

Executive Summary

About the Project

She Arise 2.0 is a women-focused skill development initiative designed to enhance the technical and employability skills of women graduates from streams such as B.Tech, M.Tech (CSE/IT/ECE/EEE), BE (CS), MCA, and BCA. The project was implemented in a **hybrid learning mode (online and offline)** during FY 2020–24 to ensure flexibility and accessibility for women who may face mobility, household, or working time constraints. To ensure these trained women enter the workforce, the project also aimed to provide **placement support to women candidates** after successful completion of the training.

The program aimed to support the **holistic development of women participants** by providing structured technical training, employability skills, and life skills through a **Learning Management System (LMS)**. Participants had access to **pre-recorded training modules, self-study content, and assessments** through the LMS platform, along with opportunities to attend **guest lectures by alumni, industry visits, and aptitude assessments**.

Key Features of the Project

- **Hybrid Learning Model:** Delivering training through both online and offline sessions to ensure accessibility and flexibility.
- **Technical Skill Development:** Training women graduates in industry-relevant technical skills through structured courses and LMS-based modules.
- **Employability and Life Skills:** Providing communication, interview preparation, and professional development training.
- **Industry Exposure:** Organizing guest lectures, industry visits, and mentorship sessions to provide real-world exposure.
- **Assessment and Certification:** Conducting baseline, midline, and endline assessments and providing certification after successful completion.
- **Placement Support:** Assisting trained women candidates in securing employment opportunities in relevant industries.

Expected Outcomes

- Improvement in **technical competencies and digital skills** among women graduates.
- Enhancement of **communication, interview readiness, and employability skills**.
- Increased **confidence and job readiness** among participants.
- Better **access to employment opportunities** through placement support.
- Promotion of **women's participation in the technology and professional workforce**.

Key Findings

- **72% of respondents** secured livelihoods (through She Arise, self-efforts, or self-employment), while the rest pursued higher studies or were still preparing for jobs.
- **80% of respondents** attended online sessions and **73% attended offline sessions**, with additional participation in guest lectures, industry visits, and assessments.
- **91% of respondents** expressed satisfaction with the resources provided for online and offline training.
- **92% of respondents** reported improvement in technical skills and **75% in communication skills**, along with other skills like interview and problem-solving.

- **87% of respondents** reported increased confidence and improved job readiness after the program.
- **93.6% of respondents** would recommend the program, though lack of placement support was highlighted as a key concern.

However, certain gaps were also identified during the assessment:

- Against the 100% placement target, 72% was achieved.
- Higher preference for offline training compared to online sessions.
- Limited availability and engagement of alumni for mentoring.
- Limited exposure opportunities for students attending online sessions.

Recommendations

- Orientation should be clear to students so that students can take up employment opportunities provided by Centum resulting in improvement in placement ratio.
- Increase the **number of offline or blended training sessions** where feasible to enhance learning effectiveness.
- Develop a **centralized alumni database** to maintain contact with participants and **engagement mechanism through mentorship, guest lectures, and success stories** to inspire current participants.

- **Strengthen industry partnerships and placement drives** to improve employment opportunities for trained women candidates.
- Secondary stakeholders, including HODs and Professors, suggested that Capgemini can strengthen its engagement through regular (monthly calls) for monitoring of training and placement support on the ground.
- Provide **equal exposure opportunities for online learners**, such as virtual guest lectures, webinars, and online industry interaction sessions.