

Executive Summary



Project Title

AADHAAR Digital Academy
Training Program



Implementing agency

AADHAAR - An Association for
Development, Harmony and Action



Locations:

Chennai, Mumbai, Bangalore

On-ground Partner

EduBridge India -An Association for
Development, Harmony and Action
Research



Program duration

October 2021 – October 2024



Financial assistance



₹ 11.89 crore

6,019

Total Candidates Enrolled

4,933

Trained Candidates

1,086

Dropouts

Center-wise Candidate Training Data

Candidates trained in Chennai:

 **1,777**

29.52% of total

Candidates trained in Mumbai:

 **3,253**

54.05% of total

Candidates trained in Bangalore:

 **989**

16.43% of total

Courses Offered

- Certified AWS Cloud Practitioner
- Capgemini Certification Program in Java Full Stack
- Capgemini CIS Program
- Certified Java College Connect
- Certification Program in Financial Services - Operations and Sales

Key findings

Demographic Insights

• Age Distribution

Average age of trained candidates is **22.7** years, with **56.13%** in the **21-23** age group.

• Gender Distribution



51.88%



48.12%

Employment & Salary Trends

4005

Total Placed Candidates

• Placed in Capgemini

3.59% (177)

• Placed in Other Companies

96.41% (4,756)

- Average Salary in Capgemini: **₹32,286** (median: ₹33,000)
- Average Salary in Other Companies: **₹18,111** (median: ₹15,000)
- Salary Range Across Placements: **₹4,500 – ₹75,000**

Skill Development & Confidence Building

- Computer Skills: **75.25%**
- Technical Skills: **69.5%**
- Communication Skills: **45%**
- Business Management Skills: **12.75%**
- Coding Skills: **10.5%**
- Cloud-related Skills: **4%**

Training Quality & Participant Satisfaction

- Overall Training Rating: **3.96/5**
- High-Quality Ratings (4-5): **79%**
- Moderate Ratings (3): **19.75%**
- Low Ratings (1-2): **1.25%**
- Overall Program Recommendation Rate: **84%**

Economic Impact – Family Income Improvement

- Pre-Program Average Family Income: **₹2,71,622**
- Post-Program Average Family Income: **₹6,17,694**

Alignment Between Training & Employment

- Closely Aligned (4-5 ratings): **31.99%**
- Moderate Match (Rating 3): **39.64%**
- Low Match (Ratings 1-2): **28.38%** (20.72% reported "No Match")

Social Inclusion & Gender Parity

99%

of participants reported feeling comfortable in the program.

97.09%

of female candidates confirmed that the program encouraged participation

Confidence in Decision-Making Post-Training

99%

of participants reported increased confidence.

Key Learnings

20.72% of participants reported no match between training and their job. Strengthening employer partnerships to align job roles more closely with acquired skills is recommended.

Enhancing post-placement support & mentoring could further boost employment outcomes.

24.7% of participants faced language barriers, impacting learning effectiveness. Introducing regional language support or bilingual instruction could improve comprehension.

24% of candidates pursued additional skill development courses post-training. Offering upskilling & refresher courses aligned with industry trends could sustain career growth.