

Executive Summary of Impact Assessment Report **Capgemini Digital Academy with Symbiosis Open Education Society (SOES)**

Client Name: Capgemini Technology Services India Ltd.

Implementation Partner: Symbiosis Open Education Society (SOES)

Project Location: Pune, Maharashtra

Assessment Period: 2021–2024



Key Project Details



Funding period

September 2021 – August 2024



Total CSR investment

INR 4.2 Crore (100% utilised)

1,755

Beneficiaries Trained

Total individuals against the plan of 1,665 who received training.

1192

Participants Placed

Graduates successfully securing employment.

72%

Placement Rate

Beneficiaries placed in relevant roles (out of 1,665 beneficiaries)

Impact Findings

Relevance



Coherence

Aligned with the following global, national and state initiatives:



SDG 4

Quality Education



SDG 8

Decent Work



SDG 10

Reduced Inequalities



UNESCO – TVET Strategy

2022–2029



Skill India Programme



Digital India Initiative



PMKVY 3.0

Pramod Mahajan
Kaus halya Va Udyojakta
Vikas Abhiyan



NEP

National Education Policy

Regulatory Alignment



CSR Compliance

Schedule VII Policy



Education & Livelihood

CSR Policy



BRSR Framework

Principle 8 Sustainability

EFFECTIVENESS



Satisfied with Training

1,192 Beneficiaries placed vs
1,166 targeted

EFFICIENCY



1,755 Beneficiaries
trained vs 1,665 targeted

Reported ease in enrolment
process

Appropriateness of the
time duration of course

IMPACT



Improvement in Confidence
of Beneficiaries

Most qualitative feedback
confirms increased
household contributions

Employer feedback
highlights strong skills
and professional conduct
of the beneficiaries

SUSTAINABILITY



Beneficiaries Recommend SDA

Employers expressed interest in
continued hiring of SDA graduates

Programme enabled entry into long-term IT careers

KEY RECOMMENDATIONS



Strengthen Employer Partnerships

Expand placement through strategic corporate
collaborations



Introduce Internship Pathways

Develop structured work-based learning programmes



Provide post-training placement support

for up to six months.



Develop Alumni Networks

Create sustained career support and mentorship
platforms