

Form 3.1 Appendix 1

Social Impact Assessor's Annual Report for FY 2024-25
Project: UNXT by Unnati Program

1. Project Name & Strategic Intent

- **Project Name:** UNXT by Unnati Program
- **Purpose:** To train underprivileged graduating youth (18-25 years) from government colleges in employability, communication, life, and professional skills, reinforced with ethical values, through a blended 190-hour training program (90 classroom + 75 LMS-based + supplementary activities).
- **Geographic Scope:** Implemented across 3 states – Andhra Pradesh, Madhya Pradesh, and Uttar Pradesh, spanning 48 districts including 3 aspirational districts (Chandauli, Fatehpur, Sonbhadra).
- **Colleges Covered:** 57 colleges in Tier 2-4 locations.

2. Scope and Objectives of the Social Impact Assessment

The Social Impact Assessment (SIA) aims to evaluate the effectiveness and reach of the UNXT by Unnati Program, which set a target of training up to 3,000 graduating youth from government colleges. These were final-year students were to be located across Uttar Pradesh, Madhya Pradesh, Karnataka, Andhra Pradesh, and Rajasthan. The programme aimed to assist them in employment placement by equipping them with employability, life, and communication skills. Each participant underwent 165 hours of training (90 classroom hours and 75 self-learning hours via a mobile app), at an estimated per capita cost of ₹1,500 per youth. (Source: Fund Raising Document 24-25)

Duration for Assessment: April 2024 – March 2025

Key objectives of assessment include:

- Assessing the impact of the training developed in the UNXT program on youth's employability skills.

The Key performance Indicators developed are appropriate and cover the reach depth & inclusion of the project well.

Reach:	Depth:	Inclusion:
Total number of employability skill session held: 73 batches were conducted	Total training hours completed by each participant, indicating the intensity and engagement level: 165 hours each (90 hours classroom + 75 hours online)	Percentage of male and female participants in the employability skills program: Male: 49.61%; Female: 50.39%



	through the UNXT LMS App)	<p>Percentage of participants from marginalised communities:</p> <p>General: 304 (13.9%); OBC: 1,319 (60.42%); SC: 462 (21.16%); ST: 98 (4.49%)</p> <p>Percentage participants from aspirational districts: 3 aspirational districts out of 48 total districts</p>
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- The Fund-Raising Document had set a target of training 3,000 graduating youth across states Uttar Pradesh, Madhya Pradesh, Karnataka, Andhra Pradesh and Rajasthan with a Fund-Raising target of raising Rs 50 lakhs. An amount of Rs 39.85 lakhs was raised. Based on the amount raised the training target was proportionately adjusted to 2,183. During FY 2024–25, the program achieved training for **2,183 youth**, representing 100% of the adjusted target.

3. Approach & Methodology

a. Basic Approach - Sampling Methodology

- Quantitative data: A stratified random sampling method was employed to ensure comprehensive coverage of different demographic groups for quantitative data. 182 telephonic surveys were conducted, representing a sample with 95% Confidence level and 7% Margin of Error.
- Qualitative data: 6 Key Informant Interviews were conducted with 3 with Changemakers & 3 with Principals and/or Placement Coordinators.
- Stakeholders Matrix: Student Beneficiaries, Changemakers, Principals & Placement Coordinators
- All stakeholder interactions were done virtually through telephonic & video calls.

b. Data Collection:

- Data was gathered through:
 - o Surveys targeting students who completed the program
 - o Interviews with changemakers and college principals.
- Review of program documentation and performance metrics with information on Program records of batches, hours, certifications, UNXT LMS usage.

c. Study Limitations



- Good (3): 21%
 - Average/Poor (≤ 2): 2%
 - **Overall Average Score: 4.14/5**
 - **Skills most valued:** Resume writing (4.06), Goal setting (4.05), Interview handling (4.03), Confidence (4.02), English communication (3.99).
 - **Areas of improvement:** Emotion handling (3.97), Money management (3.98).
 - **Suggestions:** Add industry-linked modules, provide follow-up mentoring, align schedules better with academic calendars, more digital literacy focus.
- **Qualitative Evidence**
- **Changemakers/Trainers:**
 - Activity-based pedagogy (games, role-play, group discussions) was cited as the most effective engagement method.
 - Key resonating topics: **goal setting, gender equality, communication, and interview preparation.**
 - Trainers reported **female students were more engaged and eager**, though also more constrained by family/social resistance.
 - **Success stories:** Weaker students gaining confidence to perform solo presentations; rural-background students overcoming hesitation to speak in English were cited as success stories.
 - **Challenges:** Negative self-perceptions among students initially, inconsistent attendance, and lack of infrastructure (labs, projectors).
 - **Principals:**
 - Confirmed visible improvements in **confidence, discipline, time management, and communication skills.**
 - Reported that the program increased student participation and attendance, with shy students showing transformation by the end.
 - **Success case:** Rural female students giving first English speech during valediction and later secured a customer service job were cited as success cases.
 - **Challenges:** Scheduling conflicts with academic calendars, inadequate infrastructure, varied engagement levels due to English proficiency gaps were some of the challenges presented.

Despite these challenges, the program met or exceeded expectations on **depth (165 hours of training per student), gender and community inclusion, and satisfaction (4.14/5)**, indicating the **quality and inclusiveness of impact were robust.**

c. Specific Comments

- The **Unified Framework on Social Impact Assessment (UFSIAS)** issued by SEBI requires projects to align with the **Theory of Change / Logic Model**. The UNXT by Unnati Program's **Solution Implementation Plan (SIP)** for FY 2024–25 was explicitly structured on a logic model (impact–outcome–output–activity–input chain), with KPIs covering reach, depth, and inclusion. A mapping exercise shows that the program's design and reporting are **in full alignment with UFSIAS best practices.**



- Sample size and demographic representation may affect generalizability.
- Feedback collection from external stakeholders was informal and might not capture all perspectives.
- The 12-month timeframe limits long-term impact analysis.

4. Impact Scorecard & Supplementary Information

a. Project-wise Assessor's Findings

- The UNXT by Unnati Program was designed with a Fund-Raising Document target of training **3,000 graduating youth** across 5 states at an overall cost of Rs 50 lakhs. An amount of Rs 39.85 lakhs was raised. Based on the amount raised the training target was proportionately adjusted to 2,183. During FY 2024–25, the program achieved training for **2,183 youth**, representing **100% of the adjusted target**.
- **Geographic Coverage and Institutions:** The program reached **48 districts** across three states, including **3 aspirational districts (Chandauli, Fatehpur, Sonbhadra in Uttar Pradesh)**. Training was conducted in **57 colleges**, largely located in Tier 2, Tier 3, and Tier 4 towns, ensuring equitable reach to underprivileged youth.
- **Reach:** **73 batches** of employability and life skills training were conducted. Sessions delivered through a **blended 190-hour format** (90 hours classroom + 75 hours LMS-based + supplementary activities).
- **Depth:** Each student completed an average of **165 hours of structured training**, with active participation on the digital LMS (average 50+ hours logged per student). Balanced pedagogy enabled high engagement and sustained practice of employability skills.
- **Inclusion:**
 - o **Gender parity:** Male **49.61%**, Female **50.39%**.
 - o **Marginalised groups:** OBC **60.42%**, SC **21.16%**, ST **4.49%**, General **13.9%**.
 - o **Aspirational districts:** 3 of 48 districts (6.25%) were aspirational.
- **Youth Outcomes:**
 - o **22%** transitioned into employment, self-employment, or agriculture.
 - o **43%** enrolled in higher education.
 - o **35%** were preparing for opportunities (interviews, competitive exams).
 - o These results align with the KPI expectation that **60%+ of participants would secure either employment or higher education pathways**.

b. Stakeholder Feedback

- **Youth Feedback (based on 182 respondents):**
 - o **Program Effectiveness rating:**
 - Excellent (5): 42%
 - Very Good (4): 35%



- The demonstrated outcomes in FY 2024–25—training **2,183 youth across 3 states and 48 districts (including 3 aspirational districts)**—build on Unnati’s sustained experience since 2011 in employability and life skills training. This cumulative expertise has enabled the organization to adapt effectively to diverse contexts, with notable success in ensuring gender parity and inclusion of marginalized communities.

d. Any Other Matters Considered Relevant

- **Technology Integration:** The use of the **UNXT LMS App, ULEAPP, and Sixerclass platforms** has improved program efficiency, enabling blended learning, large-scale monitoring, and structured engagement with students. (ref: Logic Model Framework)
- **Sustainability:** Partnerships through **MoUs with state governments** and a diversified donor base provide a foundation for continuity of the program. (Ref: Form 2.1 Section A and B)
- **Unintended Outcomes:** As noted in Form 2.1, some youth expressed **frustration over limited local job opportunities**, leading to increased migration to cities and elevated salary expectations. Female students, while enthusiastic participants, continue to face **family resistance** in accessing employment.
- **Future Direction:** Building stronger **alumni networks, 6-month post-training employment tracking system and employer partnerships** is expected to sustain impact beyond training, while **systematic feedback loops with colleges and principals** will help refine delivery.

5. Assessor’s Overall Comments

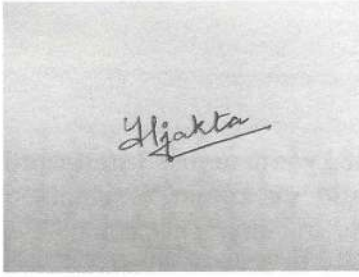
In FY 2024–25, the UNXT by Unnati Program trained **2,183 graduating youth across three states and 48 districts, including 3 aspirational districts**. The program ensured **gender parity (49.61% male, 50.39% female)** and strong inclusion, with over **86% participants from OBC, SC, and ST communities**.

Each participant completed an average of **165 hours of structured training** (classroom and LMS-based), aligning with the program’s design for depth and engagement. Outcomes reported include **22% employment/self-employment** and **43% higher education progression**.

Beneficiary feedback was positive, with an **average effectiveness score of 4.14/5**, highlighting gains in communication, confidence, and employability readiness. Stakeholder consultations with principals and changemakers corroborated these findings and pointed to improvements in discipline, motivation, and job preparedness.

Overall, the program demonstrates **measurable social impact, alignment with SEBI’s Unified Framework for Social Impact Assessment, and sustained organizational capability** built over a decade of skilling experience.





Signature:

Social Impact Assessor Name: Prajakta Mony

Social Impact Assessor Membership No: ISAI/SA-505 and ICMAI SAO/2024- 25/00150

For Social Impact Assessor's Entity Name: BlueSkyCSR

Social Impact Assessor's Entity Registration No: ICMAI SAO/2024-25/SIAO/002

Empanelled with: ICMAI SAO

Seal of Social Impact Assessor's Entity:

