

Vidyadhan Scholarship Program

Program Evaluation and Impact Assessment

By

Prof. Priya Nair Rajeev

Indian Institute of Management Kozhikode, India

Dr. Simy Joy

Organisational Researcher & Consultant

Visiting Scholar, University of East Anglia, UK



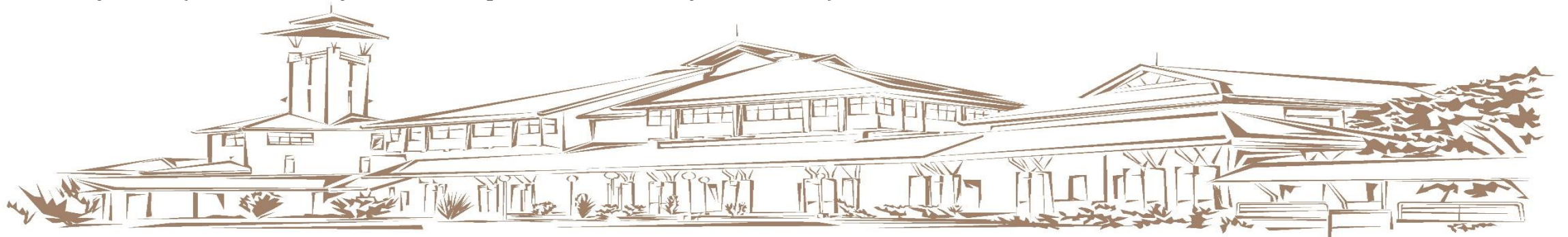
Executive Summary of **Impact Assessment**

1.1. Access to **Education**

- Ability to complete higher education: 17% of beneficiaries at plus two level, 47% at UG level and 11% at PG level said that they would not have been able to pursue higher education without the scholarship
- Affordability of higher education: adequacy expressed by beneficiary parents is 92% of at plus two level, 22% at UG level and 25% at PG level

1.2 Earning Capacity and **Rates of Return**

- **Average starting salary:** Average annual starting (take-home) salary (based on a sample of 46 beneficiaries with average work experience of 3.2 years) was Rs. 1, 94,739
- **Rate of return:** Overall average rate of return in the first year of employment is 196%
- **Multiplier:** The overall multiplier for the first year of employment is 2.96
- **Average salary increase:** Average salary increase is 5% in the first 1-2 years of employment, 25% in 3-4 years, and 65% in 5 or more years. (Caution: Very small sample at 5 or more years' level)



- **Number of family members impacted:** The average family size is 4 and therefore average number of family members impacted per beneficiary is 3 (excluding the beneficiary)
- **Family annual income:** 88% of beneficiaries (approximately 9 out of 10) came from Below the Poverty Line (BPL)
- **The ability to multiply the family income** goes up with increase in work experience. 50% of those who have been employed for 1-2 years will be able to increase the family incomes to almost twice of the old income, while 50% of those with more than 5 years of experience will be able to take it up to more than thrice the old income

1.3 Capabilities to **Generate and Use Capitals**

- **Human capital generated:** 82.4% beneficiaries (99.2% parents) felt that the knowledge and skills acquired during their higher education generated 'high' or 'very high' increase in their career potential, 77.6% (98.5% parents), in earning potential and 68.3% (98.5% parents) in knowledge and skills to guide others
- **Use of human capital:** 92.2% of employed beneficiaries (100% parents) were 'highly' or 'very highly' satisfied with their career progression and 71.4% (100% parents) with their current salary. 77.8% of beneficiaries (99.2% parents) said that they used their knowledge and skills to give educational/career guidance to siblings to a 'high' or 'very high' degree, 76.3% (94.4%) to the members of the extended family or community



- **Social capital generated**: 87.2% of beneficiaries (100% parents) felt that the receiving the scholarship and higher education generated 'high' or 'very high' increase in respect for them from the family and the 81.3% (100% parents) from the community. 86.7% of beneficiaries (94.7% parents) said that they maintained their old networks to a 'high' or 'very high' extent, and 82.4% (56.1% parents) made new social and professional networks.
- **Use of social capital**: 74.1% beneficiaries (99.2% parents) felt that their family's status rose in the society by a 'high' or 'very high' degree when they received the scholarship. 67.9% of beneficiaries (20.7% parents) were able to use their networks for their own educational and/or career advancement, 62.8% (19.1% parents) for siblings, 61.7% (48.9% parents) for the members of extended family or community
- **Political capital generated**: 71.3% of beneficiaries (34.1% parents) felt that their awareness of opportunities and rights and sources of institutional support has increased to a 'high' or 'very high' degree
- **Use of political capital**: 51.9% of beneficiaries (4.4% parents) felt that the beneficiaries have been able to use their awareness of opportunities and rights and sources of institutional support to a 'high' or 'very high' degree for themselves, 63.5% (14.9% parents) for their family, and 62.1% (8% parents) for community.
- Financial capital generated
- Use of financial capital
- Physical capital generated

Data is not fully reliable on account of small numbers



Background and Research Approach

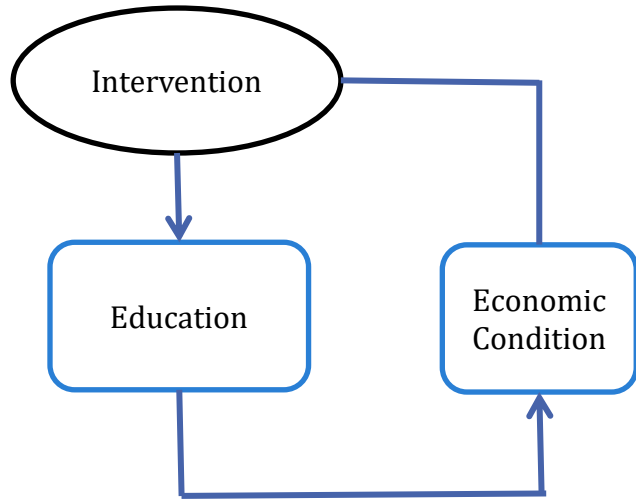


Figure 1: Human Capital Approach

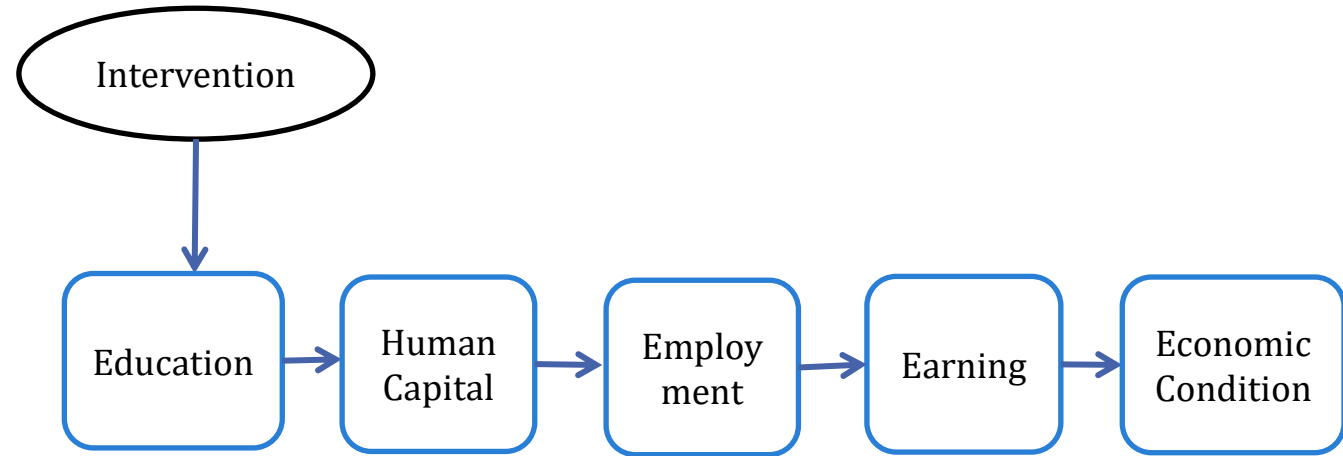


Figure 2: Human Capital Approach- stages

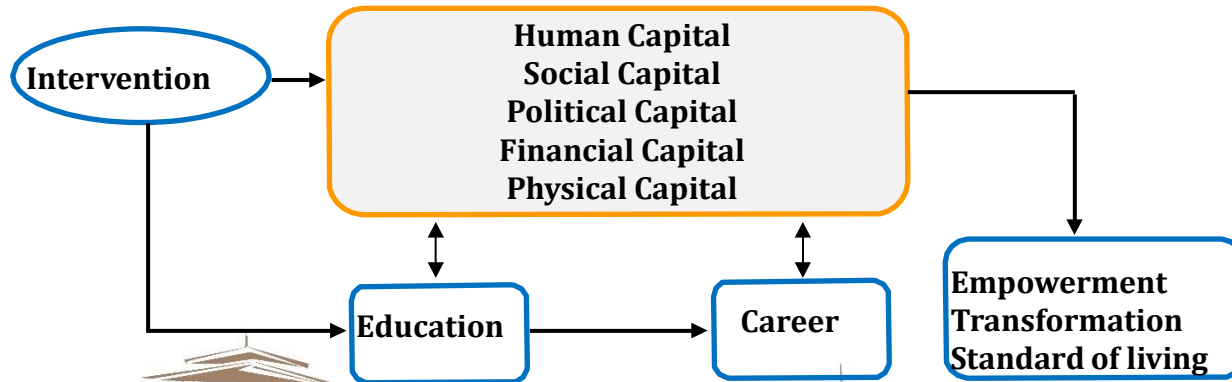
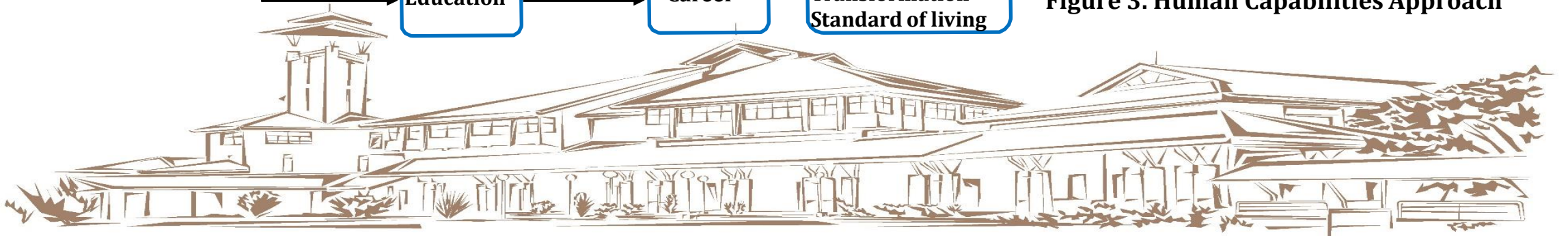


Figure 3: Human Capabilities Approach



Human Capital Approach Vs. Human Capabilities Approach

<i>Human Capital Approach</i>	<i>Human Capabilities Approach</i>
Uni-dimensional view of Poverty: Poverty as depravity of economic recourses	Multi-dimensional view of Poverty: Poverty as depravity of economic as well as human, social, political and physical capitals
Education seen as a process of increasing the earning capacity of individuals	Education seen as capability building process enabling individuals to generate and use capitals
Measure of Impact: Earnings and Rate of return	Measure of Impact: Increase capabilities to generate and use human, social, political, financial and physical capitals
Preferred approach of economists and policymakers from 1960s to late 1980s	Preferred approach of economists, developmental agencies and policymakers from 1990s onwards



Impact indicators at three levels

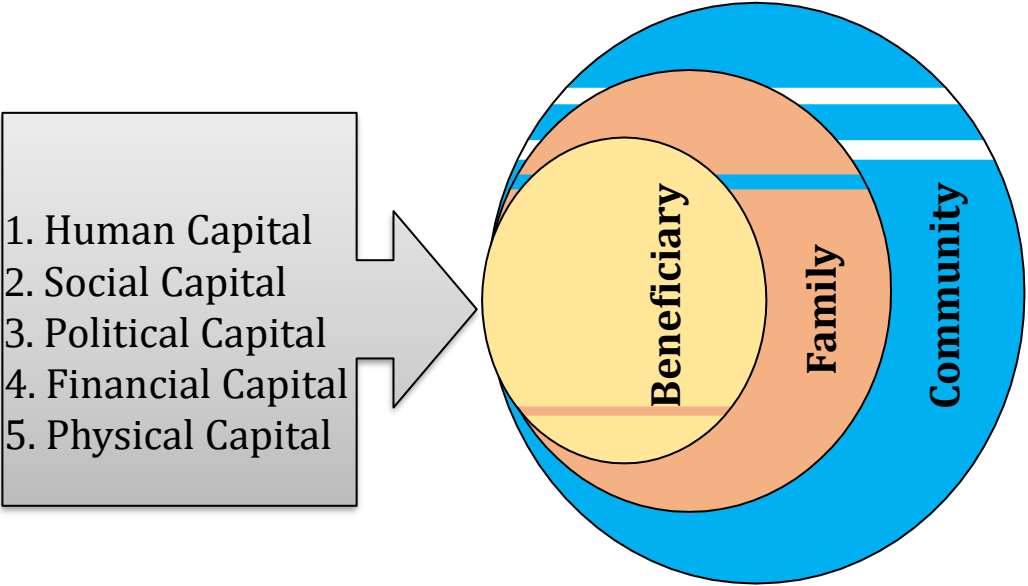
Indicators of Impact	Levels of Impact		
	<i>Individual</i>	<i>Family</i>	<i>Community</i>
<i>Access to education</i>	• Ability to complete higher education in the absence of scholarship	• Affordability of higher education	
<i>Earning capacity and Rate of return (Based on Human Capital Approach)</i>	• Average starting salary • Rate of return • Multiplier • Average salary growth • Projected multipliers	• Average number of indirect beneficiaries • Growth in Family Annual Income	



	Individual	Family	Community
Capabilities to build and use capitals (Based on Human Capabilities Approach, specifically DFID's Sustainable Livelihood Model)	•Human capital: Career potential, earning potential, ability to guide others •Social capital: Respect from family and community, Social networks and use of networks for educational/career advancement •Political capital: Awareness of opportunities and sources of support, Use of sources of support •Financial capital: Savings, Investments, Insurance and Pension •Physical capital: House, Land, Amenities	•Human capital: Use of knowledge and skills to guide the siblings •Social capital: Respect for the family, use of networks and for educational/career advancement of siblings •Political capital: Awareness building and support to family to use opportunities and sources of support •Financial capital: Financial provisions for family and siblings •Physical capital: Contributions to build family assets	•Human capital: Use of knowledge and skills to guide members of extended family/community •Social capital: Use of networks and for educational/career advancement of members of extended family/community •Political capital: Awareness building and support to members of extended family/community to use opportunities and sources of support •Financial capital: Financial provisions for members of extended family/community •Physical capital: Contributions to build assets of members of extended family/community



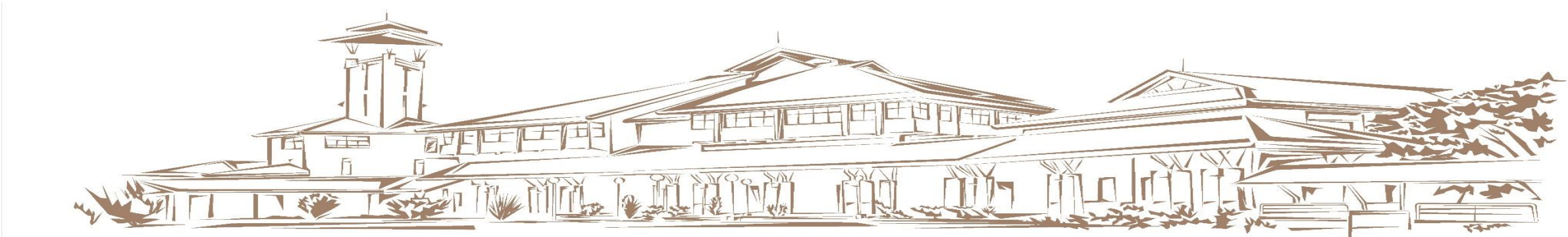
Methodology



Type of Respondents

Type of respondent	Variations	N
Individual	Studying	181
	Employed	
	Unemployed	
Family	Studying	132
	Employed	
	Unemployed	
Community	Common	18
Total		331

Figure 4. Multi-dimension and multi-level model of data collection



FINDINGS:

PART1 - OVERALL IMPACT



Access to Education (1)

Beneficiaries		Parents
Plus Two	17% (N=98) (Would not enroll 6%, Would drop out 11%)	8% (N=108) (Would not enroll 0%, Would drop out 8%)
UG	47% (N=147) (Would not enroll 10%, Would drop out 37%)	12% (N=124) Would not enroll 1%, Would drop out 11%)
PG	11% (N=27) (Would not enroll 9%, Would drop out 18%)	0% (N=4) (Would not enroll 1%, Would drop out 11%)



Access to Education (2)

	Parents	Alternate sources of Funding (In the order of frequency)	Range of amounts from other sources
Plus Two	92% (N=111)	Other sources such as friends, Family savings, Relatives, part time work, Bank loan	Rs. 5,000 - Rs.50,000 (Mean Rs.25890, N=9)
UG	22% (N=121)	Bank loan, Other sources (such as gold loan, friends, other scholarships, church trust etc.), Relatives, Family savings	Rs. 10,000 - Rs.6,00,000 (Mean Rs.1,82,752, N=94)
PG	25% (N=4)	Other sources, Relatives	Data not available



Earning Capacity

	N	Mean
Average starting salary	46	Rs. 194739
<i>Specialization-wise Averages</i>		
Engineering	30	Rs. 185233
IT	21	Rs. 190048
Non-IT	09	Rs. 174000
Medicine	02	Rs. 270000
Nursing & other healthcare	06	Rs. 140500
Other bachelor degrees	03	Rs. 360000



Earning Capacity and Rates of Return

	N	Mean RoR
Overall Average Rate of Return	41	196%
<i>Specialization-wise Averages</i>		
Engineering	30	153%
IT	21	170%
Non-IT	09	116%
Medicine	02	27%
Nursing & other healthcare	06	135%
Other bachelor degrees	03	862%



Earning Capacity and Growth in Family Income

Growth in Family Annual Income

Annual Family Income(Rs.)	N	%
<50000	155	87.6%
50000-100000	18	10.2%
100000-150000	3	1.7%
>150000	1	0.6%

Growth in Annual Income for years of experience

Current Annual Family Income(Rs.)	1-2 years (N=20)	3-4 years (N=19)	>=5 Years (N=8)
Less than two times the old income	50%	0%	0%
Up to two times the old income	25%	32%	13%
Up to 3 times the old income	15%	32%	38%
More than 3 times the old income	10%	37%	50%



Enhancement and use of Social Capital

	Beneficiaries	Family Members	Community Members
Enhancement to social capital			
Respect from family	87.2% (N=164)	100% (N=132)	100% (N=17)
Respect from community	81.3% (N=166)	100% (N=132)	100% (N=18)
Maintenance of old networks	86.7% (N=166)	94.7% (N=132)	87.5% (N=18)
Creation of new social and professional networks	82.4% (N=165)	56.1% (N=132)	27.8%(N=18)
Use of social capital			
Use of networks for own educational or career advancement	67.9% (N=162)	20.7% (N=111)	6.7% (N=18)



Enhancement and use of Human Capital

	Beneficiaries	Family Members	Community Members
Enhancement to human capital			
Career Potential	82.4% (N=170)	99.2% (N=132)	100% (N=18)
Earning Potential	77.6% (N=170)	98.5% (N=132)	100% (N=18)
Knowledge and skills to guide others	68.3% (N=167)	98.5% (N=131)	94.4% (N=17)
Use of human capital			
Satisfaction with career progress	92.2% (N=51)	100%	N/A
Satisfaction with current salary	71.4% (N=49)	100%	N/A



Enhancement and use of **Political Capital**

	Beneficiaries	Family Members	Community Members
Enhancement to political capital			
Awareness of opportunities, rights and sources of support	71.3% (N=160)	34.1% (N=126)	66.7% (N=18)
Use of political capital			
Use of opportunities, rights and sources of support	51.9% (N=158)	4.4% (N=113)	6.7% (N=15)



Capabilities to **Generate and Use Financial Capital**

	Beneficiaries		Parents	
	N	Amounts	N	Amounts
Fixed Deposits	5	Range Rs.20000 – Rs. 100000, Mean Rs.48000 (N=5)	6	Range could not be calculated because of insufficient information on the amounts. Mean Rs.60000 (N=1)
Other Savings	5	Range Rs.20000 - Rs. 200000, Mean Rs.73500 (N=4)	1	Range could not be calculated because of insufficient information on the amounts. Mean Rs 2000 per month (N=1)
Investment in SIP/ Investment in share market	5	Range Rs.100000-Rs.180000, Mean Rs.140000 (N=2)	0	
Life insurance	5	Range for monthly contribution Rs.2500-Rs.3000 pm, policy amount Rs.30000-Rs.1000000 , Mean monthly contribution Rs.2750 (N=2), Mean policy amount Rs.435600 (N=5)	2	Range could not be calculated because of insufficient information on the amounts. Mean Rs.3500 per month (N=1)



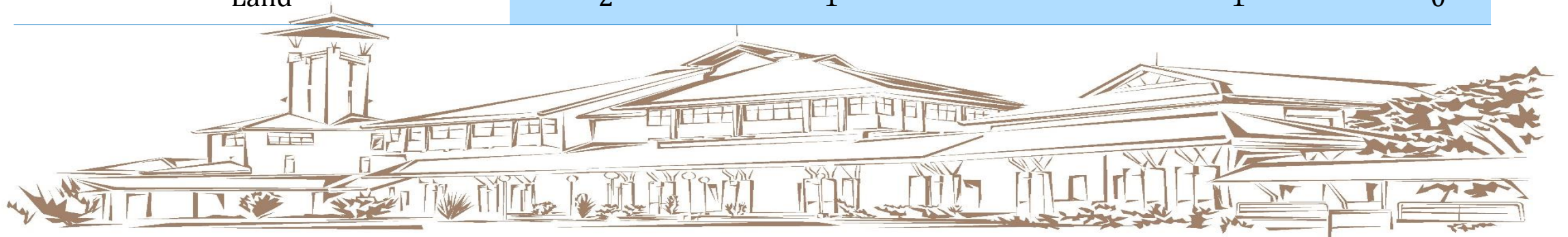
Generation and Types of **Financial Capital**

Work Experience	N	Fixed Deposits	Other Savings	Investment in SIP/ Investment in Share market	Life insurance
1-2 years	24	2			
3-4 years	19				2
5 or more years	8	2	1	2	4



Generation and Types of **Physical Capital**

	Beneficiaries Total	Work Experience <i>(numbers do not add up because not everyone had given data to calculate work experience)</i>			Parents
		1-2 years	3-4 years	5 or more years	
Amenities					
Vehicle	9	3	2	3	3
White goods(e.g. Fridge, A/C, washing machine, mixie, grinder, microwave etc.)	9	2	2	5	3
Electronics (TV/ music system, cell phone,	17	4	6	6	33
Assets					
House/ flat	5	2	1	2	1
Land	2	1		1	0

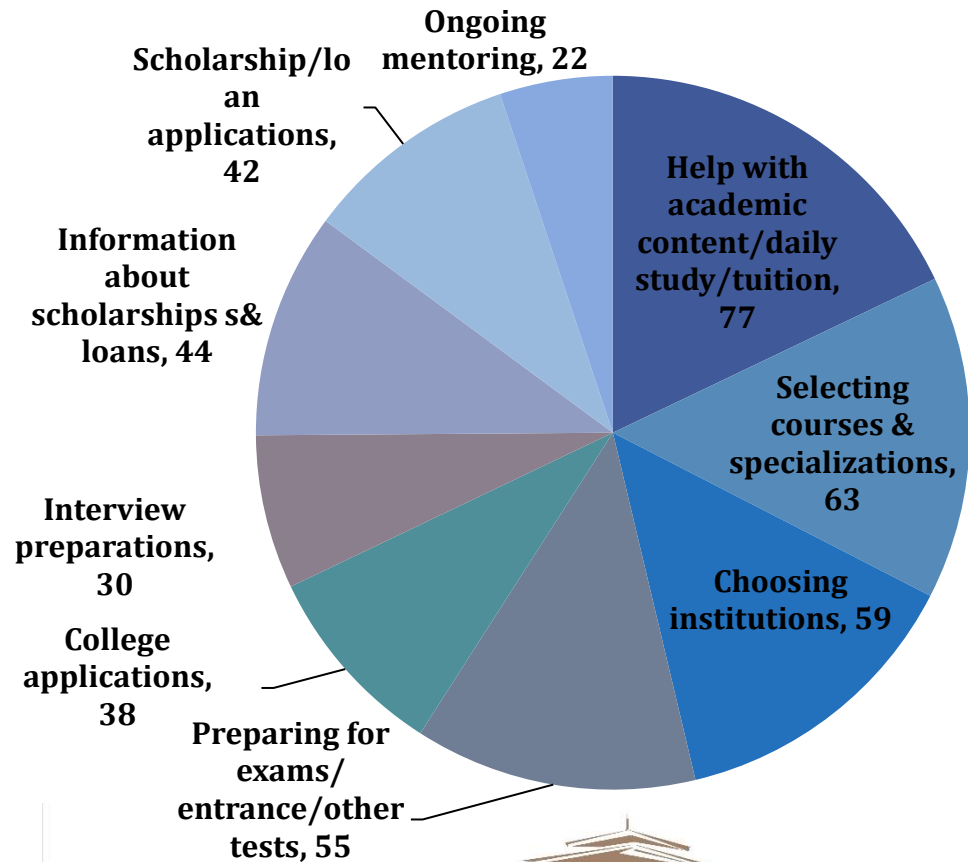


Capabilities to **Generate and Use Capitals**

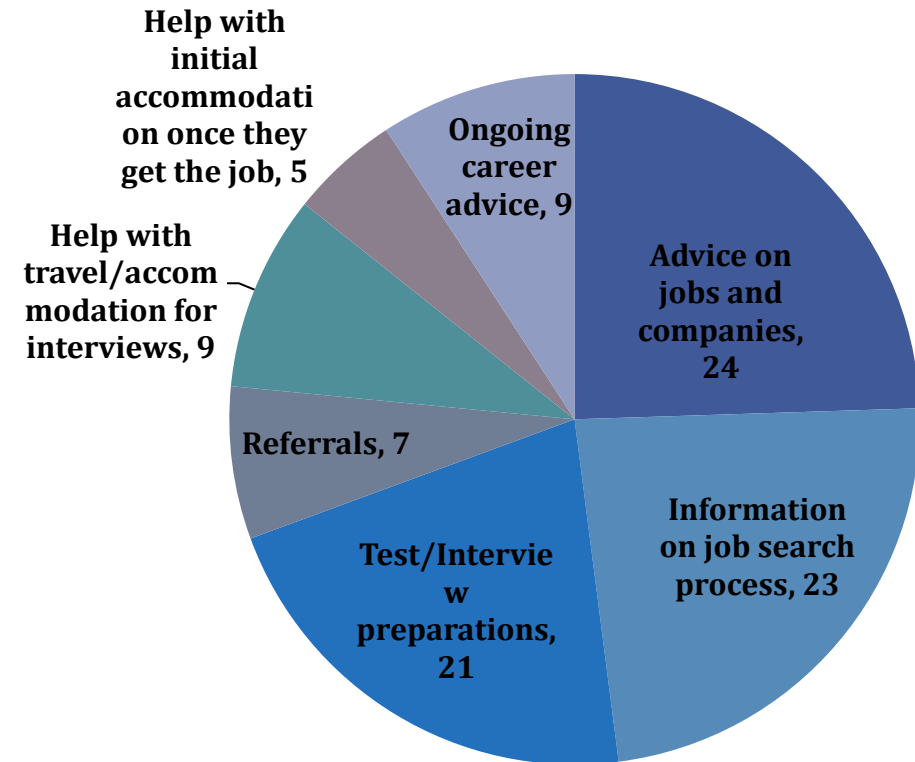
	Beneficiaries	Family members	Community members
Use of human capital			
Use of knowledge and skills to give educational/career guidance to siblings	77.8% (N=158)	99.2% (N=130)	94.4% (N=18)
Use of social capital			
Increase in family status	74.1% (N=162)	99.2% (N=132)	100% (N=18)
Use of networks for siblings' educational or career advancement	62.8% (N=156)	19.1% (N=110)	6.3% (N=16)
Use of political capital			
Building parents' and siblings' awareness of opportunities and rights and helping them to use sources of support	63.5% (N=159)	14.9% (N=113)	33.3% (N=15)



Types of **educational help** provided to their **siblings**



Career related help provided by the **employed beneficiaries** to their **siblings**



Use of Financial Capital

	Beneficiaries		Parents	
Meeting recurring expenses	N	Amount	N	Amount
Support family with monthly contribution	30	Range Rs.2000- Rs.50000, Mean Rs.14404(N=20)	42	Range Rs.1000 -Rs.25000, Mean Rs. 9460 (N=25), • Full salary in 3 cases, • According to needs rather than a fixed amount in 5 cases
Contribution towards health care expenses of parents	9	Range Rs.10000 - Rs. 500000, Mean Rs.104143 (N=7)	0	



Meeting Recurring Expenses (cont....)	Beneficiaries		Parents	
	N	Amount	N	Amount
Repayments of loans taken by parents	14	Range Rs.3000 - Rs. 250000, Mean Rs.56880 (N=9)	2	Data not shared
Contribution to siblings' marriage	5	Range Rs.6500 - Rs. 200000, Mean Rs.91625 (N=4)	0	
Contribution to health care expenses of siblings	2	Range could not be calculated. Mean Rs.200000 (N=1)	0	
Repayments of loans taken by siblings	1	Data not shared	0	



	Beneficiaries		Parents	
Long term financial security	N	Amount	N	Amount
Health insurance for parents	8	Range Rs.2500 - Rs. 160000, Mean Rs.44375 (N=4)	1	Range could not be calculated. Mean Rs.3000 per month (N=1)
Life Insurance for parents	1	Range could not be calculated. Mean Rs.10000 N=1	0	
Pension scheme for parents	0		0	
Contribution to the starting of a venture by a parent	0		0	
Contribution to siblings' education	13	Range Rs.12000 - Rs. 300000, Mean Rs.81000 per annum (N=6)	14	Range Rs.5000 -Rs.6000, Mean Rs. 5333 per month, i.e. Rs.64000 (N=3) , According to needs rather than a fixed amount in 9 cases
Contributing to the starting of a venture by a sibling	1	Range could not be calculated. Mean Rs.20000 N=1	0	



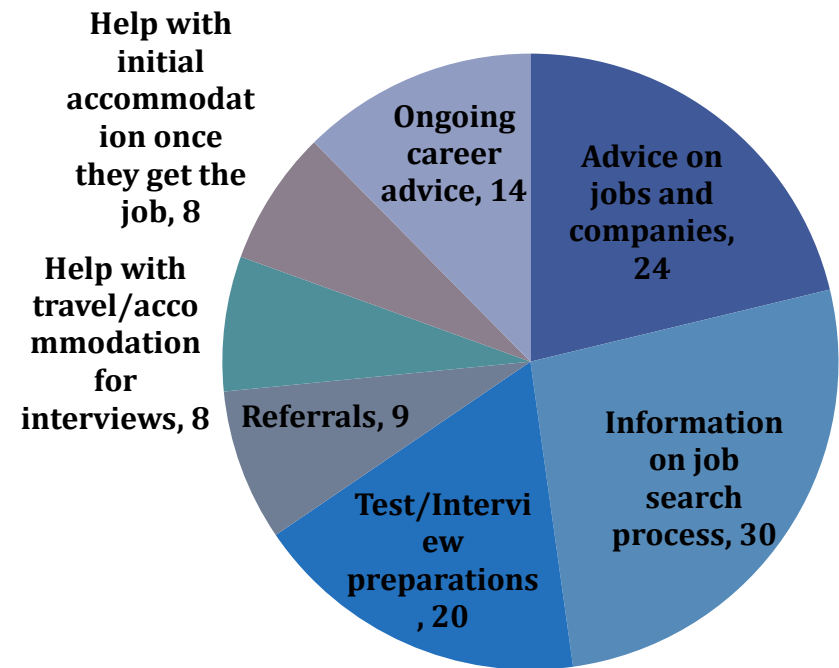
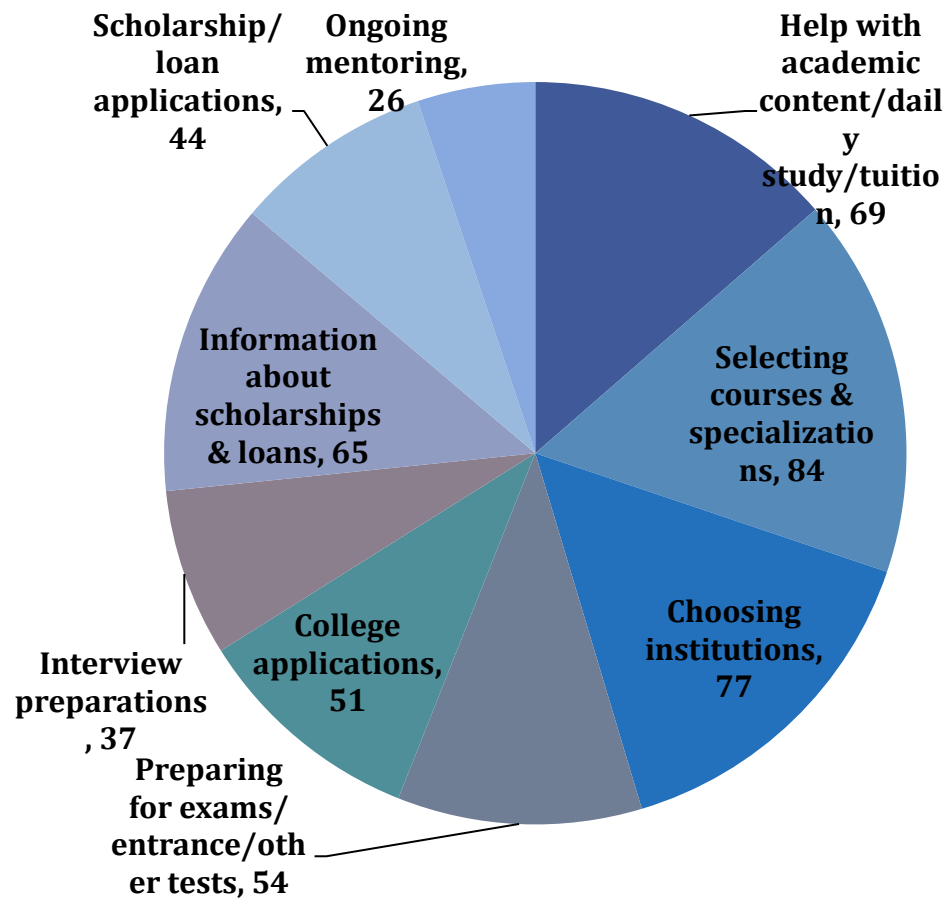
	Beneficiaries		Parents	
Physical asset building	N	Amount	N	Amount
Building house	7	Range Rs.10000 -Rs.800000, , Mean Rs.536667 (N=3)	0	
Housing loan for parents	2	Range could not be calculated, Mean Rs.50000 (N=1)	0	
Renovation of house for parents	5	Range Rs.50000 -Rs.1500000, Mean Rs.583333 (N=3)	0	



Use of Human, Social & Political Capitals

	Beneficiaries	Family members	Community members
Use of human capital			
Use of knowledge and skills to give educational/career guidance to members of extended family/ community	76.3% (N=169)	100% (N=131)	94.4% (N=18)
Use of social capital			
Use of networks for educational or career advancement of members of extended family/ community	61.7% (N=167)	48.9% (N=131)	27.8% (N=18)
Use of political capital			
Building awareness among members or extended family/ community of opportunities and rights and helping them to use sources of support	62.1% (N=161)	8% (N=125)	16.7% (N=18)





Career related help provided by beneficiaries to their extended family and community

Type of educational help offered to the extended family and community



FINDINGS:

PART2 – FACTORS AFFECTING IMPACT



Gender

	Male	Female
Career Potential*	93.3% (N=60)	76.4% (N=110)
Earning Potential*	85.0% (N=60)	85.0% (N=60)
Knowledge and skills to guide others*	79.7% (N=59)	62.0% (N=108)
Use of knowledge & skills to guide siblings~*	80.4% (N=56)	76.5% (N=102)
Career Progress Satisfaction*	100.0% (N=13)	89.7% (N=39)
Average starting salary <i>(Statistically not significant difference)</i>	Rs. 196773 (N=11)	Rs. 191289 (N=35)
(* statistically significant difference)		

Gender differences in human capital



Employment Status

	Still pursuing	Employed	Unemployed
Human Capital			
Career Potential*	88.0% (N=83)	84.3% (N=51)	65.7% (N=35)
Earning Potential*	80.7% (N=83)	82.4 % (N=51)	62.9% (N=35)
Knowledge and skills to guide others#*	76.8% (N=82)	63.3% (N=49)	54.3% (N=35)
Use of knowledge & skills to guide siblings*	76.3% (N=80)	83.7% (N=43)	74.3% (N=35)
Use of knowledge & skills to guide Community members*	75.9% (N=83)	85.4% (N=48)	66.7% (N=36)
*statistically significant difference between Employed and unemployed #statistically significant difference between Still pursuing and Unemployed			

Differences between employed and unemployed beneficiaries

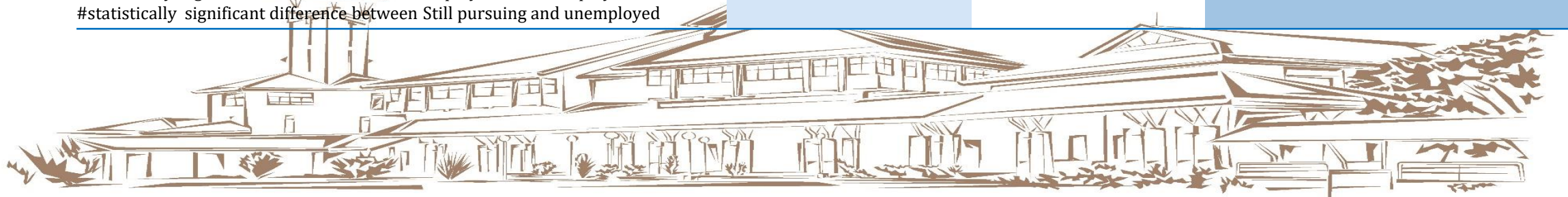


	Still pursuing	Employed	Unemployed
Social capital			
Use of networks for own educational or career advancement*	76.3% (N=80)	66.7% (N=45)	51.4% (N=37)
Use of networks for siblings' educational or career advancement`*	67.1% (N=79)	66.7% (N=42)	48.6% (N=35)
Use of networks for community members' educational or career advancement*	68.3% (N=82)	64.6% (N=48)	43.2% (N=37)

	Still pursuing	Employed	Unemployed
Political capital			
Acumen for opportunities and sources of support*	74.4% (N=82)	73.8% (N=42)	61.1% (N=36)
Use of political capital for themselves`*	55.0% (N=80)	54.8% (N=42)	41.7% (N=36)
Use of political capital for parents and siblings*#	63.4% (N=82)	70.7% (N=41)	55.6% (N=36)
Use of political capital for community members*#	70.7% (N=82)	65.1% (N=43)	38.9% (N=36)

*statistically significant difference between Employed and unemployed

#statistically significant difference between Still pursuing and unemployed



	Still pursuing	Employed	Unemployed
Political capital			
Acumen for opportunities and sources of support*	74.4% (N=82)	73.8% (N=42)	61.1% (N=36)
Use of political capital for themselves`*	55.0% (N=80)	54.8% (N=42)	41.7% (N=36)
Use of political capital for parents and siblings*#	63.4% (N=82)	70.7% (N=41)	55.6% (N=36)
Use of political capital for community members*#	70.7% (N=82)	65.1% (N=43)	38.9% (N=36)
*statistically significant difference between Employed and unemployed #statistically significant difference between Still pursuing and unemployed			

Differences between employed and unemployed beneficiaries



Training and Mentoring

	Neither	Training	Mentoring
Human Capital	%	%	%
Career Potential*	73.8% (N=65)	87.1% (N=31)	91.2% (N=57)
Earning Potential*	73.8% (N=65)	80.6% (N=31)	87.7% (N=57)
Knowledge and skills to guide others#*	67.7% (N=65)	53.6% (N=28)	80.7% (N=57)
Use of knowledge & skills to guide siblings*	79.7% (N=59)	74.1% (N=27)	81.8% (N=55)
Use of knowledge & skills to guide community members*	75.4% (N=65)	72.4% (N=29)	83.9% (N=56)

*statistically significant difference between Training and Mentoring
 #statistically significant difference between Mentoring and neither

Beneficiary perception of capabilities after training and mentoring



	Neither	Training	Mentoring
Social Capital	%	%	%
Use of networks for own educational or career advancement*	55.6% (N=63)	71.4% (N=28)	80.0% (N=55)
Use of networks for siblings' educational or career advancement`*	57.6% (N=59)	59.3% (N=27)	72.7% (N=55)
Use of networks for community members' educational or career advancement*	50.8% (N=65)	60.0% (N=30)	75.0% (N=56)

*statistically significant difference between Training and Mentoring

Beneficiary perception of capabilities after training and mentoring



	Neither	Training	Mentoring
Political Capital	%	%	%
Acumen for opportunities and sources of support#	67.7% (N=62)	80.0% (N=30)	79.2% (N=53)
Use of political capital for themselves#	43.5% (N=62)	62.1% (N=29)	63.5% (N=52)
Use of political capital for parents and siblings#	56.5% (N=62)	72.4% (N=29)	69.8% (N=53)
Use of political capital for community members*#	50.8% (N=65)	60.0% (N=30)	81.5% (N=54)
Salary Satisfaction*	60.0% (N=25)	70.0% (N=10)	90% (N=10)

*statistically significant difference between Training and Mentoring
#statistically significant difference between Neither and Mentoring

Beneficiary perception of capabilities after training and mentoring

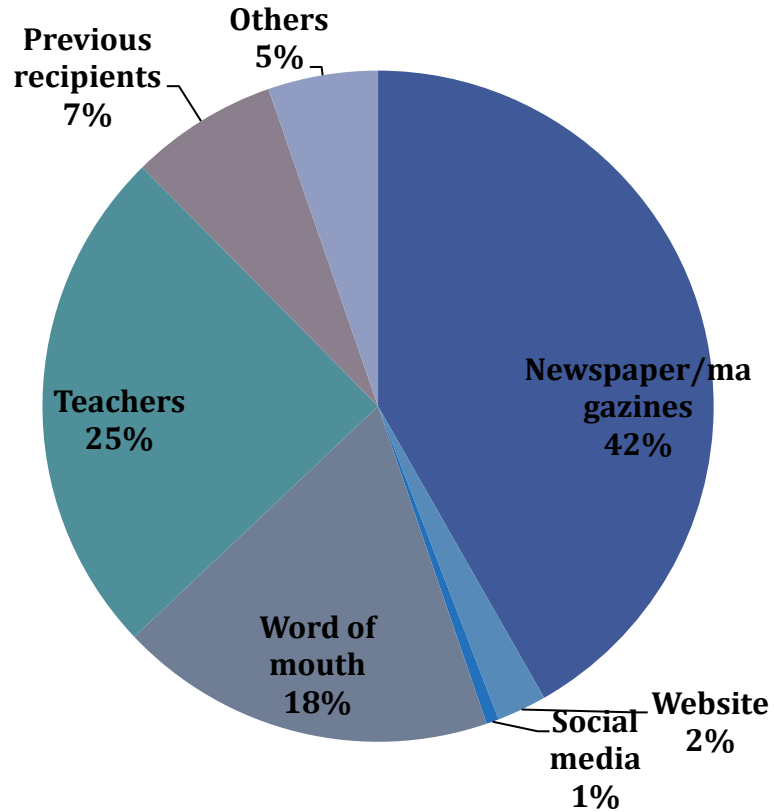


FINDINGS:

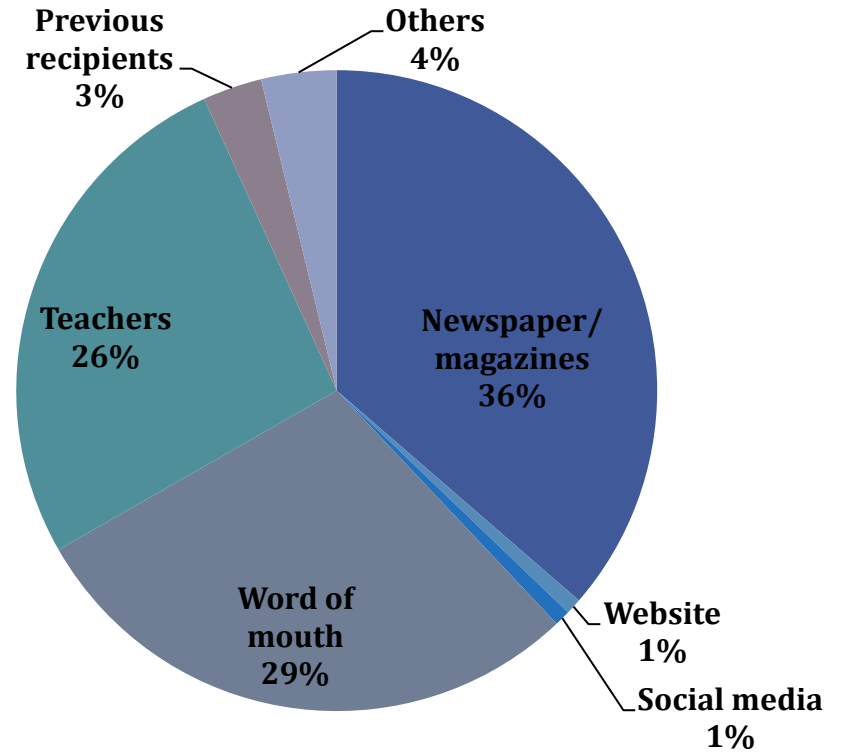
**PART3 – SUPPORT REQUIREMENTS TO ENHANCE
IMPACT**



Selection Process



Source of information about the scholarship- for Beneficiaries



Source of information about the scholarship- for Parents

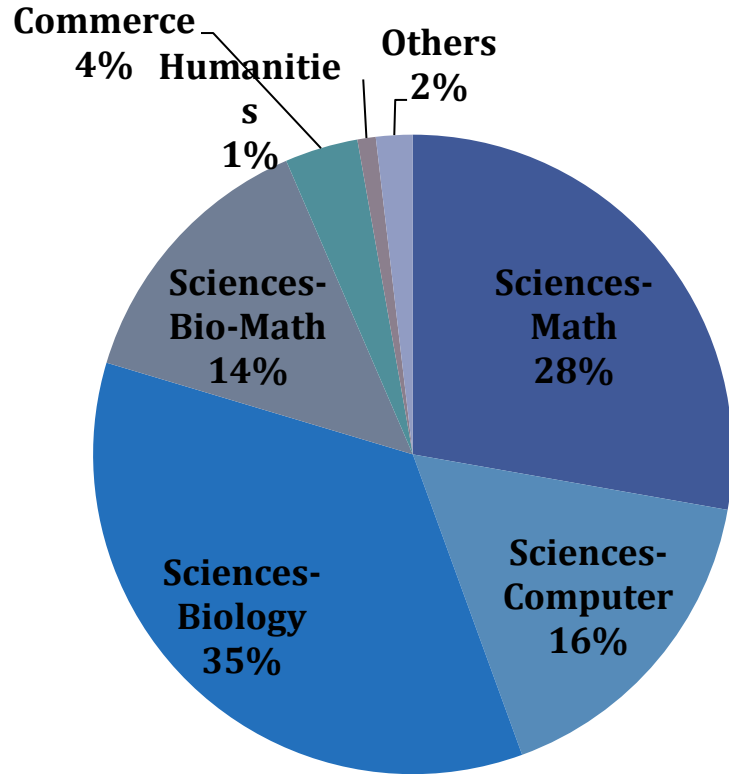


	Beneficiary Mean(N)	Male	Female	Parents
Full A+	2.18(180)	2.08(63)	2.23(117)	2.79 (130)
Written Test	2.67 (180)	2.73 (64)	2.63 (116)	2.92 (127)
Interview	2.85 (180)	2.94 (64)	2.79 (117)	2.92 (127)

Perceptions about current selection process



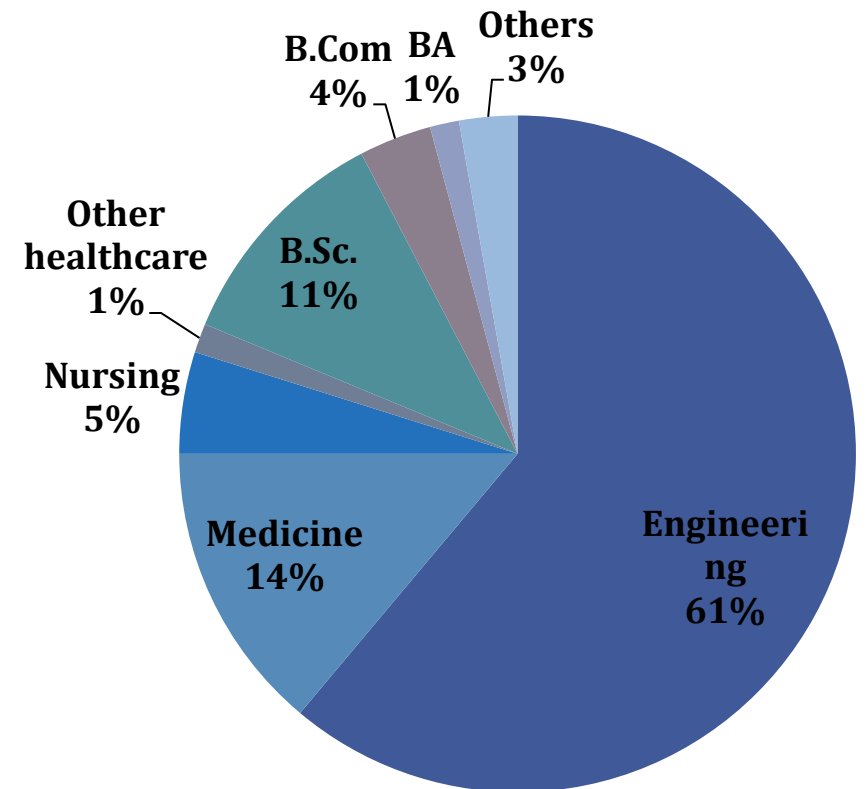
Choice of Specialization (1)



Choice of Specializations-Plus Two

Sciences	1
Other	Missing

Choice of specializations- PG



Choice of specializations- UG



Choice of Specialization (2)

	Overall		
	Plus Two	UG	PG
Interest in the area	97	106	9
Good marks in related subjects	41	32	1
Advice from others	20	35	1
Job prospects	18	44	3
Social status of the potential jobs	4	12	1
Earning potential of the job	7	14	0
Made the choice without knowing any of the above	0	3	0

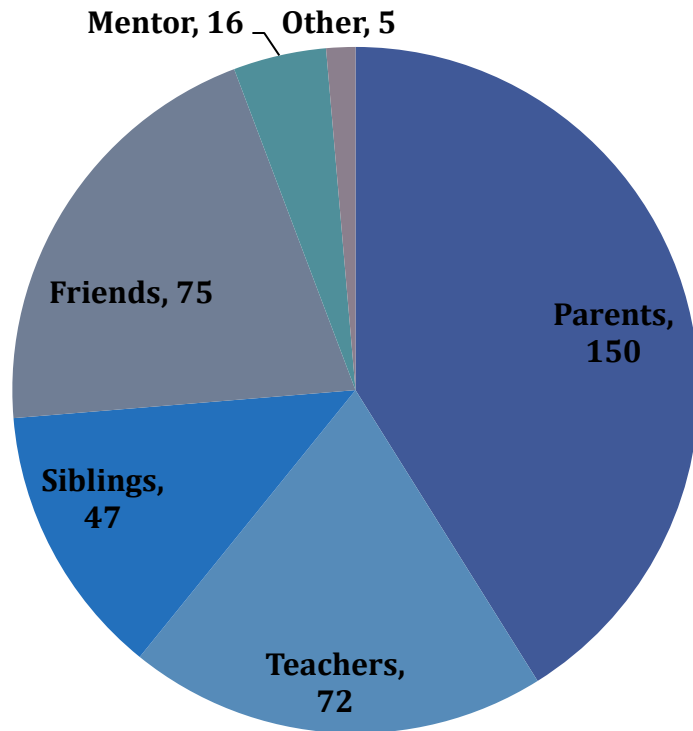
Reason for choice of specializations

	Plus Two	UG	PG
Teachers	79	75	8
Parents	51	74	1
Siblings	24	51	0
Friends or Senior students	23	22	3
Previous recipients of scholarship	2	5	0
Vidyadhan mentors	4	10	0
Newspapers or magazines	5	17	1
Internet	5	19	1
Didn't have much access to information	1	4	0

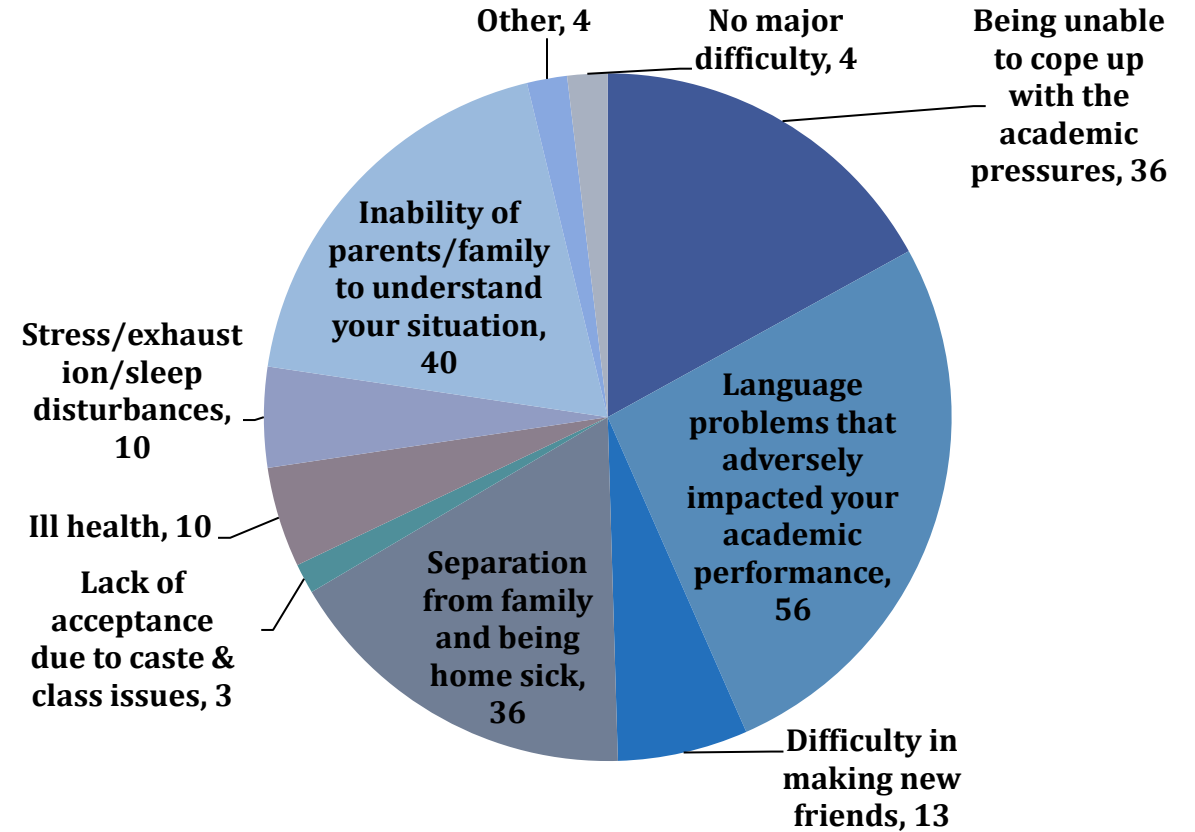
Sources of information for choice of specialization



Issues faced during Education (1)



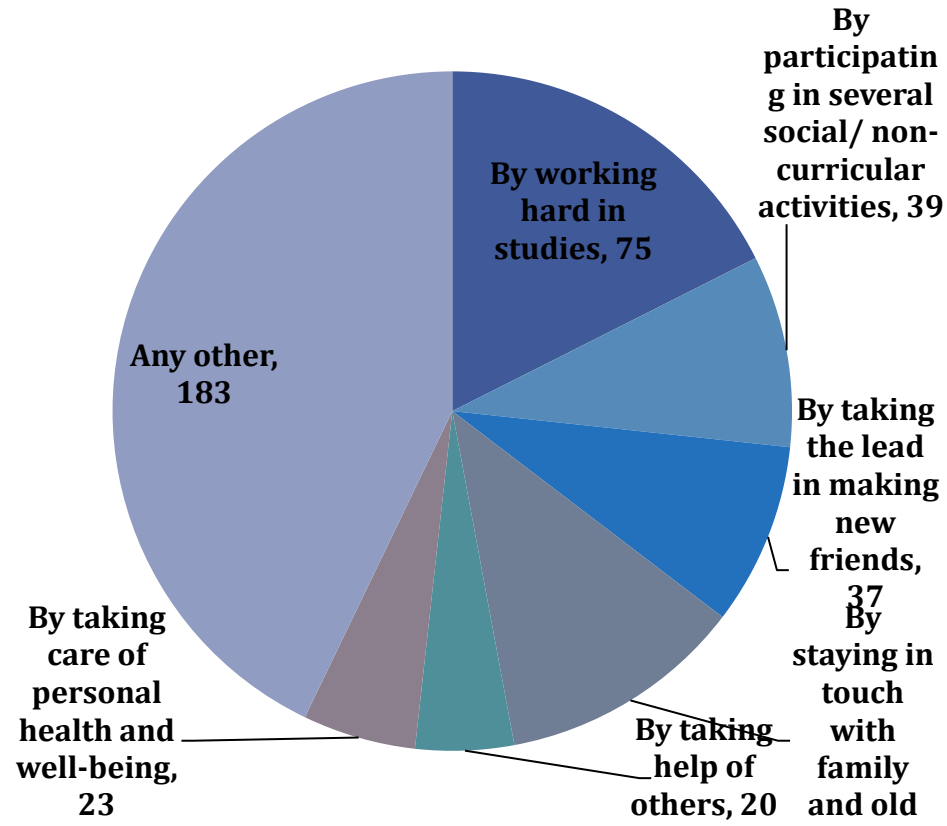
Sources of support for beneficiaries



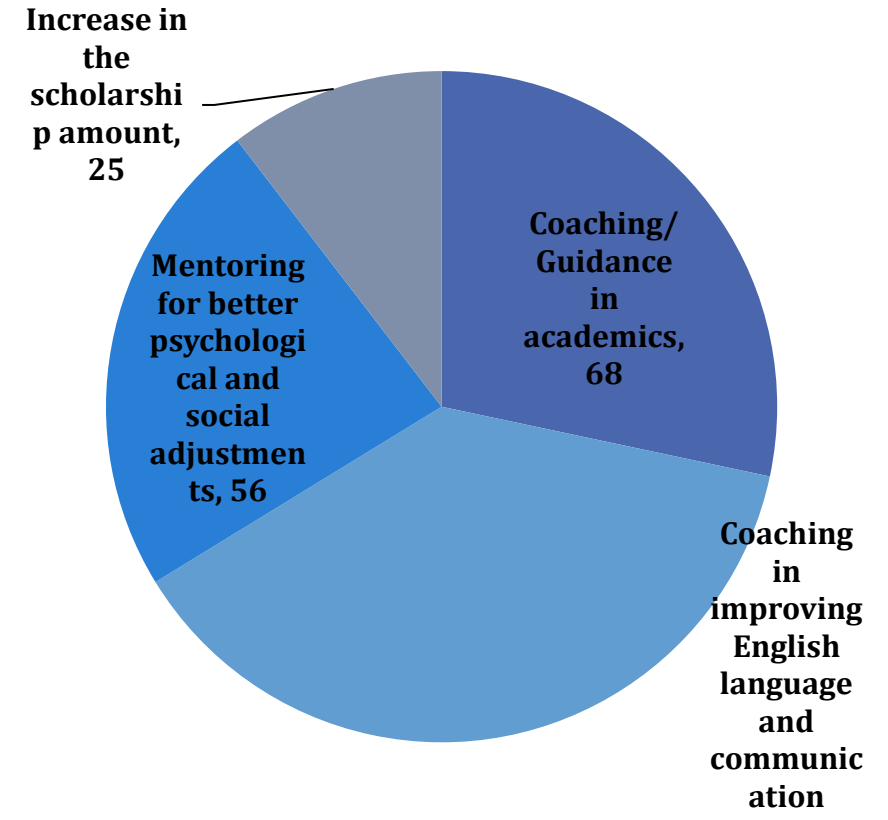
Difficulties faced by beneficiaries during education



Issues faced during Education (2)



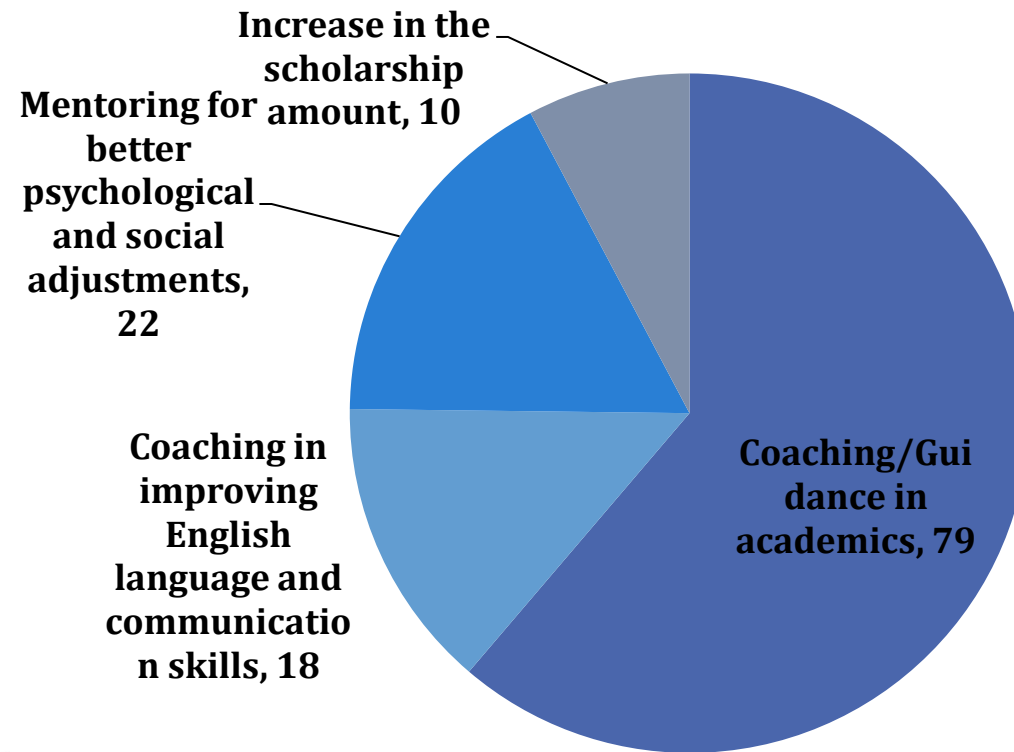
Coping mechanism used by beneficiaries



Beneficiary feedback of areas where additional support is required



Parents Feedback: Areas of Additional Support



Parental Support During Education

	N	%
Not much, my child didn't let me know of difficulties	8	6.2
Not much, because I didn't know how to	0	0
Little bit, I tried to comfort him/her	97	75.2
A lot, I could give suggestions as to how to tackle the difficulties	24	18.6
Total	129	100.0

Parental support during education

	N
Orientation about higher education, potential issues and solutions	16
Support networks of parents	12
Mentoring for parents	80
Other assistance for parents	0
No special programme is required for parents	1

Parental need for support



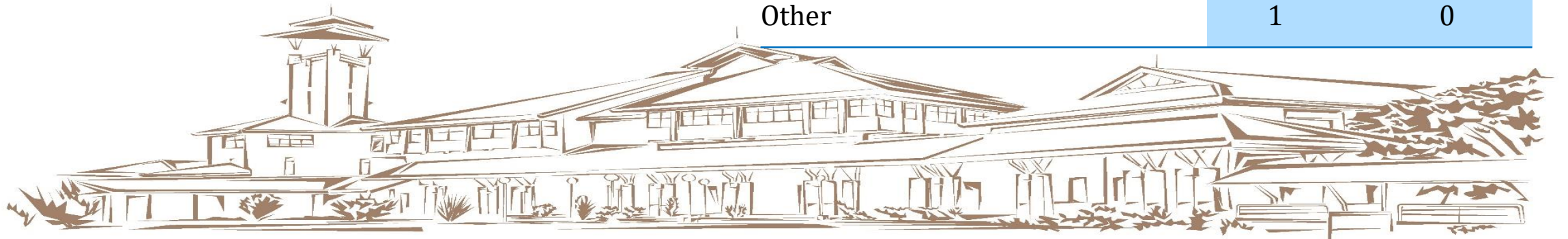
Job Search

Time taken for getting employed

	Employed		Unemployed	
	N	%	N	%
Placed while studying	17	32.7		
Less than 6 months	16	30.8	8	28.6
6-12 months	17	32.7	11	39.3
More than 12 months	2	3.8	9	32.1
Total	52	100.0	28	100.0

Difficulties faced during job search

	Employed	Unemployed
	N	N
Lack of awareness about where to find information about jobs	10	6
Lack of guidance about how to prepare for job interviews	15	9
Meeting the expenses for attending selection processes	7	3
Lack of jobs in your area of specialization	7	8
Difficulties in getting jobs in your preferred location	14	8
Other	1	0



Job Search

Urban- Rural divide in **propensity to get jobs**

	Total		Employed		Unemployed	
	N	%	N	%	N	%
Urban	38	41.8	23	44.2	15	38.5
Rural	53	58.2	29	55.8	24	61.5

Gender, location and **employment status**

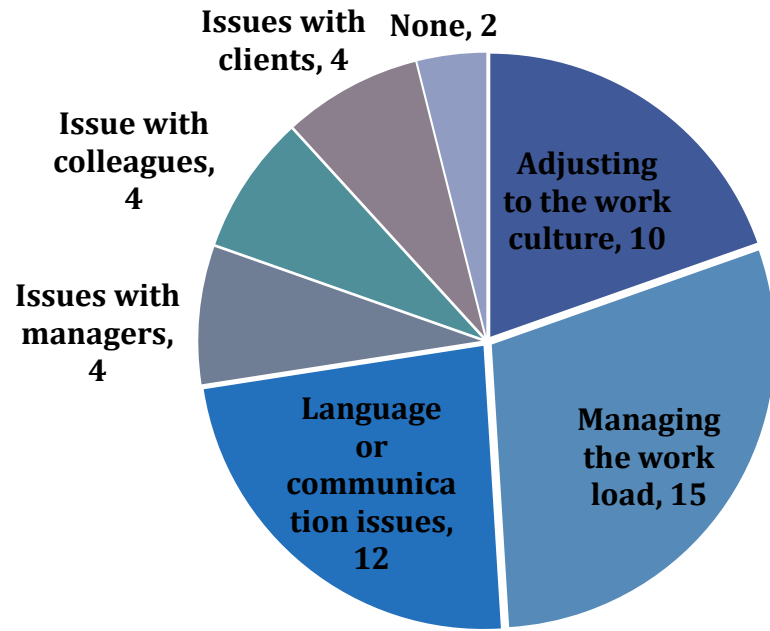
	Employed		Unemployed	
	N	%	N	%
Urban	23	44.2	15	38.5
Male	6	26.1	4	26.7
Female	17	73.9	11	73.3
Rural	29	55.8	24	61.5
Male	8	27.6	5	20.8
Female	21	72.4	19	79.2

Beneficiaries **expectations of help**

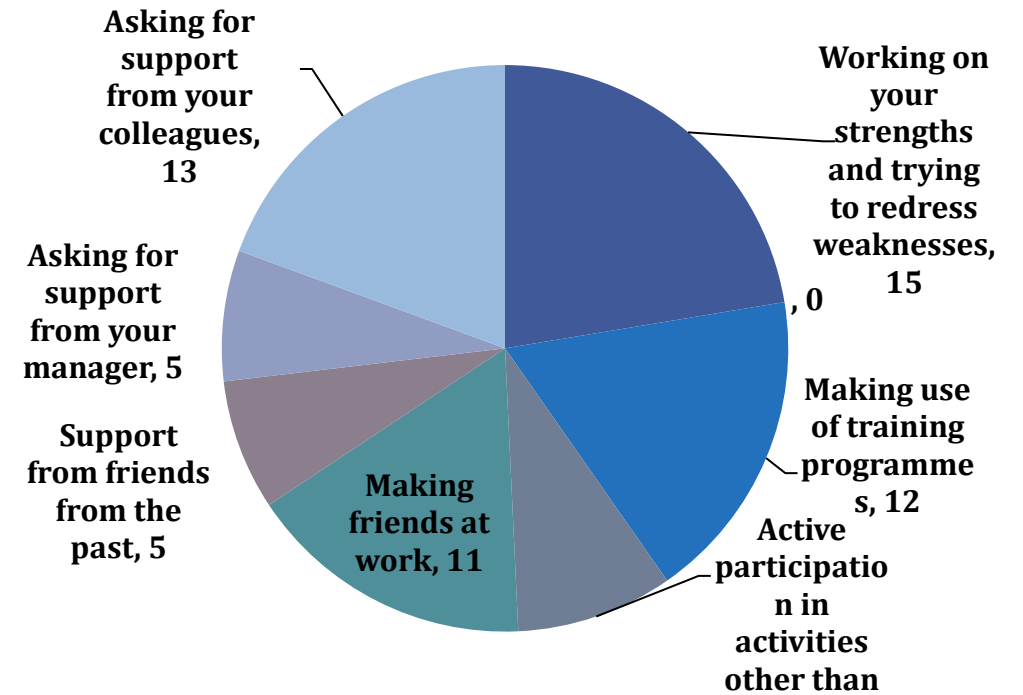
	Unemployed		Still pursuing	
	N	%	N	%
Help needed	18	78.3	75	95
Help not needed	5	21.7	4	5
Total	23	100.0	79	100



Career Experience



Issues at work



Ways of managing issues at work



Career Experience

Feedback on training and mentoring

	N	%
Not very relevant to work	1	6.3
Somewhat useful	7	43.8
Highly useful	8	50.0
Total	16	100.0

Need for continued support from Vidhyadhan

	N	%
Help needed	22	78.6
Help not needed	6	21.4
Total	28	100.0



Recommendations

1. Clarifying the strategic approach
2. Increase the reach of the scholarship program
3. Developing training and mentoring to a full-fledged Capability Building Program
4. Achieving 100% employment
5. Ongoing tracking and monitoring



Recommendation 1: Clarifying the **Strategic Approach**

Action point 1: articulating Vidyadhan approach as a 'Holistic Capability Building Approach'

Action Point 2: Developing an identity imagery for 'Vidyadhan Scholars' and assigning them roles in the scholarship program



Recommendation 2:

Increase **the reach** of the scholarship program

Action point 1: Using social and community organizations as channels of communication

Action point 2: Reconsidering application criteria

Action point 3: No revision of scholarship amount



Recommendation 3:

Developing training and mentoring to a full-fledged **Capability Building Program**

Action point 1: Adopt a stage-wise delivery approach

Action point 2: Use web and mobile technology platforms

Action point 3: Creating Vidyadhan Alumni Network

Action point 4: Offering mentoring as a separate platform

Action point 5: Offering a Training and Support Network for parents



Recommendation 4:

Achieving **100% Employment**

Action point 1: Providing support to those who are currently unemployed

Action point 2: Providing guidance to those who are in the final year of their studies



Recommendation 5:

Ongoing Tracking and Monitoring

In future, it is advised that SDF keeps track of the following indicators to monitor the progress made and impact created.

- Rate of employment/unemployment among beneficiaries pursuing different specializations
- Initial salaries offered for each specialization and in each sector
- Periodic salary surveys to capture salary growth
- Periodic surveys of long term financial well-being of the beneficiaries

