

Executive Summary Report

LEAP Digital Academy

Client Name: Capgemini Technology Services India Ltd.

Implementation Partner: TNS India Foundation

Project Location: Bangalore and Mumbai

Assessment Period: 2021-2025

Executive Summary

Impact Assessment 2021-2025

A CSR initiative by Capgemini India, implemented in partnership with TNS India Foundation across Bengaluru and Mumbai.



6,246 Trained

Target: 6,000 | Beneficiaries equipped with essential skills



4,202 Placed

Successfully transitioned into employment



70% Placement Rate

Achieved against target 6000

Stream Performance Comparison



Technical Stream

Average Rating: 3.7/5
Placement Rate: 64%



Non-Technical Stream

Average Rating: 3.8/5
Placement Rate: 76%

Technical Stream - Key Findings

What's Working Well



Sustainability (4.3/5)

88% sustained employment with salary progression

- Average salary increase: 18%
- Job retention rate: 88%



Efficiency (4.1/5)

Strong delivery and operational efficiency

- 93% convenient logistics
- 69% placed within 3-6 months



Coherence (Very High)

Strong alignment with SDGs and national initiatives

- SDG 8 (Decent Work)
- National Skill India Mission

Areas for Growth



Relevance (3.5/5)

Needs stronger practical integration

- Theory-heavy curriculum
- Limited hands-on projects



Effectiveness (3.5/5)

Room to increase satisfaction ratings

- Current satisfaction: 79%
- Target: 85%+



Impact (3.0/5)

Deepen broader socioeconomic outcomes

- Family income impact: 45%
- Community engagement: 38%

Non-Technical Stream - Key Findings

What's Working Well



Sustainability (4.4/5)

90% sustained employment with salary progression



Efficiency (3.8/5)

Among placed candidates, 91% secured full-time roles



Coherence

Strong alignment with SDGs and national initiatives

- SDG 8 (Decent Work)
- National Skill India Mission

Areas for Growth



Relevance (3.8/5)

35% in Slightly/Moderately relevant categories, indicating scope for customisation



Effectiveness (3.6/5)

48% rated Very good/Excellent, suggesting scope to improve delivery quality



Impact (3.4/5)

49% reporting moderate to high gains for interviews, indicating scope for further strengthening

Technical Stream Recommendations



Strengthen Practical Integration

Hands-on projects, real-world case studies, industry labs



Enhance Industry Partnerships

Guest lectures from tech professionals, internship placements



Improve Curriculum Relevance

Update content with latest technologies and market demands

Non-Technical Stream Recommendations



Expand Soft Skills Training

Communication, leadership, professional development



Build Employer Networks

Job placement partnerships, career fairs, networking events



Develop Career Pathways

Clear progression routes, skill-upgradation programs



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