

Executive Summary



Project Title

School
of Coding



Implementing agency
NASSCOM Foundation

On-ground Partner
EduBridge India



Program duration

October 2021 – October 2023

Capgemini generated a social value¹ to the tune of

₹ 743.01 crore

through this program.



Financial assistance



₹ 2.16 crore



Target

1600



Achievement

1665



All candidates in this program were women.

Key Interventions

Project Locations & Candidates Who Continued Training:

Pune -
Chinchwad

455

Chennai -
Tambaram

425

Thane -
Uthalsar

427

Hyderabad -
Ameerpet

358

Total
Candidates

1,665

¹Not SRoI. Social values tend to be higher than SRoI because they represent the total estimated impact without adjustments for discounting over time, deadweight (what would have happened anyway), drop-off (decline in impact over time), and displacement (shifts in economic activity rather than net new gains).

Top Courses Offered & Candidates Trained

| Course Name | Count | Percentage |
|--|-------|------------|
| • Certification Program in Java Full Stack | 886 | 53.21% |
| • Certified Java Full Stack Professional | 424 | 25.47% |
| • Certified Software Test Engineer | 169 | 10.15% |

Approximately **89% of the candidates** were trained in these three courses.

Employment Generation & Economic Upliftment

Total Job Placements:

- **1,541** candidates placed (Placement Rate: **92.55%**, surpassing the target of 70%).
- **82.4%** of placed candidates moved to a higher income category.
- **99 out of 153** respondents (**64.7%**) earned between **₹1L - ₹2.5L per year**, contributing significantly to household income

Salary and Career Growth Opportunities

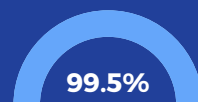
- **Average Placement Salary: ₹21,719 per month.**
- **75% of placed candidates** earn up to **₹29,000 per month**
- **Capgemini placements offered ₹30,900/month**, significantly higher than other firms at ₹20,595. Placed candidates earn up to ₹29,000 per month

Industry-Relevant Skill Development

- **148 out of 163** respondents (**90.8%**) rated their job alignment as **"Strong Match"** or **"Exact Match"**.
- Communication Skills (**119** mentions, **25.87%**)
- Computer Literacy (**115** mentions, **25.0%**)
- Technical IT Skills (**111** mentions, **24.13%**)
- **188 out of 200** respondents (**94%**) rated the training as **"Excellent"** or **"Good"**

Gender Empowerment and Social Inclusion

- 199 out of 200 respondents agreed that the program helped challenge traditional gender roles.
- 198 out of 200 respondents (99%) reported improved confidence.



Key Learnings – Areas for Improvement

45 out of 86 respondents (52.3%) who found jobs independently suggested improvements related to class timings and scheduling flexibility.

Introducing multiple batch options, hybrid learning (online + offline), and self-paced modules can enhance accessibility and convenience.

86 out of 153 placed respondents (56.2%) successfully secured jobs on their own, showcasing their ability to leverage acquired skills in the job market.

45 out of 86 of these candidates (52.3%) expressed interest in additional job search support, emphasizing the value of career counseling, employer networking, and interview preparation.