



# Skill Development for Change

Impact Assessment | 2019 -2022

LEAP Digital Academy Program

# ASPIRE'S IMPACT ASSESSMENT METHODOLOGY

Aspire Impact has conducted an impact assessment of the LEAP Digital Academy Program, by Capgemini India, ARWS ( NGO partner) and Edubridge (on-ground implementation partner).

The program which ran from 2019- 2022, was aimed at improving employability in the IT/ITes sector for youth from underserved communities across 2 locations – Bengaluru and Chennai. During covid lockdown, the program was opened up to participants across India who attended the course online. The assessment captures the end-to-end project impact along four dimensions of Aspire's proprietary 4P framework.

REACH	DEPTH	INCLUSION	SUSTAINABILITY
Assessing <b>scale</b> of the intervention, and coverage of lives touched.	Assessing <b>effectiveness</b> of intervention and the quality of impact delivered.	Assessing <b>equitable access</b> providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.	Assessing <b>ability to maintain</b> quality of impact delivery and their environmental impact.

Aspire Impact followed a comprehensive primary and secondary approach for data collection.

The scope of the assessment included **2094** trainees. The stakeholders' (trainees, Edubridge team members) feedback were captured through in-depth interviews and quantitative surveys administered through online as well as telephonic methods.

For the quantitative survey, a sample of 325 students was arrived at based on 95% confidence level and 5% margin of error. Since responses from 325 candidates could not be obtained, a revised sample of **180** students (which reflects a confidence level of 85% and 5% margin of error) has been considered for this impact assessment. Of these 180 responses, 83 responses were received via the online survey method and 97 responses were collected by Edubridge via the telephonic interview method. Aspire Impact has accepted all data presented by Edubridge under Edubridge's management warranty and is not able to independently verify the same.

The methodology encompassed developing a set of research guidelines and survey questionnaires to draw evidence towards each impact area, which helped draw reasonable conclusions at the current stage of the program.

# EXECUTIVE SUMMARY

The **Leap Digital Academy Program** was aimed at empowering youth and women from underprivileged backgrounds with essential digital skills that are sought after by employers in IT/ITes industry. The program was implemented in **Bengaluru, Chennai as well as online from 2019 to 2022**. In addition to providing various technical IT related courses, the youth were also trained in soft skills. This intensive training bridged the gap between the trainees' abilities and the needs of the industry, with the ultimate aim of placing the trained candidates in relevant jobs.

The training and placement targets for the program as specified in the MoU between Capgemini India, ARWS ( NGO partner) and Edubridge (on-ground implementation partner) dated 13th February 2019 were 1500 and 1050 respectively. As per Edubridge, a total of **2094** youth have been trained and **1444** have been placed. Aspire Impact has accepted all data presented by Edubridge under Edubridge's management warranty and Aspire Impact is not able to independently verify the same.

*Below are the main findings of the impact assessment (based on 180 responses received) conducted by Aspire Impact to capture the end-to-end impact of the program across 4 broad areas: Reach, Depth, Inclusion and Sustainability.*

## REACH

- **96%** found the registration fees affordable.
- **84%** found the course convenient and accessible to attend.
- Amongst those surveyed, **Java Full Stack Developer (46%)** was the most popular course, followed by **Data Analytics (17%)** and **software developer (13%)**.

## DEPTH

- **86%** found the course taught them requisite technical skills.
- **81%** felt that the course gave them sufficient chances for practical learning and application.
- **79%** felt that the the course trained them well for employment.
- **78%** found the courses relevant to the jobs they wished to pursue.
- **81%** of those surveyed are currently employed and **88%** of them are earning a salary of more than INR 20,000 per month.

## INCLUSION

- **62%** candidates surveyed were females. 66% of the 2094 candidates trained were females.
- **64%** of the respondents reported having a household income of upto INR 20,000 per month at the time of joining the course.

## SUSTAINABILITY

- **71%** reported that their employability has improved due to the course.
- **69%** felt that the course helped them gain clarity about their future career path.
- **42%** candidates felt that they would not be at the salary level they are currently if it were not for the training.
- **Top 2 lifestyle changes** reported by candidates were: Increase in household income - **50%**, supporting family in major expenses such as marriage/education/health - **44%**.



**Arvind Sridharan**  
CEO - Assurance Practice, Aspire Impact