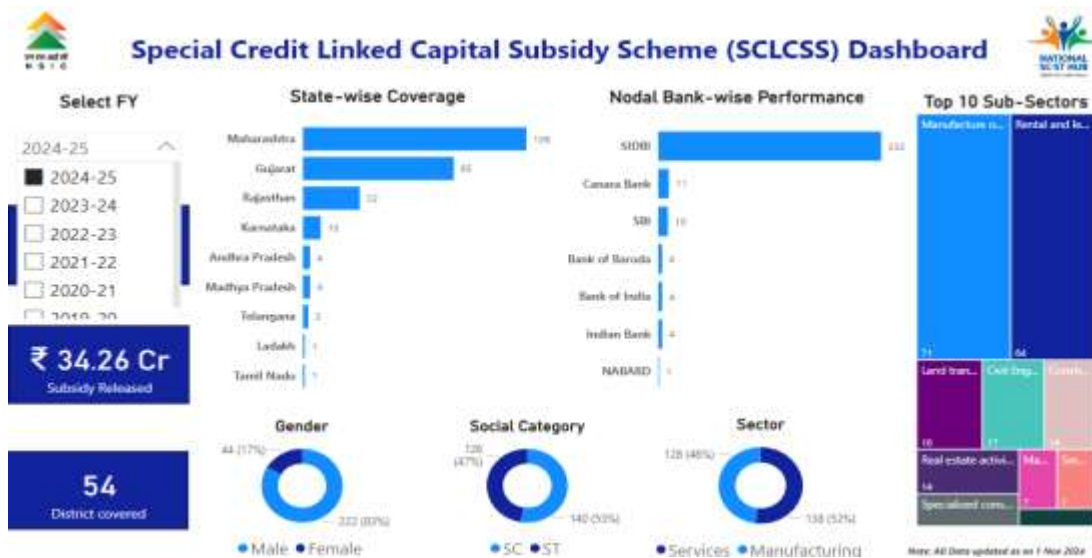
The projected population is 13.43 Crore. The ratio of enterprises and registered micro, small or medium enterprises is negligible.

Description	Rural	Urban
Population (%)	88.71%	11.29 %
Total Population	92,341,436	11,758,016
Total Population		104,099,452
Male Population	54,275,001	52.14%
Female Population	49,824,451	47.86%
Year	Projected Population	
2021	126,670,000	12.67 Crore
2022	129,010,000	12.90 Crore
2023	131,040,000	13.10 Crore
2024	132,790,000	13.28 Crore
2025	134,300,000	13.43 Crore

Special Credit Linked Capital Subsidy Scheme (SCLCSS), introduced in 2017 under the National SC-ST Hub (NSSH) scheme, functioned with the objective of promoting new enterprises and supporting the existing enterprises in their expansion for enhanced participation of SC/ST entrepreneurs in the public procurement. The available records were truly alarming, as not a single small registered enterprise in Bihar grew to the level of a medium enterprise.

Table 5: Beneficiaries under Special Credit Linked Capital Subsidy Scheme (2024-25)

FY	No. of SC/ST Beneficiaries	Amount of Subsidy Released	No of Beneficiaries from Bihar
2019-20	189	23,34,13,280	NIL
2020-21	537	53,39,66,076	NIL
2021-22	285	34,82,42,204	NIL
2022-23	577	69,66,11,137	NIL
2023-24	645	72,40,00,981	NIL
2024-25	608	68,25,32,474	NIL
Grand Total	2841	3,21,87,66,152	



Source: <https://scsthub.in/content/special-credit-linked-capital-subsidy-scheme-sclcss>

Unveiling Potentialities - Industrialization in Bihar – Current Scenario

Over the years, the state government of Bihar has developed and adopted a two-pronged strategy for the secondary sector.

1. The implementation of the Bihar Industrial Investment Promotion Policy 2016 earmarks various initiatives taken by the government to create a support structure of institutions that can facilitate industrial growth.
2. Implementation of various schemes and policies to attract different sections of society to set up their enterprises in various spheres of the economy.

The micro and small enterprises sector is labour-intensive. The proliferation of these enterprises generates a good number of jobs, absorbing the surplus labour available in Bihar. Over the last five years (2019-20 to 2023-24), the government of Bihar has received 1,934 investment proposals, with 1,689 proposals currently at the stage of I clearance. By 30 September 2023, 385 production units were operational, with a total investment in these units amounting to ₹ 3,431.55 crore. Over the last five years, these functional units have generated 14,885 employment opportunities. The grant released by the government of Bihar is ₹ 886.62 crore under the Bihar Industrial Investment Promotion Policy 2016.

Table 6: Status of Industrial Units in Bihar as on 30 September, 2023

Area	Number	Investment (Rs. crore)	Number	Investment (Rs. crore)
Food Processing	1157	12166.32	233	1869.45
General Manufacturing	603	3103.71	111	489.26
Plastic and Rubber	277	1176.4	76	297.07
Tourism	79	968.41	21	163.07
Health Care	106	1436.86	30	224.28
Textile	116	631.9	7	106.42
Renewable Energy	59	10397.29	6	294.83
Small Machine Manufacturing	26	156.68	5	7.52
IT and IT-enabled Services	22	146.82	12	29.12
Technical Education	12	94.4	1	1.24
Electrical and Electronic Hardware	12	56.97	0	0
Leather	8	172.82	3	3.18
Wood Industry	25	95.66	7	16.64
Ethanol	164	30747.55	6	686.74
Cement	12	3616.92	4	503.84
Sugar Mill (expansion)	5	1922.34	0	0
Private Industrial Park	3	683.94	0	0
Others	9	39.95	2	20.31
Total	2695	67614.94	524	4712.97

Source: Department of Industries, GoB

Bihar Industrial Area Development Authority (BIADA) played a crucial role in supporting the effective implementation of industries. It has acquired 7437.53 acres of land and constructed 711 sheds in the nine identified clusters. Approximately 14 per cent of the acquired land was utilised for developing infrastructure, administrative buildings, roads, and other facilities. These changes and implications led to the development of a large number of micro-enterprises. In 2022-23, 196 new micro-enterprises were established, compared to 45 in 2021-22. The total amount of investment in micro-enterprises was ₹250.2 crore in 2022-23, more than three times that of the previous year. In 196 micro-enterprises, 5,451 people received employment, which was 3.4 times more than the employment generated in 2021-22. The small enterprises were also leaping. In 2022-23, 111 small enterprises started their operations, compared to 36 in 2021-22. Total investment in small enterprises was ₹ 684.02 crore, 189 per cent more

than the investment in 2021-22. 8,560 jobs were generated in the 111 small enterprises in 2022-23. It was 2.8 times more than the previous year. The given table precisely shows the growth pattern in employment. For a state like Bihar, where labour is available in surplus, the establishment of MSMEs is a way to solve the problem of unemployment or underemployment.

Table 7: Details of the Number of Units, Investment and Employment by Type of Enterprises (2021-22 & 2022-23)

Category of Enterprise	No. of Units		Investment (Rs. crore)		Employment (number)	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
Micro	45	196	68.3	250.2	1612	5451
Small	36	111	236.9	684.02	3108	8560
Medium	5	14	162.7	470.32	801	5623
Large	11	7	3109.5	1881.21	3154	5111
Total	97	328	3577.4	3285.75	8675	24745

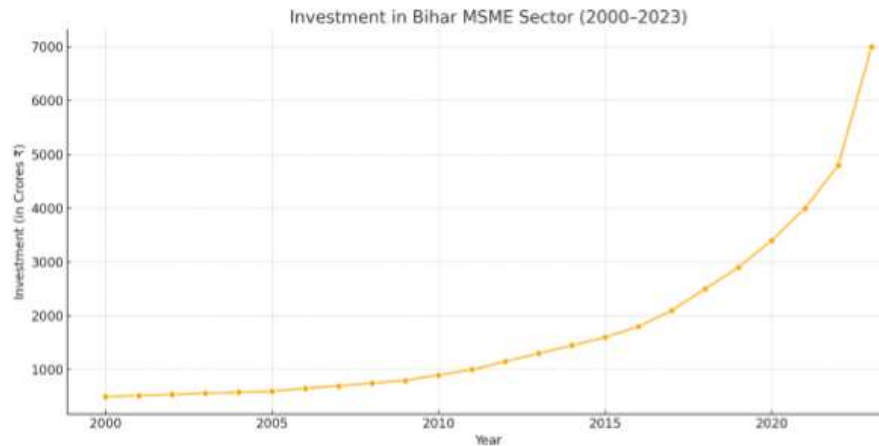


Figure 1: Investment Trends in MSME Sector in Bihar (2000–2023)

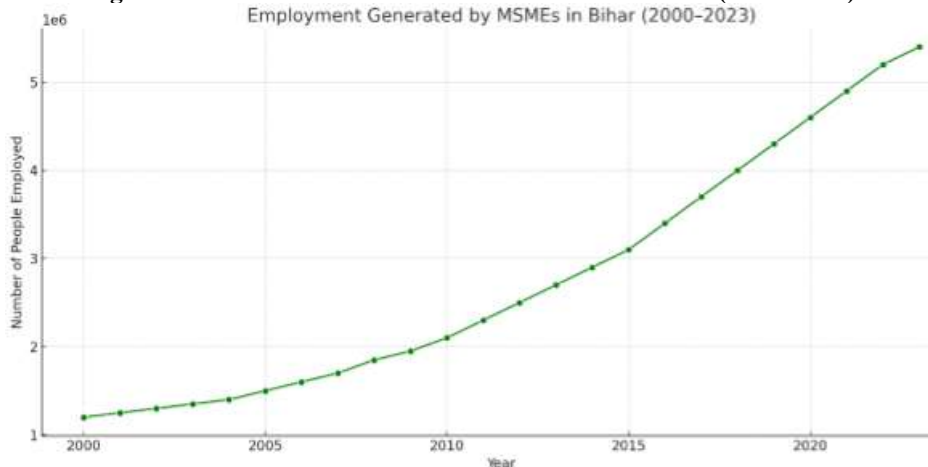


Figure 2: Employment Generated by MSMEs in Bihar (2000–2023)

The state government of Bihar is attempting to attract young people from all backgrounds [8]. Under various schemes, funds are allocated, and financial support is extended in accordance with the norms. The Mukhya Mantri Yuva Udyami Yojana is exclusively for young entrepreneurs who are eligible to receive a loan at a one per cent interest rate. Upon receiving the last tranche of the loan, entrepreneurs can repay the loan in 84 installments.

Between 2018 and 2023, the number of applications received increased significantly. Tables 8 and 9 present the information in tabular form, highlighting the success of these schemes.

Table 8: Number of Application Received and Entrepreneurs Selected for Different Entrepreneurship Schemes (2018 – 2023)

Scheme for	2018-19 to 2020-21		2021-22		2022-23	
	No. of applications received	No. of applications selected	No. of applications received	No. of applications selected	No. of applications received	No. of applications selected
SCs/STs	53997	5120	13726	3999	48956	2047
EBC	17004	1978	17640	4000	63864	2020
Young entrepreneur	—	—	17820	3987	67487	2080
Women entrepreneur*	—	—	13138	4000	43556	1964
Total	71001	7098	62324	15986	223863	8111

Source: Department of Industries, GoB (* Includes Transgender Entrepreneurs)

Table 9: Information of Implementation of Different Entrepreneurship Schemes (2021-22 to 2022-23)

Scheme for	2021 - 22		2022 - 23		Total	
	No. of approved applications	Disbursed money (in Rs. lakh)	No. of approved applications	Disbursed money (in Rs. lakh)	No. of approved applications	Disbursed money (in Rs. lakh)
SCs/STs	3767	66.55	1282	397.16	5049	463.71
EBC	3769	93.52	1210	359.06	4979	452.58
Young entrepreneur	3738	0	1297	319.93	5035	319.93
Women entrepreneur*	3715	0	1201	313.35	4916	313.35
Total	14989	160.07	4990	1389.5	19979	1549.57

Source: Department of Industries, GoB (* Includes Transgender Entrepreneurs)

The question is what could be the reasons for rejection of such large number of applications that empirically impact the growth of MSMEs in Bihar? The answer to this question is a word – Entrepreneurial Skills.

Table 10: Applications Accepted under Bihar Laghu Udyami Yojana (BLUY) 2025

Category	Total Applications from Bihar State
SC	13890
ST	1072
GEN	6334
EBC	19775
OBC	15177
Total	56248

The training module adopted covers multiple prominent topics but fails to effectively train enterprises by and large. In the shared snapshot of the training modules for phases 1 and 2, the topics covered indicate that the areas an entrepreneur must focus on to improve their entrepreneurial skills are well-defined; however, the time allocated for training the applicants is abysmally short.

Department of Industries (Govt. Of Bihar)				
Mukhyamantri SC/ST/EBC/MAHILA/YUVA/MI Udyami Yojna				
Training Schedule: 2024-2025, 1st Phase Training				
Date & Day	SESSION 1 10:00 TO 11:15 AM	SESSION 2 11:30 TO 12:45 NOON	SESSION 3 02:15 TO 03:30 PM	SESSION 4 03:45 TO 05:00 PM
1st Day	Document Verification	Introduction of MMUY	Brief Introduction Of MMUY Projects & DPR	New Venture Establishment and Management
2nd Day	Selection of Work Place/Preparation of work shed/ Safety measures	Utilization of Fund/ Procurement of Machinery & Raw Material	Utilization uploading on Portal & Repayment of MMUY Loan Amount	Entrepreneurial Leadership and Business Ethics
3rd Day	MSME	Govt. Financial Schemes	Banking & Financial Management	Team Building
4th Day	Accounting & Daily Book-keeping	GST and Taxation	Trademark Registration & IPR Management	Electric Connection Consumption & Solar Power
5th Day	Marketing & Digital Marketing	Branding & Packaging	Advertisement	Pre and Post-Operative Licenses /Standardization & Certification of Products like FSSAI, ISO, BIS etc.
6th Day	Project Presentation & Evaluation	Udyam ZED-GeM Loan/ ONDC	Motivational Talk / Experience Sharing	Certificate Distribution

Figure 3: Training Schedule of Phase – 1 Training

Most of the areas selected by entrepreneurs for setting up micro or small-level enterprises required professional or vocational training. However, a significant gap has been observed in providing or facilitating this training need at both the institutional and organisational levels.

Directorate Of Technical Development, Department of Industries (Govt. Of Bihar)				
Chief Minister SC/ST/EBC/MAHILA/YUVA/MI Entrepreneurship Scheme Training Module				
Training Schedule: 2024-2025, 2nd Phase Training				
Date & Day	SESSION 1 10:00 TO 11:15 AM	SESSION 2 11:30 TO 12:45 NOON	SESSION 3 02:15 TO 03:30 PM	SESSION 4 03:45 TO 05:00 PM
1st Day	Introduction of MMUY & MSME	Utilization of Fund/ Procurement of Machinery & Raw Material/Sector Specific Government Policies	Case Studies of Businesses/Global Perspectives of the Business	Business Communication and Soft Skills
2nd Day	Business Laws and Statutory Business Registrations	Trademark Registration & IPR Management/Pre and Post Operating Licenses	Corporate Fundamentals- MS Excel, Powerpoint, Word	Entrepreneurship Psychology/Entrepreneurial Leadership and Business Ethics/Team Building
3rd Day	Operations Management/Logistics/Supply Chain Management	Seminars/Media/National and International Exhibitions	Marketing/ Digital Marketing/Advertisement	Sustainability and Growth of Business/Business Evaluation & Feedback/Business Insurance
4th Day	Daily book-keeping/ Accounting- Tally/Auditing	Role-Playing/ Customer Relationship Management	Sales/ Human Management/ Production Management	Digitalization and Use of Technology in Business
5th Day	Domain Specific Training	Domain Specific Training	Exposure Visit	Exposure Visit
6th Day	Banking / Financial Management / GST and Taxation	Branding & Packaging	Experience Sharing/ Group Discussion	Certificate Distribution

Figure 4: Training Schedule of Phase – 2 Training

According to the report published by the MSME in 2024-25, under the Entrepreneurship and Skill Development Programme segment, a total of 213,241 beneficiaries were reported to have received training with a total expenditure of ₹63.69 crore as of 31 December, 2024, in India. These entrepreneurship training sessions enhance confidence levels, boost courage, and increase an entrepreneur's risk tolerance. In Bihar, the increase in selected list of applications for MSME can happen only if proper entrepreneurship training is imparted.

Bihar Skill Development Mission:-

Under the leadership of Chief Minister Sri Nitish Kumar, since 2016, the Bihar Skill Development Mission (BSDM) has organised five programmes.

1. Khushal Yuva Programme(KYP)
2. Domain Skilling
3. Recruit-Train-Deploy (RTD)
4. Recognition of Prior Learning (RPL)
5. Bihar State Certificate in Financial Accounting (BS-CFA)

Under KYP, 1787 centres are operational, and 4,51,143 youth (aged 15-28 years, with age relaxation for disadvantaged groups) have been enrolled. 2,77,753 trainees have received their completion certificates, but no data is available regarding their placement.

Explanation: KYP offers the following certification courses that include:

- Life Skills
- Communication Skills (English & Hindi)
- Basic Computer Literacy

The output is gloomy. The fund invested is not producing the desired output. There are no testimonials that can prove the effective functioning of KYP and its ability to transform certified learners into either skilled employees or entrepreneurs. There is a lack of collaboration between KYP-registered centres and MSME offices. The number of placements is uncertain, and there is an unanswered question: whether these certifications are helping youth obtain employable skills on the ground level or are just a means to fill in the gaps. Under the Domain Skilling Programme, which is operational in 216 centres, in 2022-23, a total of 22,809 candidates were enrolled, out of which 20,760 completed the programme. Although this is a sector-specific and demand-driven programme, out of 9820 certified candidates, only 835 were placed.

Explanation: The training is imparted for 22 skill-based programmes (appendix - 1) so that trainees can establish their enterprises. There is a lack of awareness regarding MSME schemes, which prevents these certified trainees from exploring and applying for financial support and instead leads them to wait for employment opportunities.

There is a lack of evidential proof related to the other two skill development programmes, i.e. Recruit-Train-Deploy (RTD) and Recognition of Prior Learning (RPL). The Bihar Economic Survey Report (2023-24) hardly mentioned much about these two training programmes. Under the Bihar State Certificate in Financial Accounting (BS-CFA), a total of 4583 candidates were enrolled, out of which 3744 completed the training; however, there is no evidence of their further development or placement.

Table 11: Physical Progress under BSDM (2022-23)

Name of the scheme	No. of Centres	Enrolled	Training completed	Training Ongoing	Certificate Issued	Placed
Kushal Yuva Program	1787	451143	349412	98769	277753	NA
Domain Skilling	216	22809	20760	2069	9820	835
Recruit-Train-Deploy	16	2006	1759	247	417	142
Recognition of Prior Learning (RPL)	38	1754	1754	0	468	NA
BS-CFA	62	4583	3744	0	3707	NA
Total	2119	482295	377429	101085	292165	977

Source: Labour Resource Department, GoB

Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP):-The objectives of SANKALP are to improve short-term skill training programmes qualitatively and quantitatively by strengthening institutions, providing accessible market access, and involving marginalised sections of society. In 2023-24, 800 tyre fitters and 1,500 street food vendors were trained. 350 women were trained to drive e-rickshaws. Many women were engaged in bag manufacturing units.

Rural Self Employment Training Institutes (RSETI):-The aim is to identify and train rural youth, enabling them to become self-employed. In Bihar, JEEVIKA is the nodal agency to support RSETIs. 22,769 trainees received employment in 2022-23. Table 12 lists the numbers and shows the performance status of the trained youth.

Table 12: RSETIs (2018-19 to 2023-24)

Year	No. of Training Programmes	No. of Candidates Trained				No. of Trainees Receiving Employment
		Male	Female	Transgender	Total	
2018-19	925	9965	16705	18	26688	19277
2019-20	841	10300	14650	11	24961	18486
2020-21	537	6106	8762	0	14868	11137
2021-22	710	8439	12828	1	21268	14378
2022-23	915	11931	16361	0	28292	22769
2023-24 (up to Sep. 30, 2023)	532	7998	8850	0	16848	8377
Total	4460	54739	78156	30	132925	94424

Source: Rural Development Department, GoB

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY):-DDU-GKY uniquely targets rural youths aged between 15 and 35 years who belong to disadvantaged households. JEEVIKA is the implementing body of DDU - GKY in Bihar. According to the available records from JEEVIKA, as of September 2023, 80,431 candidates have received skill-based training for employment, out of which 39,282 have been successfully placed.

Findings and Discussions:-

1. There is a steady growth in MSME units, which is a key factor contributing to the state's economic growth and significant transformation in its industrial landscape. However, this growth is primarily concentrated in microenterprises, which have limited capacity to scale up or diversify.
2. Despite efforts to generate awareness and provide training at various levels, most MSMEs in Bihar are found to be informal and undercapitalised, which limits their ability to grow or expand with larger value chains.
3. Educational institutions at various levels must initiate and collaborate with MSMEs to bring about a positive change in the mindset of the youth and encourage them towards entrepreneurship.
4. From time to time, the state government of Bihar and the MSME must conduct sensitization and awareness drives in every panchayat to foster a common understanding of the various schemes.
5. The training imparted to the trainees must focus on end result. Should help the trainees in developing employable skills along with technical and non-technical skills that are required for the establishment of an enterprise and also in scaling up their enterprise from micro to small, and from small to medium.
6. MSME and Govt. of Bihar must appoint a few Corporate Mentors who can assess kind of training imparted. Is the training delivered in proper way? What are the lacunas and how to overcome drawbacks if any to help the trainees reach to their desirable objective.
7. The skill training centres and institutes must collaborate with industries so that, upon completing their training, certified trainees may secure the right opportunities, either as employees or as entrepreneurs.

Appendix 1: Domain Skilling Programme in Bihar			
S. No	Name	S. No	Name
1	Agriculture	12	Green Jobs
2	Apparel	13	Health Care
3	Automotive	14	IT / ITES
4	Beauty and Wellness	15	Leather
5	BFSI	16	Plumbing
6	Capital Goods	17	Life Sciences
7	Construction	18	Retail
8	Electronics	19	Security

9	Food Processing	20	Telecom
10	Furniture and Fittings	21	Textile
11	Gems and Jewellery	22	Tourism and Hospitality

Conclusion:-

Over the past decade, MSMEs have assumed greater significance in the burgeoning state economy by contributing to rural and urban industrialisation and generating employment opportunities. The MSME sector has demonstrated sufficient resilience to sustain itself, combining traditional skills with modern technologies to create new growth avenues. Recent reforms in the policy and strategies are leading towards the creation of an ecosystem. Still, one cannot neglect the key challenges that MSMEs face in Bihar, including financial access, inadequate infrastructure, low-level of technology adoption in urban and rural areas, which can be eliminated through fostering public and private partnerships, promoting sector-specific clusters where an immense growth opportunity like food processing, handicrafts, and textiles. There is no doubt that by following the MSMED Act 2006, regulations have been simplified, and the government and other financial institutions are providing financial incentives. Additionally, infrastructure is undergoing a revamp.

Future Research Scope:-The government of Bihar should publish its reports on a regular basis so that it is feasible to assess the effectiveness of current policies. Furthermore, detailed studies on region-specific opportunities and challenges can be conducted in collaboration with MSMEs to redefine the real problem areas, design a proper plan of action, and apply solutions to resolve the challenges in shaping a developed Bihar.

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