

March 2026

Employability Program Report 2026

Context of Outreach Program context

As the UNXT program has scaled, Unnati sought to:

- Assess post-program outcomes in a structured manner
- Strengthen the credibility and rigor of outcome reporting
- Present independently validated impact evidence to CSR sponsors, donors and government stakeholders

They engaged us [Feedback Insights](#) to design and execute a scientifically robust evaluation framework. We have accepted this engagement on a pro bono basis, given the social impact potential of the initiative.

Role of Feedback

We are supporting Unnati to:

- Review and refine the survey
- Design a statistically representative sampling framework
- Enable a repeatable annual impact measurement model

Desired outcomes of the Survey

- Measure employability outcomes (employment, higher education, self employment status).
- Assess perceived usefulness and relevance of the program.
- Identify job placement pathways (Udhyogam, college, self initiated).
- Create credible, data backed evidence of program impact.

The sample meets statistical thresholds for validity, making the findings reflective of the broader program population.

<h2 style="margin: 0;">1,13,951</h2> <p style="font-size: 0.8em; margin: 0;">Youth who underwent the UNXT program</p>	<h2 style="margin: 0;">11</h2> <p style="font-size: 0.8em; margin: 0;">States Covered</p>	<h2 style="margin: 0;">~35–40</h2> <p style="font-size: 0.8em; margin: 0;">Students / Batch</p>	<h2 style="margin: 0;">43% / 57%</h2> <p style="font-size: 0.8em; margin: 0;">Women / Men</p>
POPULATION	SAMPLING APPROACH	STATISTICAL STANDARDS	SURVEY APPROACH
<p style="text-align: center; margin: 0;">1,13,951 Students</p> <ul style="list-style-type: none"> › Data includes state, district, college, course type and gender counts › This data is a continuously generated enrolment database maintained by UNXT program administrators › The data has been shared post program completion 	<p style="text-align: center; margin: 0;">Stratified Random</p> <ul style="list-style-type: none"> › Independent stratification across 2 key dimensions: State and Gender › Simple random sampling applied within each stratum › Dimensions sampled independently; not cross-intersected 	<p style="text-align: center; margin: 0;">95% Confidence, ±5% Margin of Error</p> <ul style="list-style-type: none"> › All sample targets sized to achieve required precision per stratum 	<p style="text-align: center; margin: 0;">Mode and Duration of survey</p> <ul style="list-style-type: none"> › Mode: Online and Telephonic conversations › Online survey conducted between Jan 26th 2026 – Feb 1st 2026. › Follow up telephonic conversation to improve participation conducted between Feb 12th – Feb 20th 2026

Center	Population (N)	Responses received	population represented (%)
Andhra Pradesh	27968	1426	5%
Karnataka	20104	1164	6%
Kerala	1932	333	17%
Madhya Pradesh	16008	701	4%
Maharashtra	6666	382	6%
Rajasthan	1140	278	24%
Tamil Nadu	8508	328	4%
Telangana	531	239	45%
Uttar Pradesh	30561	1715	6%
Others*	533	37	6%
Overall	113951	6639	6%

Gender	Population (N)	Responses received	Population represented (%)
Male	62440	3311	19%
Female	51478	3328	15%
Overall	113918	6639	

*Others' includes Nagaland and West Bengal

Survey Questionnaire design

SECTION 1 Programme Rating		SECTION 2 Employment Status		SECTION 3 Employment Details		SECTION 4 Unemployed and needs support	
👤 All respondents		👤 All respondents		👤 Employed or Interning only		👤 Unemployed & looking only	
Q1	Rate the Unnati programme <ul style="list-style-type: none"> ◦ Very Good → Q1a ◦ Good → Q1a ◦ Average → Q1b 	Q2	Which best describes your current status? <ul style="list-style-type: none"> ◦ Employed (full-time) → Asked Section 3 ◦ Internship / Part-time → Asked Section 3 ◦ Own business / Self-employed ◦ Agriculture / Family ◦ Unemployed & looking for a job → Section 4 ◦ Higher education ◦ Married / Family responsibilities ◦ Other 	3a	Job sourced via Udhyogam? <ul style="list-style-type: none"> ◦ Yes ◦ No ◦ Don't know 	4a	Would you like Unnati's help with placements? <ul style="list-style-type: none"> ◦ Yes → (Asked 4b – 4d) ◦ No
1a	What did you like most? (Very Good / Good) <ul style="list-style-type: none"> ◦ Communication skills ◦ English language ◦ Life skills ◦ Interview readiness ◦ Confidence building ◦ Career awareness ◦ Résumé / video résumé prep ◦ Others 			3b	Sector of employment <ul style="list-style-type: none"> ◦ Retail / Sales ◦ Hospitality / F&B ◦ Healthcare / Paramedical ◦ Manufacturing ◦ Banking / Finance / Admin ◦ Education ◦ Other 	4b	Confirm email for further outreach (if Q4a = Yes) <ul style="list-style-type: none"> ◦ Email ID
1b	What can we improve? (Average only) <ul style="list-style-type: none"> ◦ Course duration too short ◦ More interview practice ◦ Advanced English training ◦ More placement support ◦ Other (specify) 			3c	Working since? <ul style="list-style-type: none"> ◦ 0–3 months ◦ 3–6 months ◦ 6+ months 	4c	Willingness to relocate for a job? <ul style="list-style-type: none"> ◦ Yes ◦ No
1c	Would you recommend this programme? <ul style="list-style-type: none"> ◦ Yes ◦ No 			3d	City / Town of work <ul style="list-style-type: none"> ◦ Open text 	4d	Type of job you are looking for? <ul style="list-style-type: none"> ◦ Full-time ◦ Part-time ◦ Apprenticeship / Internship ◦ No preference
				3e	Designation <ul style="list-style-type: none"> ◦ Open text 		

◦ → continue to Q2

None of the questions are mandatory

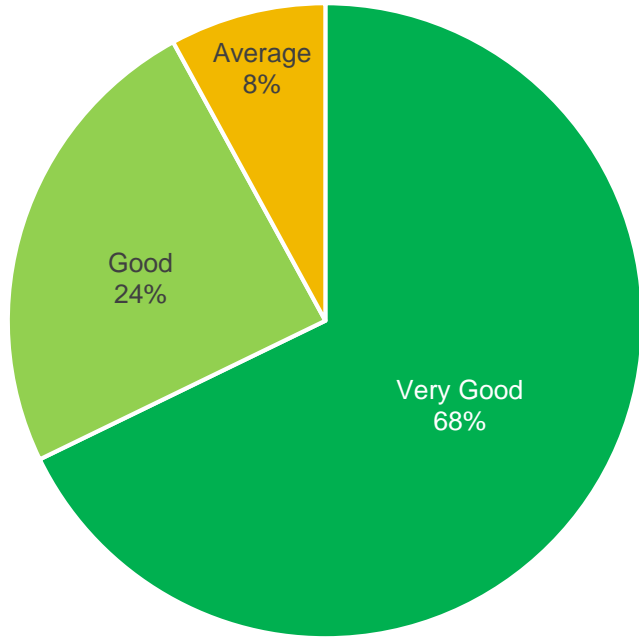
Findings



92% satisfied with UNXT program - 68% rate as very good while another 24% rating it as good. Satisfaction remains consistently high across all 11 states surveyed.

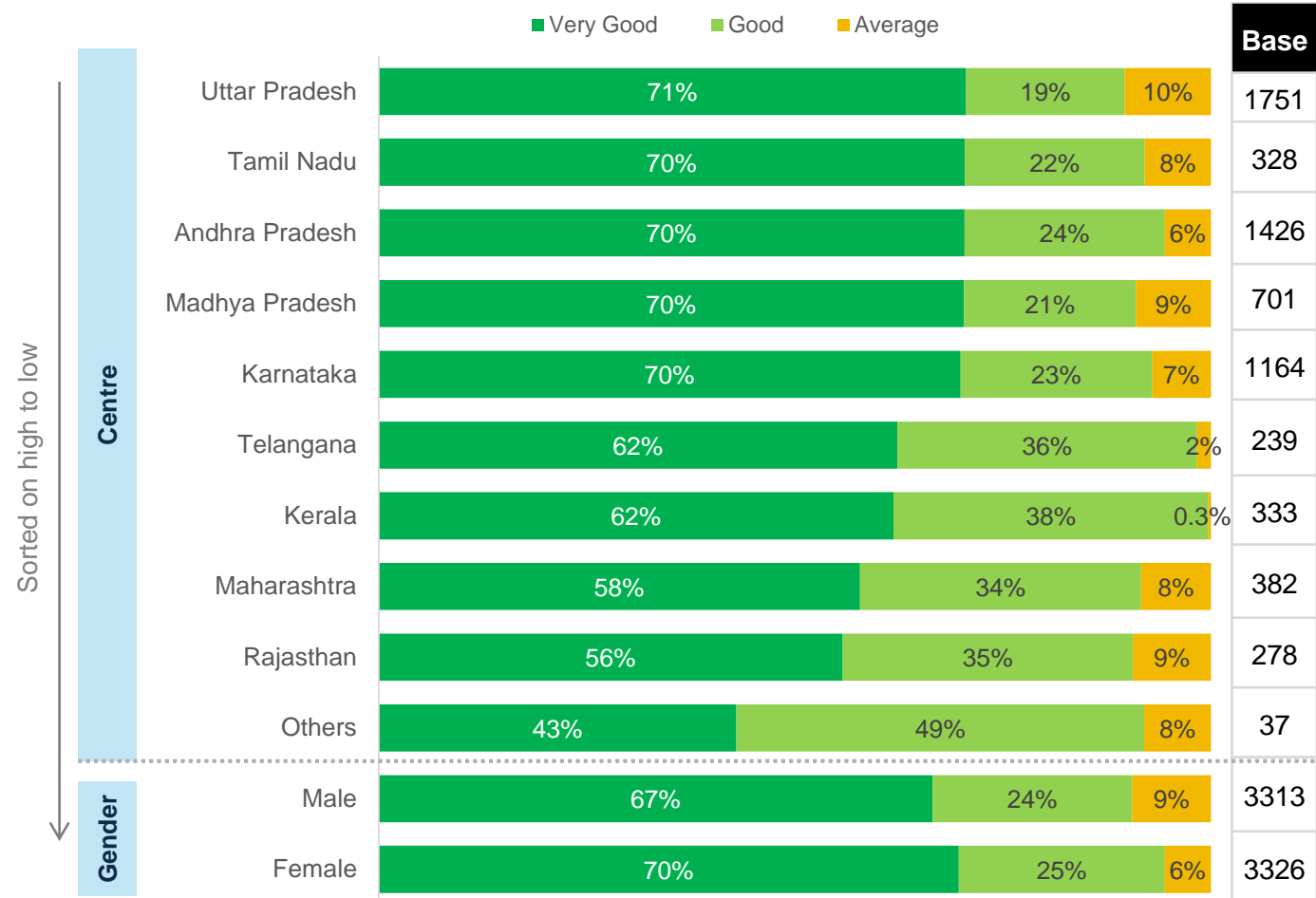
Q. How would you rate the Unnati UNXT program? | Responses 6639

Satisfaction with Unnati UNXT



Ratings	Count
Very Good	4525
Good	1617
Average	497
Total	6639

Rating % distribution by Centre & Gender



'Others' includes Nagaland and West Bengal

Communication skills emerged as the top programme highlight cited by 36% of satisfied respondents, followed by confidence building (19%) and life skills (18%). Minor variation can be seen within centers.

Q. What did you like most about the program?

Asked to those rating Very good or Good

What did you like most about the program?	Overall	Centre										Gender	
		Uttar Pradesh	Andhra Pradesh	Karnataka	Madhya Pradesh	Maharashtra	Kerala	Tamil Nadu	Rajasthan	Telangana	Others	Male	Female
Communication skills	36%	36%	38%	33%	33%	33%	52%	31%	16%	59%	32%	39%	33%
Confidence building	19%	20%	18%	21%	19%	22%	15%	21%	18%	10%	32%	14%	24%
Life skills	18%	18%	18%	19%	18%	20%	10%	17%	25%	12%	0%	19%	17%
English language	9%	9%	8%	8%	10%	9%	11%	6%	23%	2%	3%	10%	8%
Career awareness	7%	6%	8%	6%	7%	9%	2%	8%	9%	13%	26%	7%	7%
Interview readiness	4%	4%	3%	4%	4%	5%	7%	8%	5%	3%	3%	5%	4%
Resume or video resume preparation	4%	4%	4%	5%	4%	1%	1%	8%	3%	0%	3%	4%	4%
Other	2%	3%	2%	3%	4%	1%	2%	2%	1%	-	-	3%	2%
Base	6142	1570	1348	1082	638	350	331	302	252	235	34	2997	3145

*Note: Those who selected others did not provide more details

Among the 7%, who rated the programme as Average, nearly half (49%) cited placement support as the primary area for improvement followed by need for english training (19%) and interview practice (9%)

Q. What can we improve in the program?

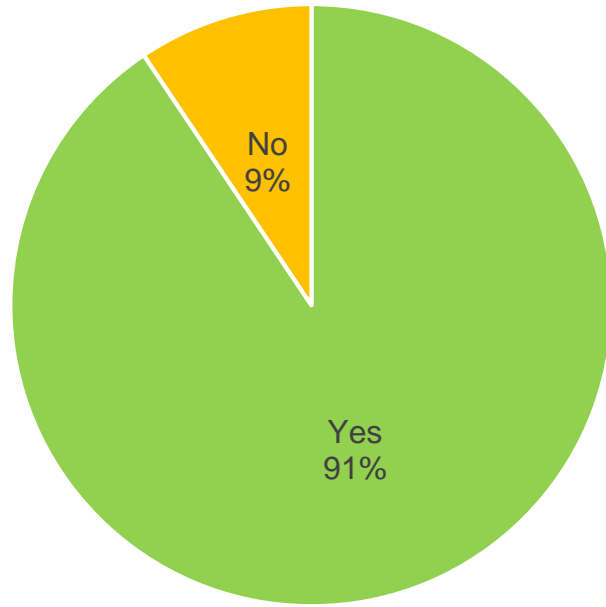
Asked of those rating Average

What can we improve in the program?	Overall	Centre										Gender	
		Uttar Pradesh	Andhra Pradesh	Karnataka	Madhya Pradesh	Maharashtra	Kerala	Tamil Nadu	Rajasthan	Telangana	Others	Male	Female
Placement support	49%	48%	59%	57%	48%	44%	0%	46%	12%	25%	67%	50%	47%
Need advanced English training	19%	22%	15%	17%	17%	16%	0%	15%	35%	0%	0%	16%	23%
Need more interview practice	9%	11%	3%	7%	10%	9%	100%	15%	15%	25%	0%	10%	8%
Course duration too short	6%	6%	3%	5%	13%	9%	0%	0%	12%	25%	0%	6%	7%
More placement support needed	2%	0%	0%	0%	0%	6%	0%	0%	19%	25%	0%	2%	1%
Other*	15%	13%	20%	13%	13%	16%	0%	23%	8%	0%	33%	15%	14%
Base	497	181	79	82	63	32	1	26	26	4	3	313	184

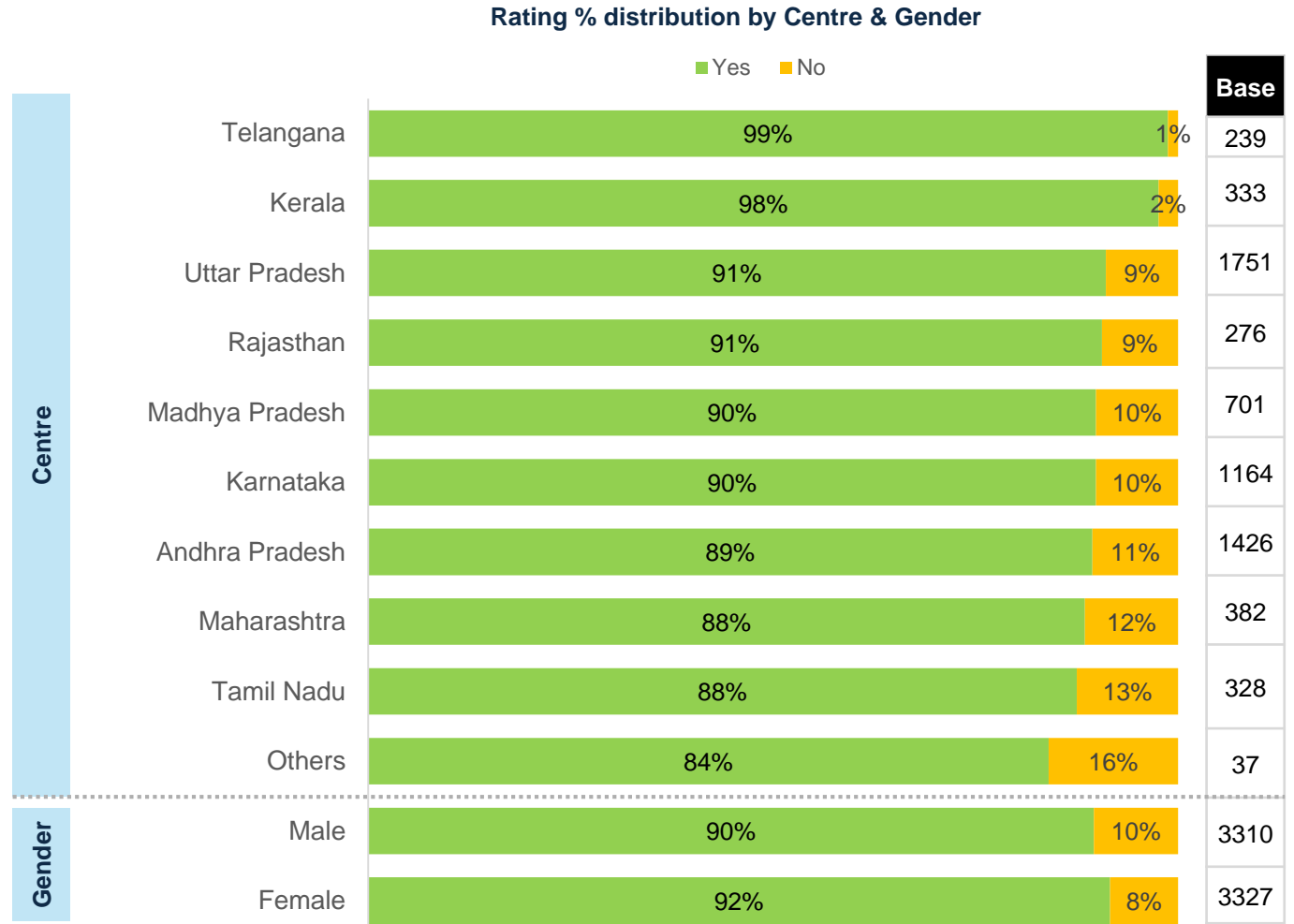
*Note: Those who selected others did not provide more details

91% of respondents would recommend the Unnati's UNXT programme to a friend. This reflects genuine satisfaction with the programme's value. Recommendation rates are high across centers.

Q. Would you recommend this program to a friend?



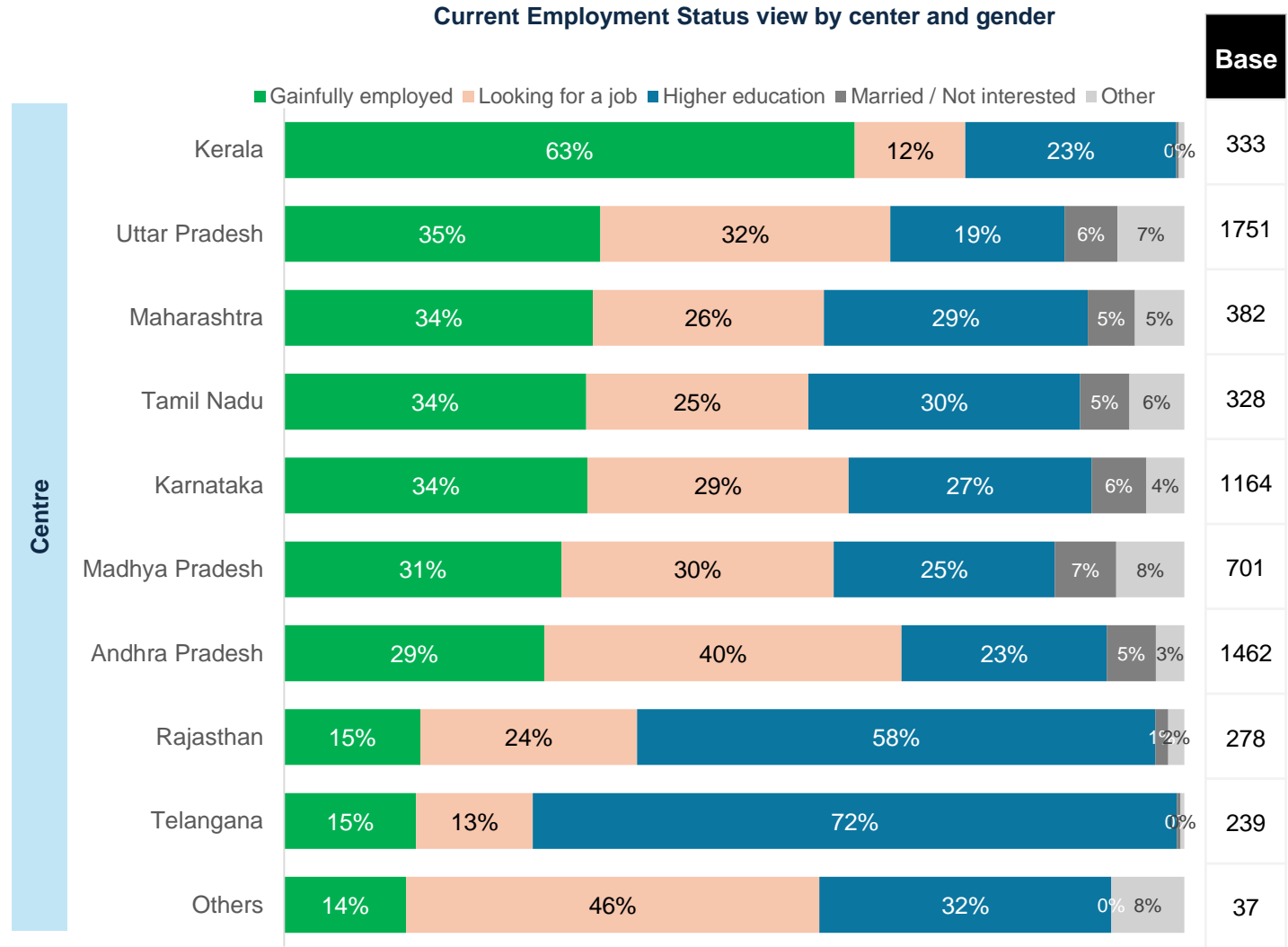
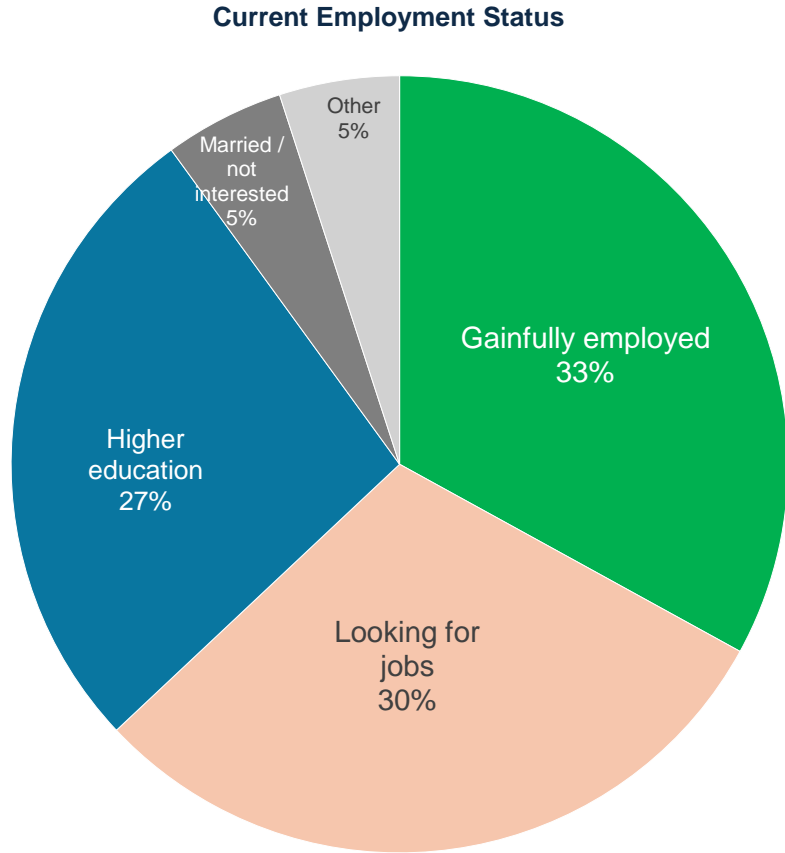
Responses 6637



'Others' includes Nagaland and West Bengal

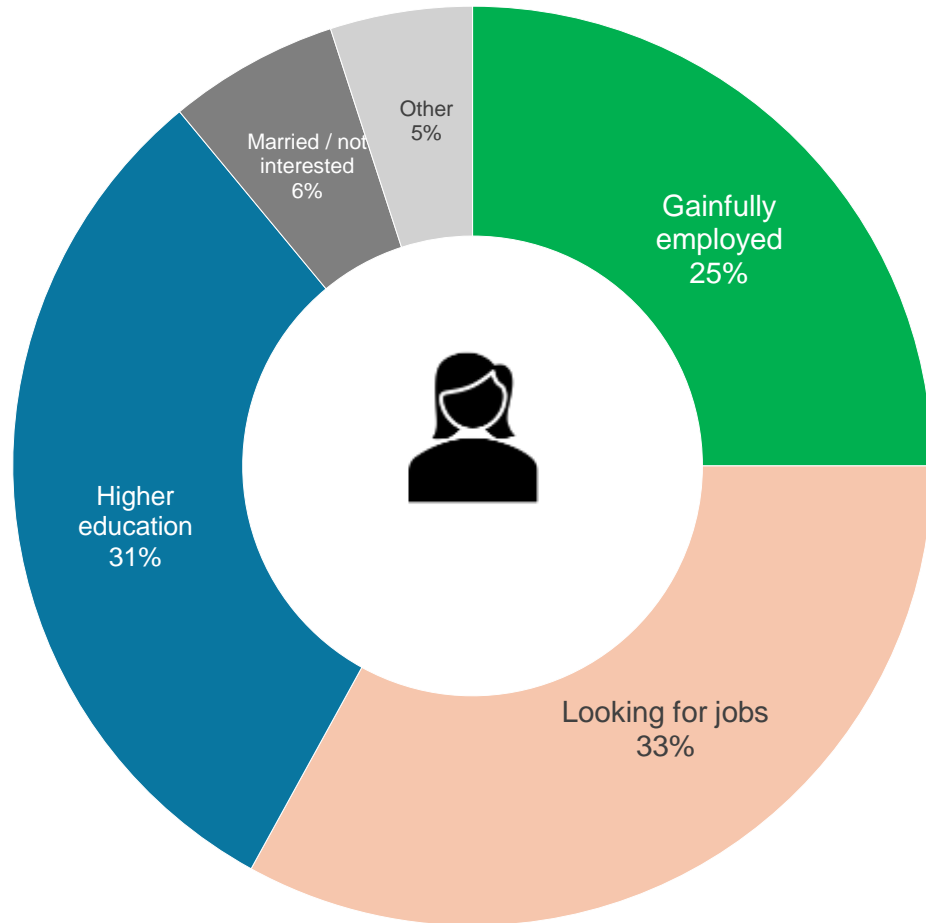
33% are Gainfully employed (Employed + Self-employed + Internships + Agriculture) while 30% are looking for Jobs. Kerala has the highest employed youth while Andhra Pradesh has more seeking jobs.

Q. Which best represents your current employment status? | Responses 6639



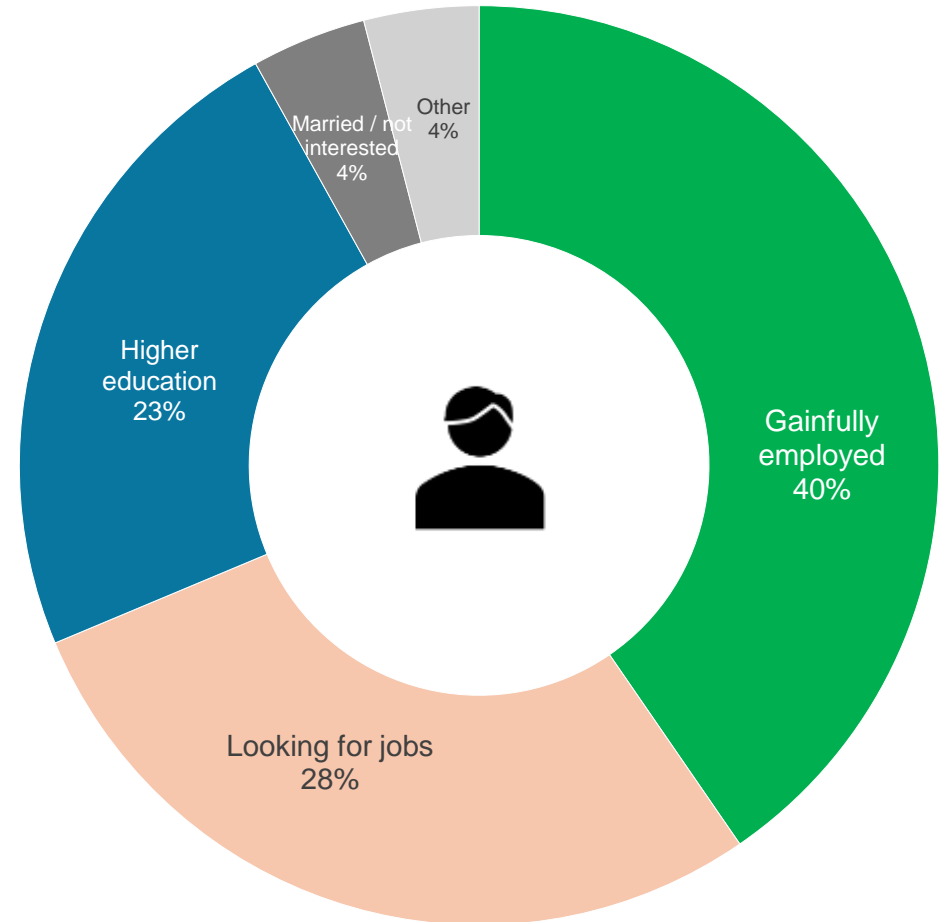
More men are employed (40%) compared to Women (25%). Both genders almost similarly interested & seeking for jobs. More women are pursuing Higher education (31%) compared to Men (23%)

WOMEN



Base: 3326

MEN

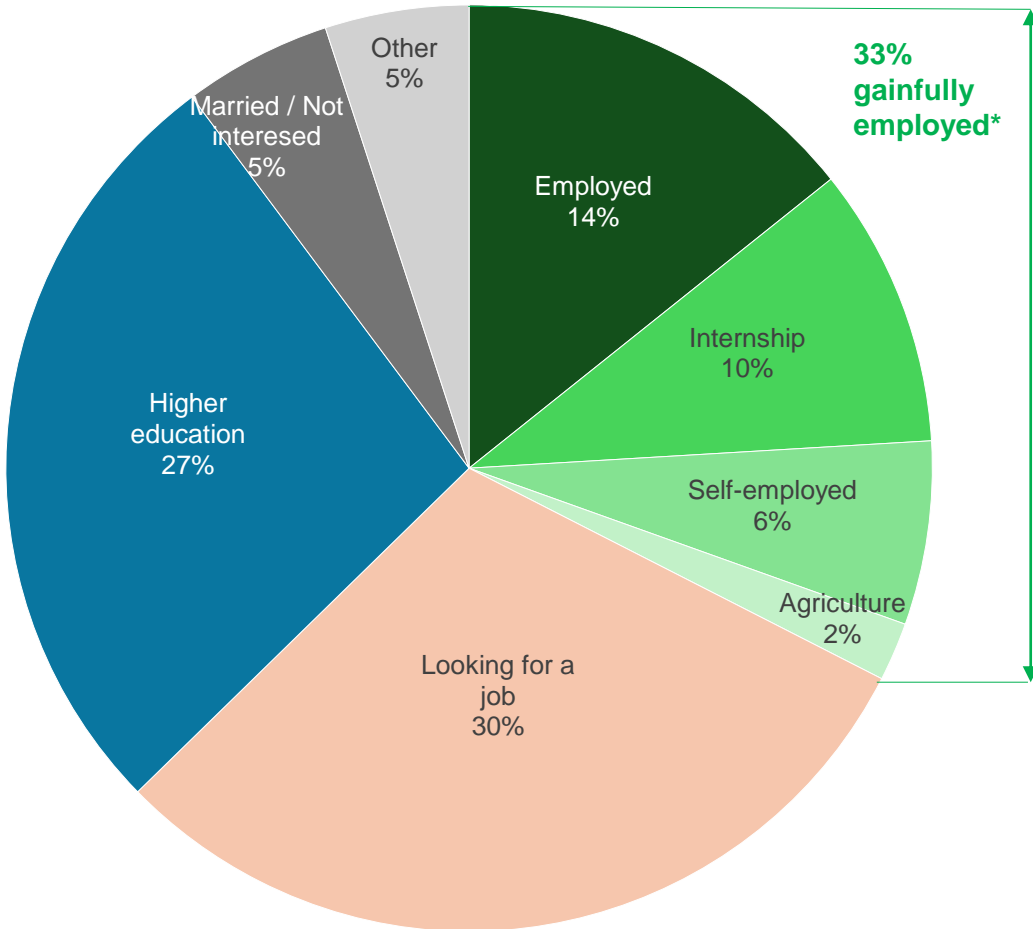


Base: 3313

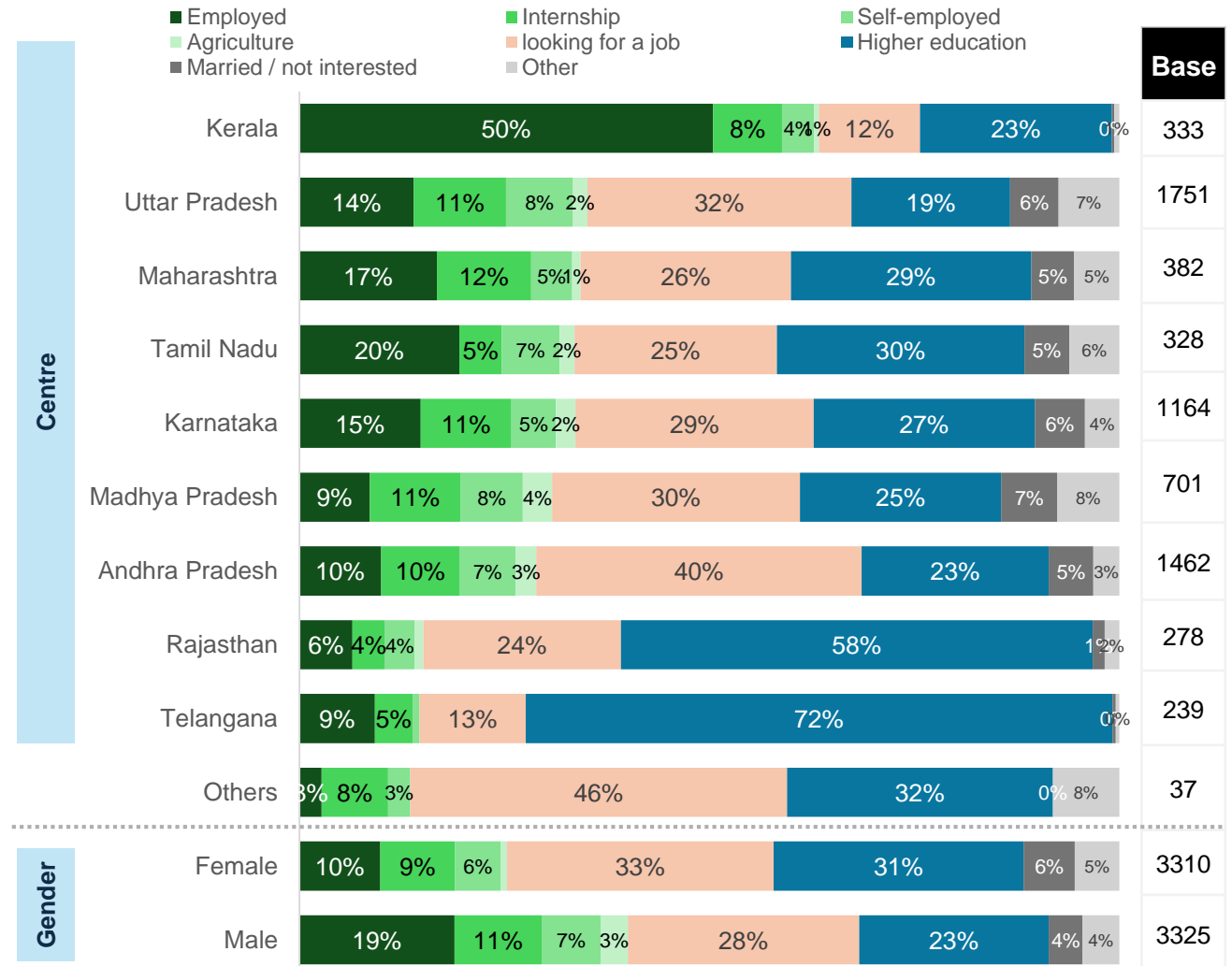
Majority of Gainfully employed are under Full-time employment or Internships.

Q. Which best represents your current employment status? | Responses 6639

Detailed Employment Status



Current Employment Status view by center and gender



*Rounded to the closest decimal

46% of employed or interning youth secured their job through the Udyogam portal, validating the platform's role as a meaningful placement enabler. Udyogam's effectiveness is strongest in Madhya Pradesh and Uttar Pradesh while states like Kerala and Rajasthan show lower utilization.

Q. Did you get this job through Udyogam | Asked to those who say Employed or Internship

% of participants saying they got Job via Udyogam

■ Yes ■ No ■ Don't know

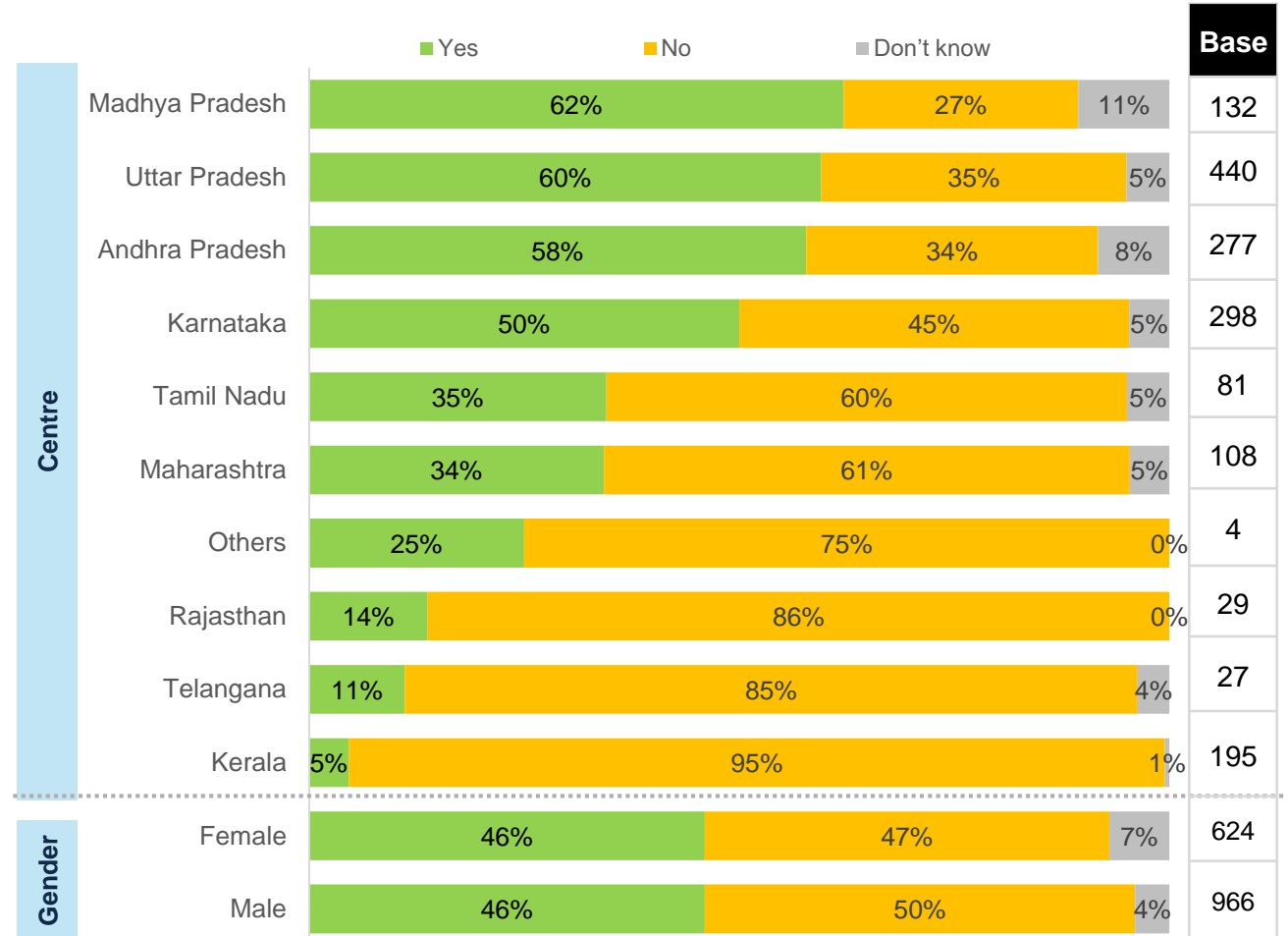


Base: 1591

Base = Employed + Internship



% of participants saying they got Job via Udyogam view by center and gender



'Others' includes Nagaland and West Bengal

Udhyogam placed youth earn comparatively better 24% earn between ₹20K–₹25K vs 15% for independently placed peers and 14% earn ₹25K+ compared to 9% independently. Udhyogam is delivering above entry level wages.

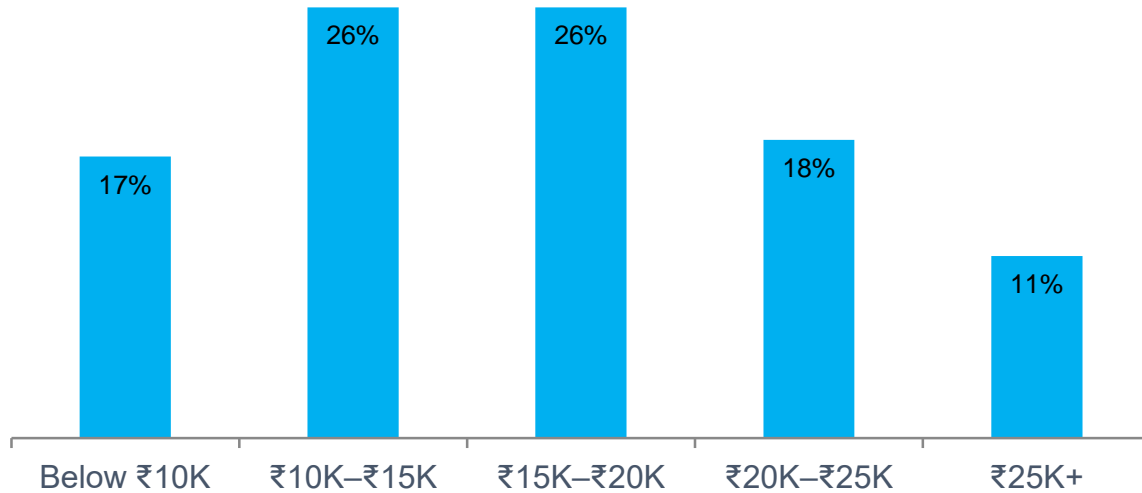
Q. What is your monthly salary range ?

*Excludes respondents who said prefer not to disclose

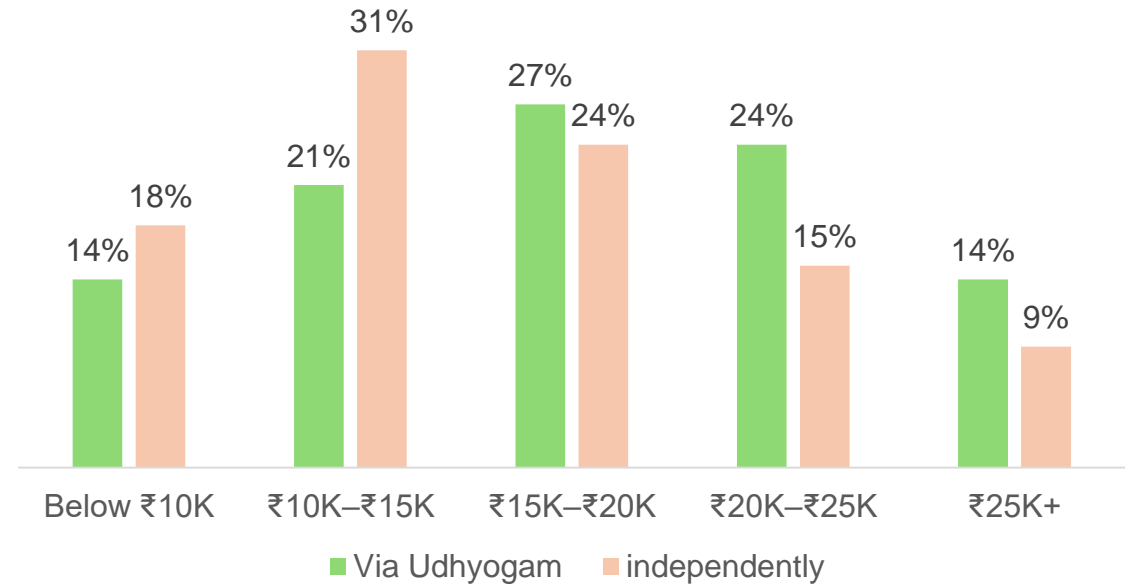
Base: *1369

Comparison of salary distribution between those who got job via Udhyogam vs independently

Salary Distribution among those saying Employed or Interning



***Average Salary = ~ ₹16,700**



***Average Salary via Udyogam = ~ ₹17,600**

***Average Salary of those employed independently= ~ ₹16,000**

*Average Salary calculated using Mid point method can be used as directional input.

Manufacturing and Production is the dominant employment sector (25%), followed by Education and Teaching (13%) and Banking and Finance (11%), gender segmentation reveals a clear divergence while male are skewed heavily towards manufacturing (34%) while females are more represented in education.

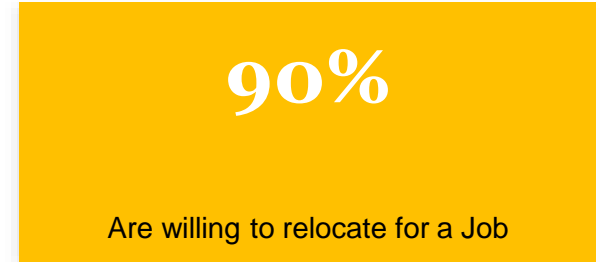
Q. Which sector are you currently working in?

Asked to those who say Employed or Internship

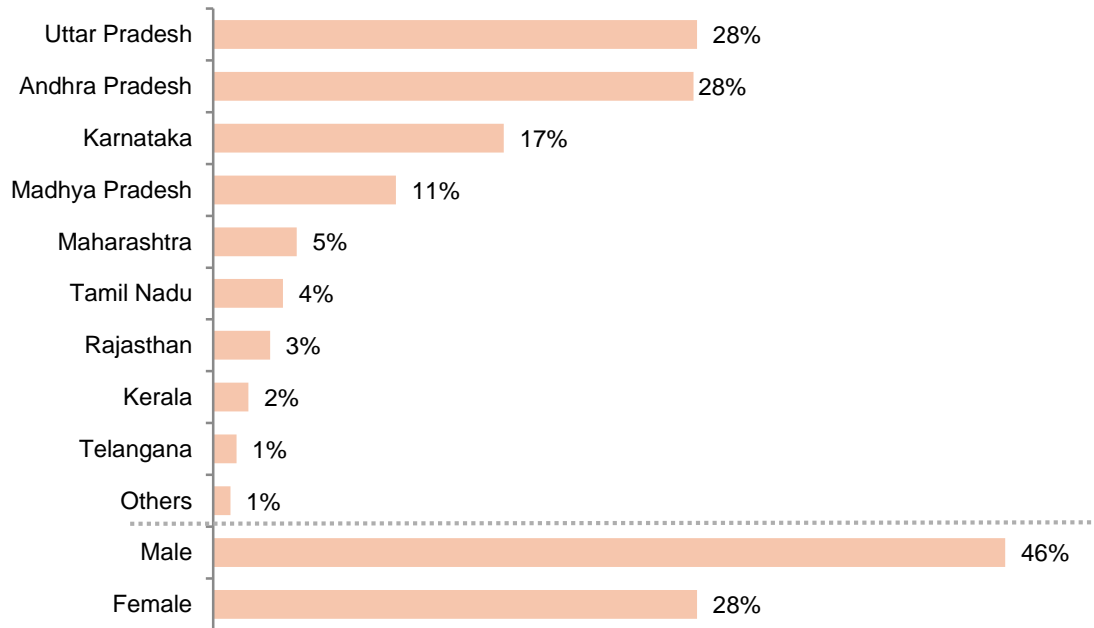
Which sector are you working in?	Overall	Centre									Gender		*Employment through	
		Uttar Pradesh	Andhra Pradesh	Karnataka	Madhya Pradesh	Maharashtra	Kerala	Tamil Nadu	Rajasthan	Telangana	Male	Female	Udhyogam	Independent
Manufacturing / Production	25%	22%	16%	23%	19%	23%	55%	15%	25%	37%	34%	12%	19%	31%
Education / Teaching	13%	13%	12%	14%	21%	16%	2%	22%	7%	11%	7%	22%	14%	12%
Banking / Finance	11%	13%	16%	10%	13%	7%	3%	7%	21%	19%	9%	15%	17%	7%
Retail / Sales	10%	8%	9%	9%	14%	5%	12%	7%	18%	11%	12%	6%	10%	9%
Hospitality / F&B	6%	7%	5%	7%	7%	11%	4%	1%	7%	-	5%	8%	8%	5%
Healthcare / Paramedical	6%	8%	7%	6%	8%	5%	1%	6%	-	4%	4%	9%	7%	5%
Others (incl,IT service, NGO, government inst)	29%	28%	34%	31%	18%	33%	25%	41%	21%	19%	30%	28%	25%	32%
Base	1590	440	277	298	132	108	195	81	28	27	965	624	734	772

Other state includes Nagaland and West Bengal

1996 youth are actively seeking employment, and of these, 99% have requested Unnati's help, potential for Unnati to reach out. High willingness to relocate for work and preference towards full time roles observed.

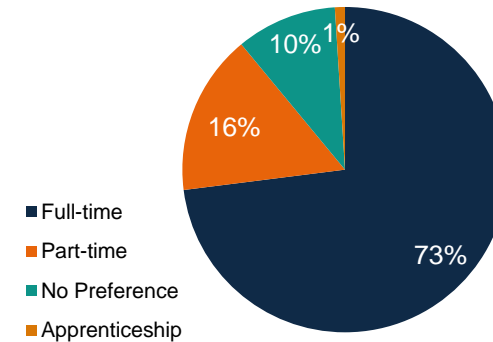


% of people looking for a job by State



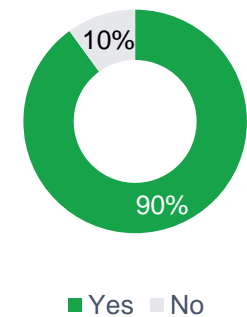
Other state includes Nagaland and West Bengal

Type of Job Preferred



Responses: 89 | Rest did not answer

Willing to Relocate for a Job?



Key messages from the survey

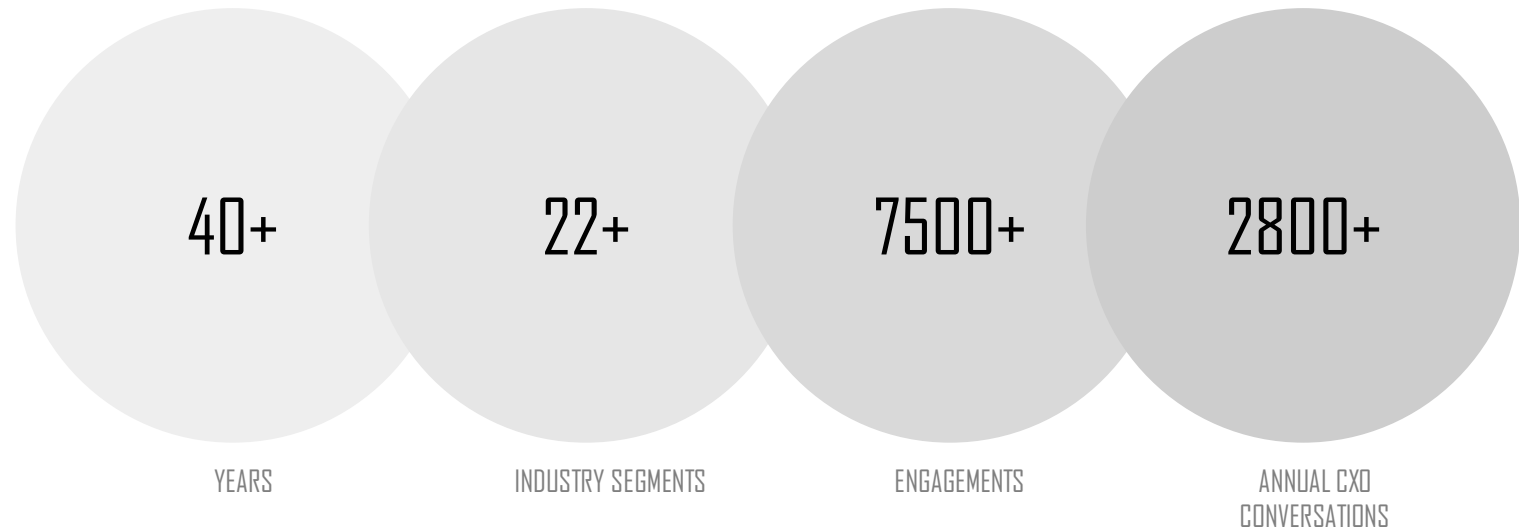
- 1. 92% rated Unnati UNXT programme as very good or good** affirming strong programme satisfaction.
 - **9 out of 10** respondents say they would recommend UNXT to a friend affirming strong programme satisfaction & grassroots advocacy.
 - **Areas liked (indicated by 92% of those who were happy with the programme):** Communication skills, confidence building and life skills were the most valued programme elements.
 - **Areas to improve (indicated by a small fraction of 8% who rated the program as average) :** placement support was the single most requested area of improvement, cited by nearly half of dissatisfied respondents.
- 2. 33% of surveyed youth are Gainfully employed** while 30% are looking for jobs. Another 27% are pursuing higher education.
 - **46% of those employed have received jobs through Udyogam**
 - **Those employed through Udyogam have demonstrably higher salaries** compared to those employed through other means
- 3. 99% of those looking for work want Unnati's direct help** with placements; potential for Unnati to reach out

Thank You

Write to us: feedback@insightsfeedback.com

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Annexure



About UNNATI

Unnati is a non-profit organization focused on empowering youth from underserved communities through structured skill development and employment-linked training programs. Works directly with government colleges in underserved districts across multiple states.

➤ Who They Serve

- Youth from economically and socially backward sections
- College students lacking employability skills

➤ What They Do

- Employs a 30 day UNXT employability programmed for underprivileged youth in colleges across India
- Year-round delivery through structured batches of 30–40 students each, run by trained facilitators
- Provide industry-aligned skill training
- Deliver career readiness and soft skills programs
- Enable placement support and industry connections via the Udyogam Portal — a digital employability marketplace linking trained youth directly with recruiters

➤ Mission

To bridge the gap between education and employment by equipping youth with practical, market-relevant skills that lead to sustainable livelihoods.

UNXT programme — at a glance

Target group

Final-year UG (5th/6th sem), PG (3rd/4th sem) and Diploma students from government colleges

Courses offered

• Life skills • Spoken English • Communication • Workplace readiness • Digital skills
• Psychometric assessment

Duration

30 days 200 hours program with a batch strength of 30–40 students. Running throughout the year across all districts

Outcome

Completion certificate + Psychometric evaluation

We offer the entire spectrum of services when it comes to listening to stakeholders – ‘right from designing the listening framework and gathering insights to deriving actionable recommendations and providing implementation assistance to ensure impactful outcomes’



Key offerings



CSAT / DSAT / VSAT / NPS

- Assess relationship health across segments & levels
- Restrict customer attrition through early warning signals.



ESAT / EVP / ICSS

- Understanding employee disposition
- Expectations of employees
- Capturing inter-departmental views



INDUSTRY ASSESSMENT

- Business and Technology Trends
- Access alerts related to tech adoption, investment, appetite, & priorities



BRAND ASSESSMENT

- Assess brand health, and insights into gaps in perception & experience
- Build optimal brand positioning tuned to customer cohorts



ADVISORY OFFERINGS

- Customer Satisfaction improvement programs, KAM, ABM programs, Action planning workshops etc..

Feedback Insights

Best kept secret of IT Services growth for more than 4 decades

Our Vision

Be the listening partner to our clients and act as the conduit between them and their customers thereby delivering actionable insights that power revenue and services growth



Blue chip organizations such as Infosys, HCL, Cap Gemini have charted their growth plans based on our insights



As third party consultants we work with your clients and deliver the opportunity for you to receive candid feedback



A proven model of eliciting feedback and analytics towards actionable insights honed over four decades

Our Clientele

We work with 90+ technology firms across the globe.



- Deep domain understanding of the Technology sector
- Research DNA
- Robust EX framework
- Bespoke approach
- Trusted third eye perspective
- Cross-pollination of sector knowledge
- Insights that enable tangible outcomes

Note : This is not a comprehensive list of our clients