



CAMPUS TO **CORPORATE**

ICT Academy Tamil Nadu |
Executive Summary Report |
Dec 2022 - Nov 2023

Assessment Methodology

Aspire Impact has conducted an impact assessment of the ICT Academy - Campus to Corporate Program (December 2022 - November 2023), implemented by ICT Academy and funded by Capgemini India.

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 programs. The assessment captures the end-to-end project impact along **Reach, Depth, Inclusion** and **Sustainability**, the four dimensions of **Aspire’s proprietary 4P framework**.

Research Design:

- Primary research: A **mixed method approach** which comprises Quantitative (structured questionnaire) and Qualitative (In-depth Interviews) research techniques was used to carry out the impact assessment and generate insights from the stakeholders.
- Secondary research.

Research Objectives:

- Aspire Impact interviewed beneficiaries to assess the Impact across the below aspects:
- Assessing the Reach, Depth, Inclusion and Sustainability of impact
 - Providing insights to be based on quantitative and qualitative surveys
 - Providing recommendations for further improvement

Data Collection Methods:

- The study population consisted of **1151** women who participated in the program.
- The survey achieved responses from a statistically significant sample size of **207** female students, calculated using a confidence level of **95%** and **6.17%** margin of error.
- The table below shows the sample sizes achieved across quantitative and qualitative surveys.

In depth interviews				
Trainees	Trainers	College Faculty	Employers	Total
10	4	2	2	18

Quantitative Survey
Female Trainees
207

REACH
Assessing scale of the intervention, and coverage of lives touched.

DEPTH
Assessing effectiveness of the interventions and the quality of impact delivered.

INCLUSION
Assessing equitable access providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

SUSTAINABILITY
Assessing ability to maintain quality of impact delivery and their environmental impact.

Executive Summary

Capgemini India, in partnership with **ICT Academy**, empowered young women from underserved backgrounds with essential digital and employability skills through the **ICT Academy - Campus to Corporate Program**. The program was implemented across Chennai, Bangalore, Delhi NCR, Coimbatore, Trichy, Salem, Hassan, and Mysore, equipping participants with technical training in Advanced Java J2EE, Advanced C# & .NET Framework, Data Science & Big Data Analytics, and Soft Skills to bridge the gap between education and industry.

As per the MoU between Capgemini India and ICT Academy, the program aimed to train **1000 young women students** from December 2022 - November 2023, ensuring they are industry-ready and improving their career prospects. Against this target a total of **1151** women received training in the given period.

Aspire Impact conducted a quantitative survey of **207** trainees at 95% confidence level, 6% margin of error.

Below are the main findings of the assessment curated to capture the end-to-end Impact of the program across 4 broad areas:

<p>REACH: 1151 trainees accessed Advanced IT skill Training to enhance their employability</p> <p>The course demonstrated strong engagement and accessibility, evidenced by an average attendance rate of 90%. Participants found the course both convenient and manageable, with 86% reporting ease of attendance and 85% successfully integrating it with their academic schedules. Furthermore, the administrative aspects of the course were highly efficient, as 94% of participants experienced a smooth registration process. A significant majority, 90%, also benefited from pre-course guidance, contributing to a positive and well-supported learning experience.</p>
<p>DEPTH: Delivering comprehensive skill development for greater employability</p> <p>The technical and soft skills training components of the course were highly regarded by participants, with 96% rating the technical training as "good" or "very good" and 96% finding the soft skills training beneficial. 76% felt that most or all topics were adequately covered, and 68% perceived the depth of coverage as "detailed" or "highly detailed,". Notably, the course demonstrated a positive impact on employability, with 73%* of students securing employment post-completion.</p>
<p>INCLUSION: Women’s participation in IT sector enhanced</p> <p>The program demonstrated a significant commitment to inclusivity and empowerment, achieving 100% female trainee participation. This not only directly supported women in their professional development but also contributed to improved female representation within technical fields. The program effectively reached students from economically weaker sections, as 100% of participants had a household income below ₹8 lakhs per annum, highlighting its role in fostering equitable access to valuable training opportunities.</p>
<p>SUSTAINABILITY: Empowering women with financial independence</p> <p>The program garnered high overall satisfaction, with 90% of participants expressing positive feedback. A significant majority, 86%, reported increased confidence in their employability skills, indicating the program's effectiveness in preparing them for the job market.</p>

*Placement rate reported here reflects the data shared with Aspire Impact by ICT Academy under management warranty.

Conclusion

The ICT Academy - Campus to Corporate Program, implemented in partnership between Capgemini India and ICT Academy, not only surpassed its target by training 1,151 young women but also delivered a meaningful and empowering learning experience that strengthened the employability of participants from underserved backgrounds. The program's wide reach across eight cities was marked by high levels of engagement, smooth registration, and well-structured guidance, making the training both accessible and manageable for students alongside their academic commitments.

The training offered a strong blend of technical and soft skills, with participants recognising the depth, relevance, and quality of the curriculum. A significant share of trainees secured employment after course completion, reflecting the program's effectiveness in bridging the gap between education and industry demands. Designed with a clear focus on inclusion, the initiative ensured full participation from women belonging to economically weaker sections, enabling equitable access to digital opportunities. Moreover, the program's impact extended beyond employment, fostering financial independence, enhanced self-confidence, and greater social respect among participants, establishing it as a scalable and sustainable model for inclusive skilling and women's empowerment.