

CIVIL SERVICES MAIN EXAMINATION-2025

Management Paper 1

1. Evaluate the potentials for entrepreneurial education and training to democratize access to entrepreneurial opportunities.

Answer 1. Entrepreneurial education & training is a structured approach to develop the skills required to identify the opportunities to start and scale a new business. Entrepreneur education provides the relevant theoretical and case based business concepts, while Entrepreneurship training emphasis on practical business skills through hands on experience, workshops & incubator programs.

There has been a paradigm shift in the business landscape from being inherited businesses to first generation entrepreneurs. Since independence wealth and business dominance was in hands of few giant conglomerates. However the evolution of technological democratization and proliferation of seed and venture capitalist has changed the dynamics of business.

Key Drivers of Entrepreneurial Education & Training to facilitate entrepreneurial opportunities:-

- **Lower Entry Barrier:** Traditionally starting and scaling up of business required deep financial support from the family and even it was very difficult to get the bank loans. They relied heavily on closed institutional networks. These days the internet has broken the barrier. The investors could be found anywhere in the world. The emergence of angel investors and crowd sourcing to fund the start ups have made the task easy for the first generation entrepreneurs.
- **Changing cultural landscape:** Through skill based training the job seekers have turned into job creators. The modern entrepreneurs have utilized tools such as capital budgeting instead of depending on accumulated family wealth. Supply chain dynamics is a critical factor for the start ups. Without any established suppliers and limited capital the first generation entrepreneurs must build their supply chain from the scratch. The Entrepreneurial Education & Training bridges the gap for such entrepreneurs who lack family wealth and institutional wealth.
- **Business acumen conditioning:** Entrepreneurial Education & Training has led to fundamental shift from traditional business teaching to practical business learning.

Teachable Framework versus Inherent Spark

Nature versus nurture framework for skill acquisition, leadership and creativity. According to the Teachable framework greatness is engineered. By breaking complex steps into simple steps anyone can achieve high proficiency. A good management can train anyone to achieve

the key performance indicators. For example standard operating procedures (SOP) & six sigma.

Inherent Spark or the distinct advantage cannot be taught. It is simply the charisma of the leader. For example the charismatic salesperson's ability to learn the non verbal cues.

Without the framework raw talent often struggles with consistency, scale & operational execution.

The Micro to Macro Transmission Mechanism

The Entrepreneurial Education & Training can transform the GDP of the country

Pedagogical Inputs	Individual Capabilities	Firm Performance	Macroeconomic Impact
Curriculum Experimental labs Mentorship	Mindset Business acumen Risk mitigation	Sales growth Innovation Technological adaption	Job creation Increased tax revenue Enhanced export competitiveness

India's Small Scale Enterprise Ecosystem

The recent policies of the Indian government is to bridge the structural gaps and build sustainable economic resilience to drive the grass root financial inclusion, formalize small enterprises and build robust domestic manufacturing ecosystem.

The Small Scale Development Bank of India (SIDBI) supports socially oriented microfinance institutions through India Finance Equity Fund & Portfolio Risk Funds. Under pradhanmantri Mudra Yojna(PMMY) small business can access collateral free credit routes.

SANKALP (Skills Acquisition & Knowledge Awareness for Livelihood Promotion) is sponsored by Ministry of Skill Development & Entrepreneurship (MSDE) via NIESBUD and Jan Shikhan Sansthan. The aim of this scheme is to shift the focus of vocational training from input to output and result based delivery.

Challenges to the Implementation of Entrepreneur Education & Training

- Rigid & Outdated Curriculum
- Traditional Business Plans
- Shortage of Funding and entrepreneur incubators
- Shortage of qualified educators

- University Industry Gap

Overcoming the Challenges

- Strategic shift from traditional theory based academic models to experiential learning.
- Integrate live case studies: Analyze real time market data and supply chain dynamics rather than old corporate history
- Build flexible modular learning: Customize short courses that keep pace with the rapid technological changes
- Partner with local start ups to pair students with active entrepreneurs rather than focusing on academic career
- Provide sandbox funding: Students can get international capital funds bypassing the bureaucratic hurdles
- Destigmatize failures: Business failure is not a personal failure but an essential milestone for the success of the business.
- Hybrid and rural training: Provide both offline & online training camps to make sure that people who do not have access to wealth and are located remotely to learn business acumen.

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