Impact Report

LEARN | EARN | STAND TALL

FY 2023-2024

Collaborative efforts of Gopinath Elangovan and Subhashini Dhandapani.

This Social impact report is a product of the collaborative efforts of Gopinath E and Subhashini Dhandapani.

Gopinath Elangovan is a Senior Consultant at Microsoft. He possesses over 14 years of experience in designing and implementing scalable data architectures, data warehousing solutions, and enabling advanced analytics through big data and AI technologies. A proven track record of delivering impactful data-driven solutions at Harman Connected Services, Shell India Private Limited, and Cognizant in the past.

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Social Impact Report UNXT Program FY 2023-2024

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Program Overview

The UNXT program aims to empower graduating students from government colleges across 12 states by equipping them with employable, job-ready skills. It focuses on fostering essential life skills, professional competencies, and effective communication skills, all grounded in strong ethical values. Conducted on college premises, the program spans 165 hours and benefits students from Arts and Science, ITI, and Polytechnic courses. The program is generously sponsored by corporates as part of their Corporate Social Responsibility (CSR) initiatives. The report outlines the social impact of the UNXT program for the current financial year 2023- 2024.

The report provides an analysis of the program's effectiveness, using feedback gathered six months post completion to evaluate employment outcomes, The report also includes methodologies for data collection and insights from the analysis, along with recommendations for expanding the program's impact in the future.

Objectives

1. Enhance employability skills among youth from underprivileged backgrounds and studying in Government institutions.
2. Bridge the skill gap and increase workforce readiness.
3. Promote ethical practices among future professionals.

Methodology

1. Training Implementation:
    - Conducted at college premises.
    - Delivered through interactive sessions, workshops, and real-world application exercises.
2. Data Collection and Analysis:
    - Feedback was gathered from participants six to nine months post-program completion.
    - Structured WhatsApp surveys, telephonic call interviews were employed to collect qualitative and quantitative data.
    - Advanced analytics tools such as Microsoft PowerBI were utilized to derive insights from the collected data.
3. Approach & Methodology:
    - Raw data collected from the WhatsApp survey was used.
    - Raw telephonic call interview data obtained from the call center was used.
    - WhatsApp survey responses, directly submitted by the youth, were included as part of the main content and accepted without modification.

- Call data was integrated with WhatsApp data to create a consolidated dataset.
- Blank entries, disconnected calls, unanswered calls, and incomplete WhatsApp messages were removed during the data cleaning process.
- The cleaned data was analyzed using the Power BI visual tool, generating comprehensive insights through various analyses.

Impact Assessment

The impact of the UNXT program was evaluated using the following key parameters:

- **Employment Outcomes**: The proportion of participants who secured employment, pursued entrepreneurial ventures or agriculture, gone abroad, and continued their education.
- **Geographic Trends**: Employment patterns and insights across different locations.
- **Education Course Analysis:** Insights into the impact of the program on students from various educational backgrounds, such as Arts and Science, ITI, and Polytechnic courses.
- **Gender-Based Analysis**: Variations in program outcomes based on gender demographics.
- **Sponsor-Based Analytics:** An analysis of program outcomes linked to corporate sponsors, highlighting their contributions to the initiative.

Graphical Representations and Key Findings

The findings are supplemented with visual tools to provide a deeper understanding of the program’s outcomes:

Education Course Analytics

Insights into the impact of the program on students from various educational backgrounds, such as Arts and Science, ITI, and Polytechnic courses.

- ### Student Feedback Overview: A Resounding Success

The feedback received from students, as depicted in the pie chart, highlights the program's exceptional impact. An impressive 94.53% of participants rated their experience as "Good," showcasing a highly positive reception. Only a small fraction 5.47% of students provided an "Average" rating. This overwhelmingly favorable response underscores the program’s effectiveness in meeting the needs and expectations of the student population, fostering a strong sense of satisfaction and value.

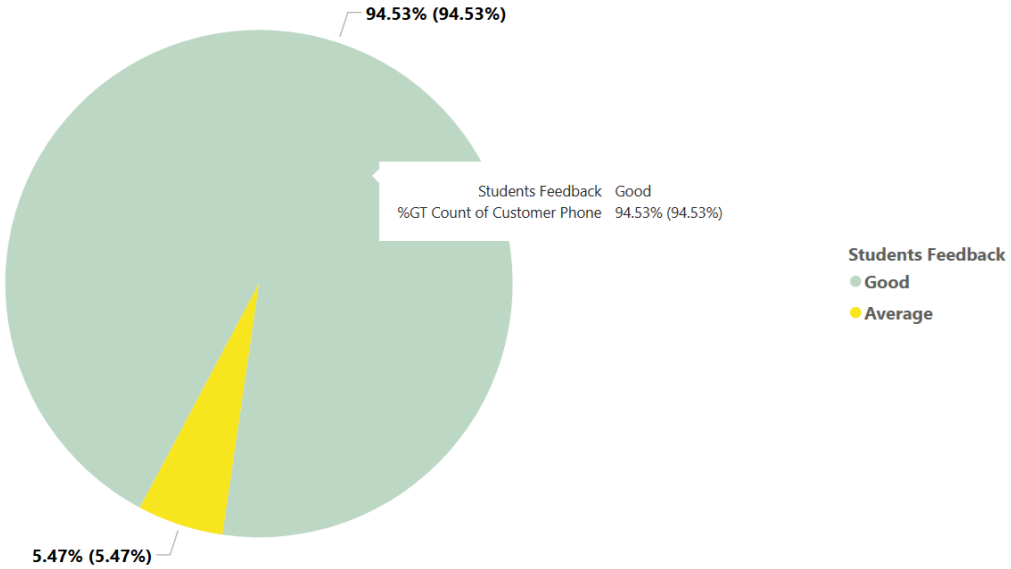

Figure 1 Students Feedback

- **State Wise Student and Batch Overview**

The image is a bar chart that shows the number of students and batches in different Indian states. The states are represented on the x-axis, and the number of students and batches are represented on the y-axis.

The chart shows that the state with the most students is Andhra Pradesh (AP), followed by Karnataka (KA), Tamil Nadu (TN), and Madhya Pradesh (MP).

The state with the most batches is also Andhra Pradesh (AP), followed by Karnataka (KA), Tamil Nadu (TN), and Uttar Pradesh (UP).

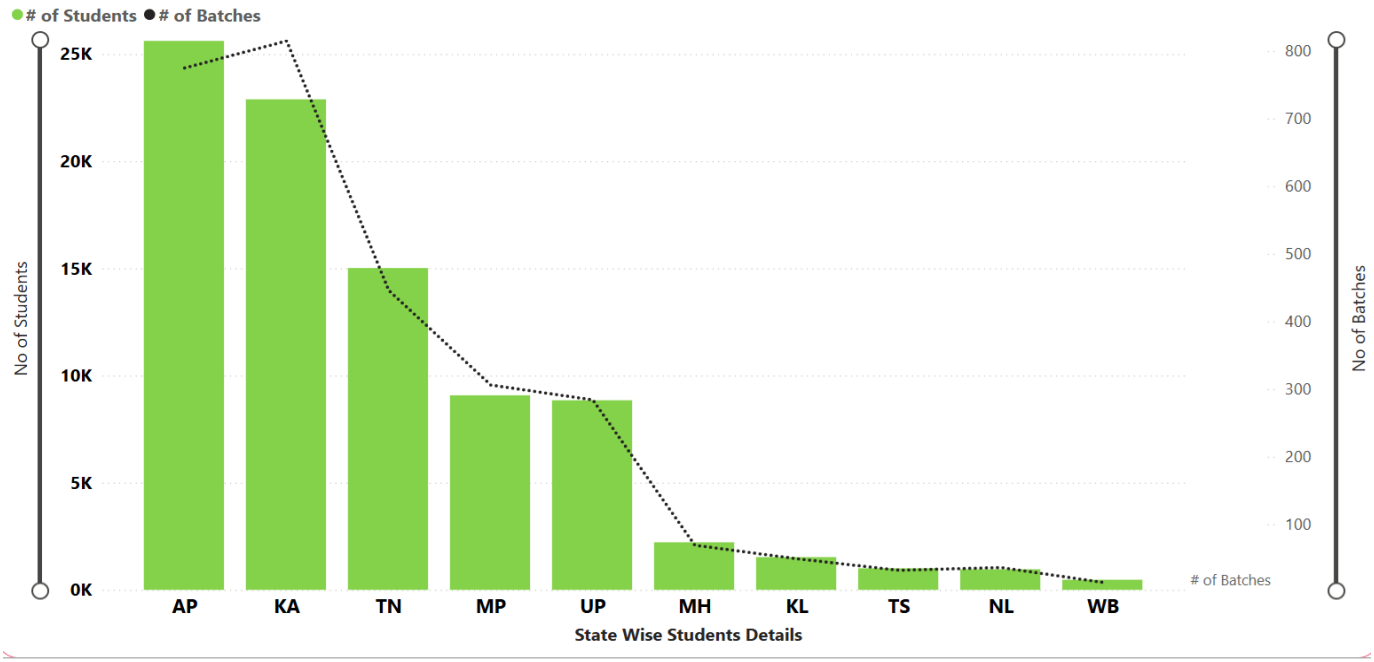

Figure 2 State Wise Student Details

Overall, the chart shows that the southern states of India have the most students and batches.

Andhra Pradesh is a Dominant Leader: Andhra Pradesh stands out with the highest figures for both students and batches, indicating a leading position in the data set.

Lower Numbers in Eastern and Northeastern States: States like West Bengal, towards the eastern part, show relatively lower numbers

Maharashtra's Moderate Position: Maharashtra shows a moderate number of students and batches compared to the leading southern states.

- ## Education Level distribution of Students

The donut chart displays the distribution of student population across different education categories. The largest segment is "Under-Graduate" with 39.45K individuals, representing 45.03% of the total. "ITI" (Industrial Training Institute) is the second largest category with 31.44K individuals, making up 35.88%. "Diploma" holders account for 10.16K individuals (11.6%), followed by "School" with 3.84K individuals (4.39%). The smallest category is "post-graduate" with 2.73K individuals, representing 3.11% of the total. The most significant finding is that Under-Graduate and ITI qualifications together represent the vast majority (over 80%) of the individuals in this dataset.

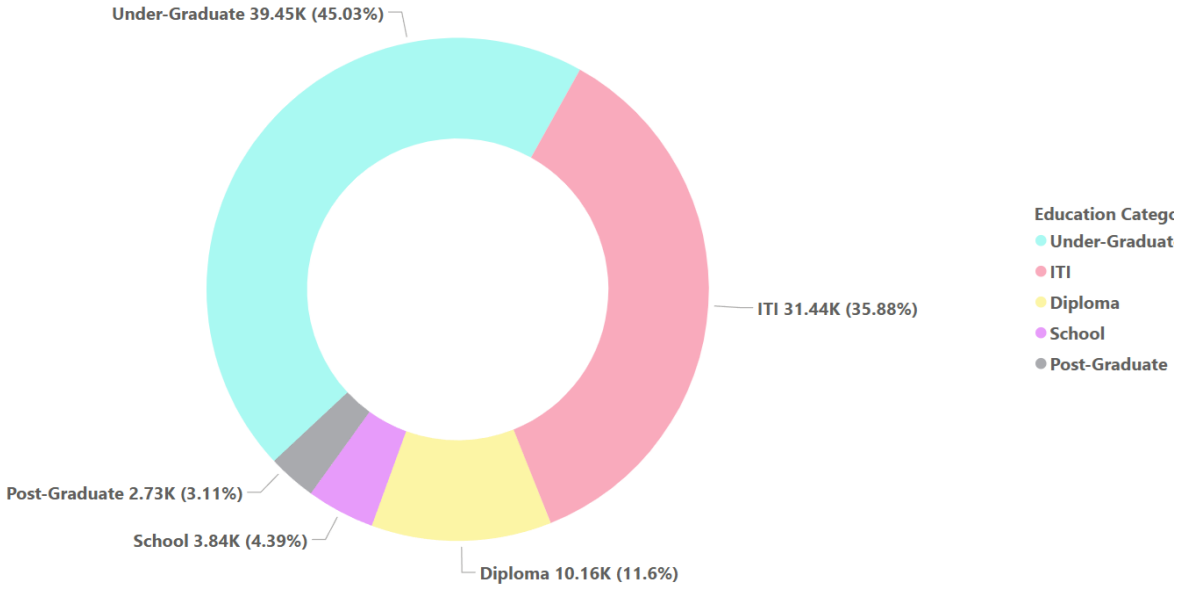

Figure 3 Education Categories of Students

- **Student Education Level Distribution Across States**

This chart presents a comparison of the total number of students across different education categories in various Indian states. The education categories included are Diploma, ITI, Post-Graduate, School, and Under-Graduate. The chart visually represents the distribution of students within each category for each state, allowing for a comparison of educational attainment levels across different regions.

Key Findings

Andhra Pradesh has the highest total number of students among the states shown, reaching 4.4K. The majority of these students fall under the Under-Graduate category (1.9K), followed by School (0.6K).

Karnataka has the second-highest total number of students at 2.0K. Similar to Andhra Pradesh, the largest portion of students are Under-Graduates (1.0K), with a significant number also in the school category (0.5K).

Several states, including Kerala, Madhya Pradesh, Maharashtra, Nagaland, Telangana, Uttar Pradesh, and West Bengal, have a notably lower total number of students compared to Andhra Pradesh and Karnataka, with figures ranging from 0.2K to 1.5K.

The Under-Graduate category appears to be the most prevalent education level in Andhra Pradesh, Karnataka, Tamil Nadu, and Uttar Pradesh.

The school category also represents a significant portion of the student population in Andhra Pradesh, Karnataka, Madhya Pradesh, and Uttar Pradesh.

The Diploma and ITI categories generally represent a smaller fraction of the student population across most states shown.

Post-Graduate student numbers are relatively low across all the represented states in comparison to Under-Graduate and School levels

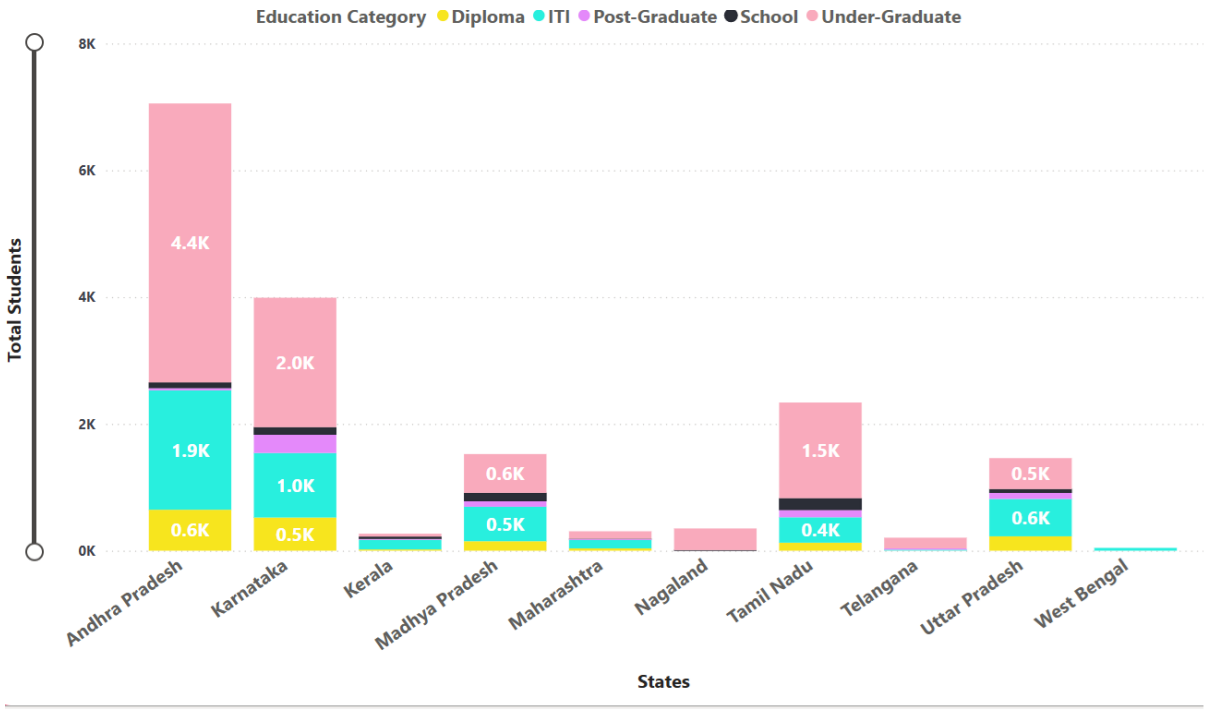

Figure 4 Education level distribution across Indian States

Gender-Based Analysis

Program outcomes based on gender demographics.

- ## Gender Demographics

The pie chart illustrates the gender distribution within student population, revealing that males constitute the largest segment at 50.04K individuals, representing 57.12% of the total. Females follow with 37.55K individuals, accounting for 42.86%. Transgender individuals represent a significantly smaller portion, with 0.02K individuals, or 0.02% of the population.

The most prominent finding is the significant gender disparity, with males forming a considerably larger group than females

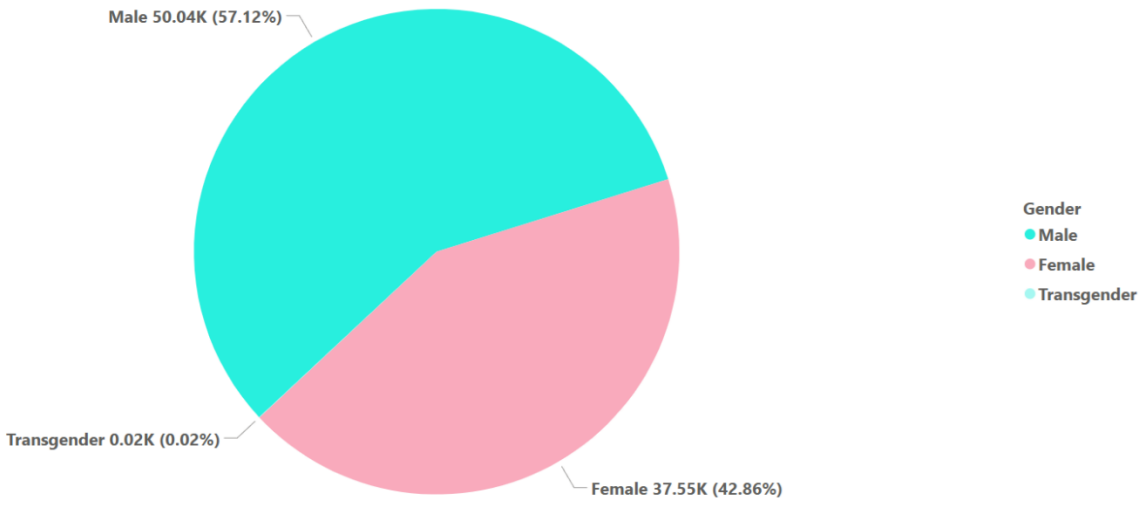

Figure 5 Gender Demographics

- **Student Gender Ratio Across Indian States**

This bar chart provides a comparison of the number of students across different genders (Female, Male, and Transgender) in various Indian states. The height of each bar represents the total number of students in that state, and the bar is segmented by gender, allowing for a visual comparison of gender representation within the student population of each state.

Key Findings

Andhra Pradesh (AP) has the highest total number of students among the states shown, with 25,606 students. There is a slightly higher number of female students (14,091) compared to male students (11,515).

Karnataka (KA) has the second-highest total number of students at 22,880. Similar to Andhra Pradesh, female students (13,977) slightly outnumber male students (8,903).

Tamil Nadu (TN) has a significant student population with 15,013 students, showing a larger number of male students (8,970) compared to female students (6,043).

Maharashtra (MH) and Madhya Pradesh (MP) have moderate student populations, with 2,635 and 9,074 students respectively. In both states, male students slightly outnumber female students.

Kerala (KL), Nagaland (NL), Telangana (TS), Uttar Pradesh (UP), and West Bengal (WB) have relatively lower student populations compared to the top three states.

Transgender student representation is very low across all the shown states, with the highest number being 1163 in Kerala, and significantly lower numbers in other states.

In Andhra Pradesh and Karnataka, female students are more than male students.

In Tamil Nadu, Maharashtra, and Madhya Pradesh, male students are more than female students.

The gender distribution varies across the states, indicating regional differences in student demographics.

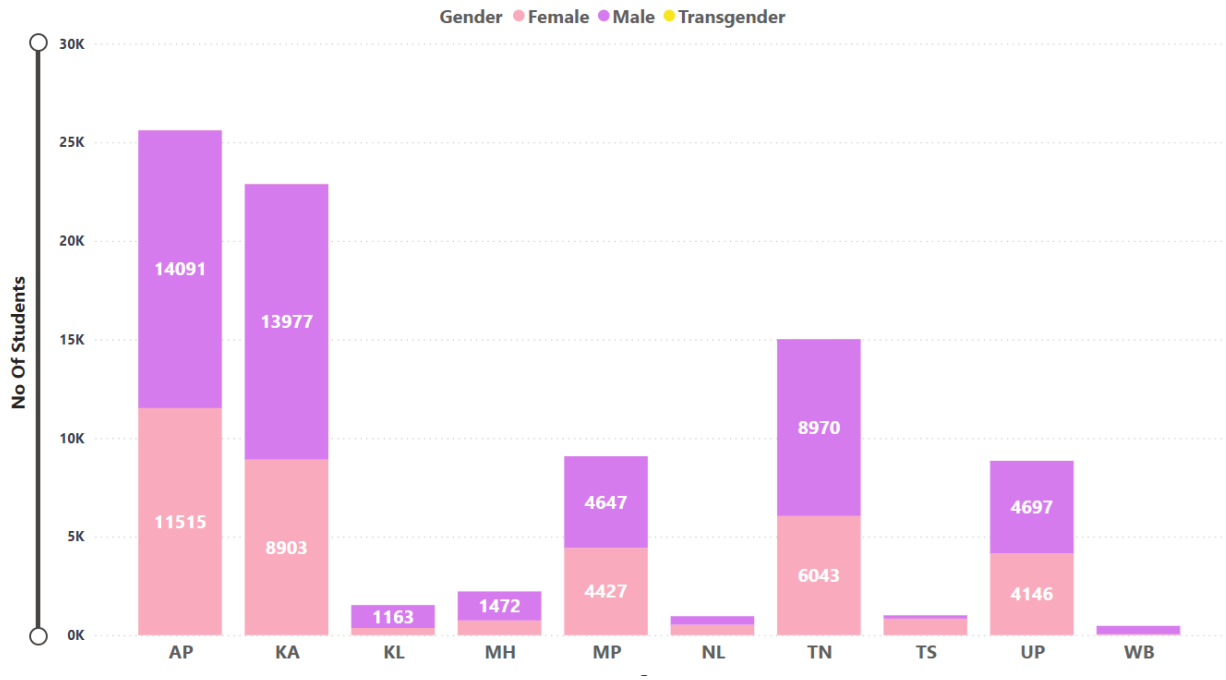

Figure 6 Gender distribution across states

Sponsor-Based Analytics

An analysis of program outcomes linked to corporate sponsors, highlighting their contributions to the initiative.

- ### Number of Students Sponsored by Different Companies

This horizontal bar chart illustrates the number of students sponsored by various companies. The x-axis represents the number of sponsored students, ranging from 0K to 60K, and the y-axis lists the names of the sponsoring companies. Infosys sponsors the highest number of students, significantly exceeding all other companies. SSE is the second highest sponsor, followed by ExxonMobil. The remaining companies, including Société Generale (both entries), GE, Deloitte, Boeing, Microchip, Nextwealth, Adobe, Finastra (Fund Tech), Rubrik, MUFG, Intertrust, UNISYS, Broadridge (both entries), Tata Hitachi, and Aron Universal, sponsor within 10K mark.

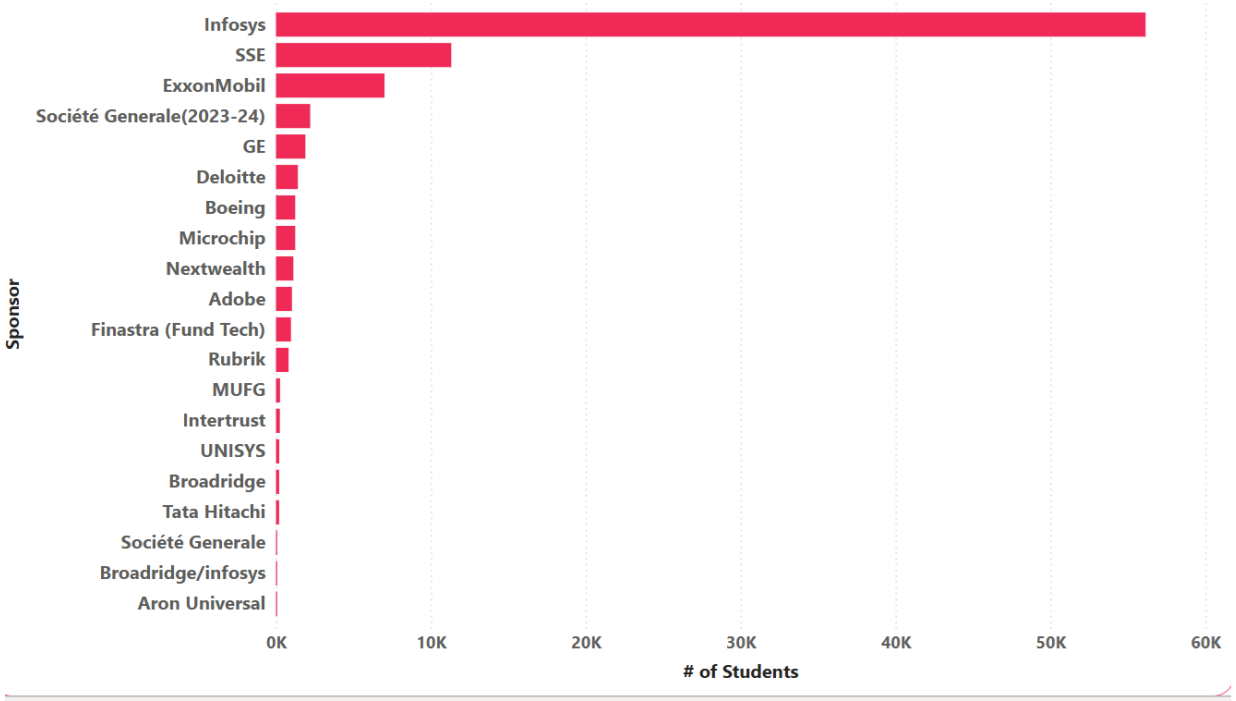

Figure 7 Sponsor details for Students

Employment based Analytics

An analysis of employment outcomes of the students, tabled as who secured employment, pursued entrepreneurial ventures or agriculture, gone abroad, and continued their education. Report is shown for all sponsors and Infosys and gender ratio in employment outcome and education category in gaining employment

- ## All Sponsors - Student Employment Outcomes

The below donut chart presents a snapshot of the employment outcomes for students for all sponsors. The data reveals that a significant portion of students are either employed (34.08%) or actively seeking employment (33.88%). A notable percentage are also pursuing further studies (30.10%). Smaller segments are involved in business (1.43%) or agriculture (0.48%).

Active Job Seekers: A considerable portion of students are actively looking for jobs, suggesting either recent graduation or a desire for career changes.

Pursuit of Further Education: A substantial percentage of students are continuing their education.

Limited Engagement in Agriculture: The agriculture sector appears to employ a very small fraction of the student population.

Entrepreneurial Interest: While small, there is some engagement in business, suggesting an interest in entrepreneurship among students.

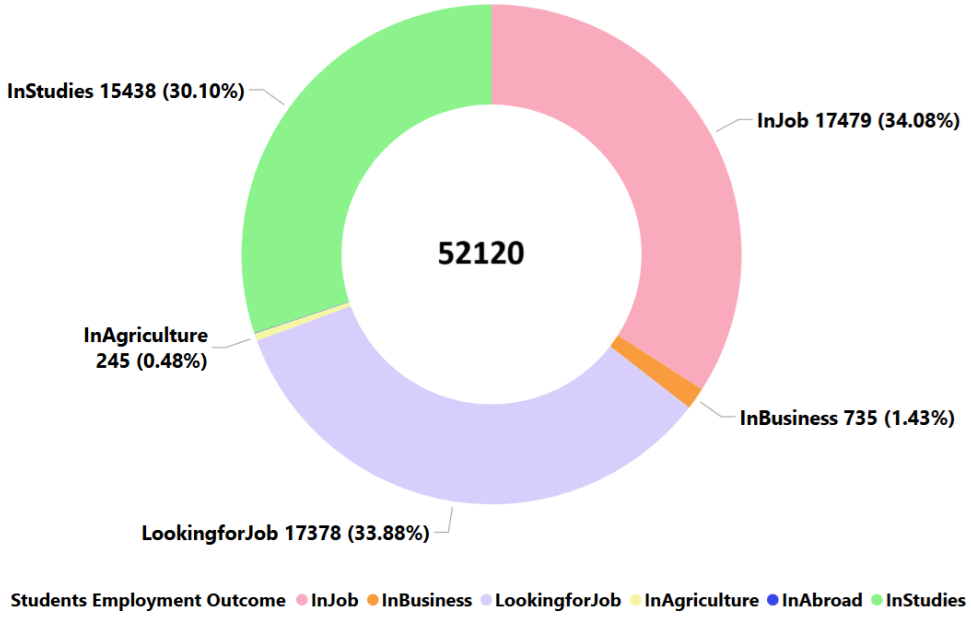

Figure 9 All sponsors Student employment outcomes

- **Infosys Sponsored Student Employment Outcomes**

The below Pie chart shows the employment outcomes of students, who were sponsored by Infosys. The data reveals that a significant portion of these students are employed (31.62%), with a slightly larger group actively seeking employment (35.8%). A substantial percentage are also pursuing further studies (30.93%). A very small fraction is engaged in business (0.62%) or agriculture (0.99%), and an even smaller number are studying abroad (0.03%).

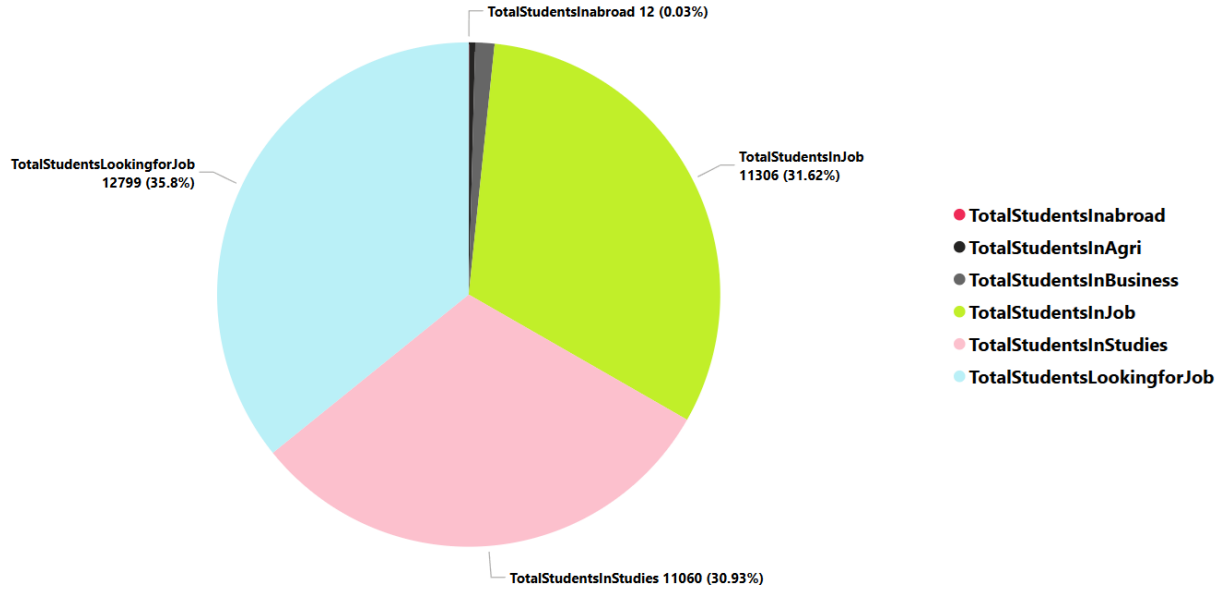

Figure 10 Infosys sponsored Student employment outcomes

- **Gender-Based Analysis of Employment Outcomes of Students - All Sponsors**

This below table analyses the employment outcomes of students sponsored by Infosys , broken down by gender. The data reveals distinct patterns in how male, female, and transgender students are distributed across different outcome categories: being employed, looking for a job, pursuing further studies, engaging in business, agriculture, or studying abroad. Overall, a significant number of students are either employed or seeking employment. However, there are notable differences in the distribution across genders.

Male Students Dominate Employment: Male students represent a significantly larger portion of those who are employed compared to female students.

Female Students Lead in Further Studies: Female students constitute a slightly larger group pursuing further studies than male students.

Male Students More Actively Seeking Jobs: A higher number of male students are looking for jobs compared to female students.

Transgender Representation is Small but Present: While the overall number of transgender students is small, they are represented across multiple categories, with a notable portion in business.

Similar Engagement in Agriculture: Both male and female students have a relatively small number engaged in agriculture.

Male Students More Likely to Study Abroad: Male students account for the majority of students studying abroad.

Overall High Engagement: Across all genders, a large number of students are either employed or actively seeking employment, indicating a strong focus on entering the workforce or advancing their careers.

	Male	**Female**	**Transgender**	**Total Responded**
In Jobs	7238	4075	1	11314
In Agriculture	119	19		138
Self-employed	346	94		440
Youth Gone Abroad	9	3		12
Higher education	5784	5289	2	11075
Looking for Jobs	6696	6109	1	12806
Total	**20192**	**15589**	**4**	**35785**

Figure 11 Gender based Employment outcomes – Infosys

- **Gender-Based Analysis of Employment Outcomes of Students - All Sponsors**

The below table examines the outcomes of students categorized by gender, focusing on their status regarding employment, further studies, and other activities sponsored by all sponsors. The data reveals that a substantial portion of the student population is either employed or actively seeking employment. While both male and female students contribute significantly to these numbers, there are notable differences in their distribution across various outcome categories. Transgender students represent a small fraction of the overall population, but their outcomes are also captured in this analysis.

Significant Employment and Job Seeking: A large number of students are either employed (17,479) or looking for a job (17,378),

Male Students Lead in Employment: Male students account for a significantly larger number of employed individuals (11,434) compared to female students (6,035).

Female Students higher inclination in Further Studies: Female students show a higher inclination towards pursuing further studies (7,294) in almost par with male students (8,141)

Male Students Lead in Job Seeking: More male students are actively looking for jobs (9,037) than female students (8,265).

Low Engagement in Agriculture and Business: Both male and female students show relatively low engagement in agriculture and business, with numbers significantly smaller than those employed or seeking jobs.

Minimal Study Abroad: The number of students studying abroad is very small across all genders.

Transgender Representation: Transgender students represent a very small portion of the overall student population, with a few individuals in employment, further studies, and job seeking.

	Male	**Female**	**Transgender**	**Total Responded**
In Jobs	11434	6035	3	17472
In Agriculture	220	25		245
Self-employed	603	132		735
Youth Gone Abroad	12	6		18
Higher education	8141	7294	5	15440
Looking for Jobs	9037	8265	2	17304
Total	**29447**	**21757**	**10**	**51214**

Figure 12 Gender based Employment outcomes – All Sponsors

- **Job Seeking Students in Various States by Education Level**

The below bar chart presents an analysis of the number of students looking for jobs across several states in India. The data is categorized by the highest level of education attained by the students, including Diploma, ITI, Post-Graduate, School, and Under-Graduate.

Andhra Pradesh has the highest number of students looking for jobs, primarily from the Under-Graduate level. Karnataka also shows a significant number of job seekers, again dominated by Under-Graduates. Several other states, including Madhya Pradesh, Tamil Nadu, and Uttar Pradesh, have notable numbers of students seeking employment, with varying distributions across education levels. Kerala, Maharashtra, Nagaland, Telangana, and West Bengal show comparatively lower numbers of students looking for jobs in this dataset.

Andhra Pradesh has the Highest Number of Job Seekers: Andhra Pradesh stands out with the largest overall number of students looking for jobs, reaching approximately 7,000.

Under-Graduates are the Largest Group Seeking Employment: Across most states with significant numbers, Under-Graduate students form the largest segment of those looking for jobs. This is particularly evident in Andhra Pradesh and Karnataka. Karnataka has the Second Highest Number of Job Seekers: Karnataka follows Andhra Pradesh with a substantial number of students seeking employment, around 4,000.

Post-Graduates Show a Notable Presence in Some States: While Under-Graduates dominate, post-graduate students represent a significant portion of job seekers in states like Karnataka and Tamil Nadu.

School Graduates are Seeking Jobs: There's a noticeable number of students who have completed schooling and are looking for jobs in states like Andhra Pradesh and Karnataka.

Lower Numbers in Several States: Kerala, Maharashtra, Nagaland, Telangana, and West Bengal show considerably fewer students in this dataset actively looking for jobs compared to Andhra Pradesh and Karnataka.

ITI and Diploma Holders: The number of students with ITI and Diploma qualifications looking for jobs varies across states, with some presence but generally lower than Under-Graduates.

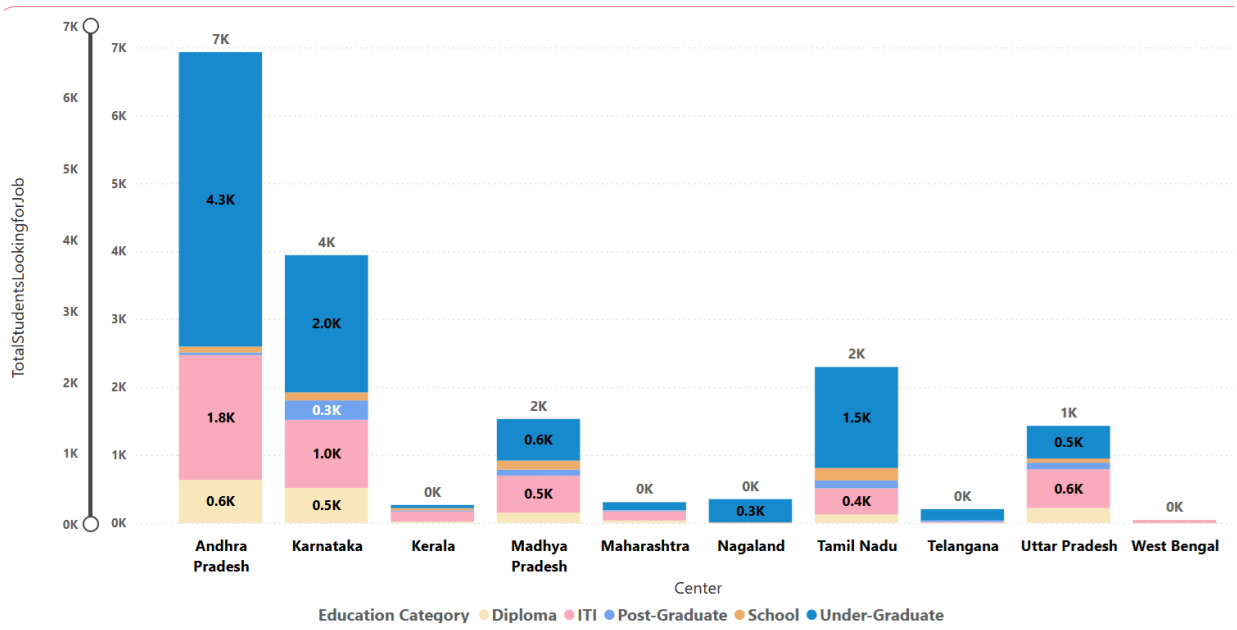

Figure 13 Job seeking students' data across states by education level

Conclusion

The UNXT program’s effectiveness in empowering youth and addressing workforce readiness is evident from the comprehensive analysis

A significant portion of students, both those sponsored by Infosys and in the broader population, are actively engaged in the job market, either employed or seeking employment. However, there are notable variations based on gender and geographic location.

Leveraging sponsorships, tailoring interventions for rural regions, and enhancing curriculum for certain educational streams are recommended for maximizing future impact. Targeted skills development and career support initiatives, particularly Under-Graduates and female graduates are recommended for maximizing the impact.