



EXECUTIVE SUMMARY

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, implemented by Anudip Foundation and funded by Capgemini. The program which ran from 2019- 2022, was aimed at improving employability in the IT/ITes sector for youth from underserved communities across 3 locations – Noida, Mumbai and Kolkata. The assessment captures the end-to-end project impact along four dimensions of Aspire's proprietary 4P framework.

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

Aspire Impact followed a comprehensive primary and secondary approach for data collection. The stakeholders' (trainees, Anudip Foundation team members) feedback were captured through in-depth interviews and quantitative surveys. **414 trainees were surveyed** through quantitative methods, and **10** stakeholders were interviewed through qualitative methods.

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.

The scope of the assessment included **1846** trainees across 3 locations – Noida, Mumbai (Airoli) and Kolkata (Dunlop).

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Capgemini India in association with **Anudip Foundation** is empowering youth and women from underprivileged backgrounds with essential digital skills that are sought after by employers in IT/ITes industry through the - **Leap Digital Academy Program**. The program was implemented in **Noida, Mumbai and Kolkata from 2019 to 2021** and provided courses in programming languages, web design, graphic design, hardware and networking etc. In addition to this, the youth were also trained in soft skills such as resume building, giving interviews, professional code of conduct. 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.

Below are the main findings of the impact assessment conducted by Aspire Impact to capture the end-to-end Impact of the program across 4 broad areas: Reach, Depth, Inclusion and Sustainability.

REACH

- **1846 youth were trained against a target of 1620** across **3** locations - Kolkata, Navi Mumbai, Noida from 2019 to 2022.
- **90%** found the course convenient and accessible to attend.
- **98%** found the registration fees affordable.
- Amongst those surveyed, Diploma in **Web Design and Graphic design (26%)** was the most popular course followed by Diploma in **Java Web programming (15%)**.

DEPTH

- **86%** found the courses relevant to the jobs they wished to pursue.
- **90%** felt that the the course trained them well for employment and gave them sufficient chances for practical learning and application.
- **93%** found the course taught them requisite technical skills.
- **77%** of those surveyed are currently employed and **44%** of them are earning a salary of more than INR 20,000 per month.

INCLUSION

- **45%** candidates trained were females.
- **83%** reported having a household income of upto INR 20,000 per month at the time of joining the course.
- **100%** were seeking to upgrade their skills to improve their livelihood prospects.

SUSTAINABILITY

- **62%** candidates felt that they would not be at the salary level they are currently if it were not for the training.
- **80%** felt that the course helped them gain clarity about their future career path.
- **85%** reported that their employability has improved due to the course.
- **Top 3 lifestyle changes** reported by candidates were: Increase in household income - **38%**, supporting family in major expenses such as marriage/education/health - **25%**, Buying a vehicle/electronic appliance - **15%**.