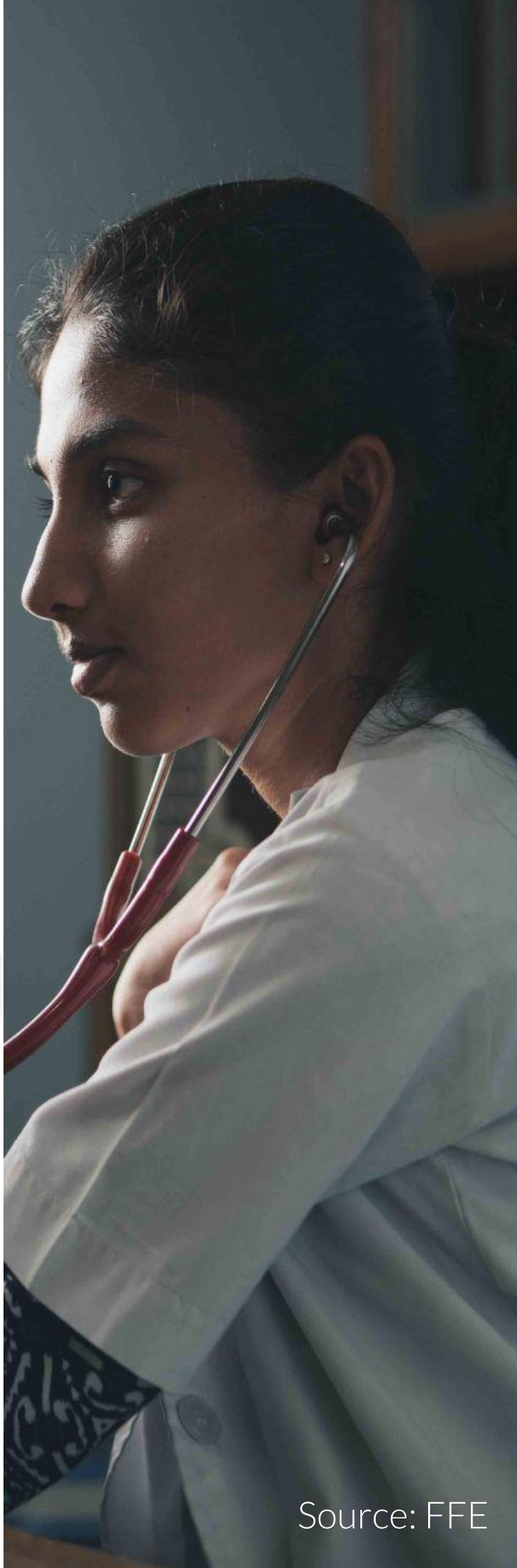
FOUNDATION FOR EXCELLENCE
Nurturing Brilliance ★ Transforming Generations

Executive Summary

The executive summary highlights the key insights from the impact assessment study and provides a brief on Sattva's recommendations to build on the FFE programme.

SATTVA
Delivering High Impact.



Source: FFE

Acknowledgement

This report is an outcome of an impact assessment study conducted by Sattva Consulting Pvt. Ltd on the 'Scholarship and Beyond Scholarship Programme' of Foundation for Excellence (FFE). The duration of the study was from September 2022 to February 2023.

The Sattva team would like to thank Dr. Sudha Kidao, Mr. Ram Kolavennu, Mrs. Tanvi Rawat, and the entire team at FFE for their wholehearted cooperation and valuable inputs in every step of the way.

We would also like to extend our gratitude to the present scholars, the alumni, and other stakeholders that we engaged with as a part of the study. Their feedback, sharing of experiences and inputs have been immensely valuable for this study.

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The Scholarship Programme

India accounts for a fifth of the world's youth population. However, the Gross Enrollment Ratio (GER) of 26.3% for higher education indicates significantly low enrolment and participation in tertiary education. Declining education budget and increasing costs to pursue higher education are some of the barriers that prevent students from economically disadvantaged backgrounds to access and complete their higher education.

According to the India Skills Report 2021, the rate of unemployment amongst Indian youth stands at 54.1%. According to the (WheeBox National Employability Test) , only 1 in 2 of the participating Indian youth were highly employable.

FFE provides financial aid to academically inclined scholars who belong to economically weaker sections of the society and aids them in pursuing higher education in professional courses such as engineering, medicine, pharmacy, or law.

Over time, FFE has evolved its approach based on their observations and interactions with the scholars. The diagram below summarises the holistic and interconnected approach of support provided by FFE to the scholars.

Mobilising deserving and in need candidates through the support of **Facilitators and Virtual Open Houses** FFE.

Qualifying rank in the entrance exam for professional degree courses.
Providing scholarship support to families with gross family income **less than Rs. 3,00,000 per year.**

Shortlisting scholars and giving out an annual scholarship amount based on course of study.

40,000 - 1,00,000 p.a

Scholars can use the amount for either their course fee, other educational expenses or conveyance across the year.

Upskilling followed by and based on an aptitude test at the end of first year.

AMCAT is a test to understand what are the skilling needs of the students and FFE then curates their skill courses from 2nd year onwards on basic and advance skills like language and technical skill building.

Mentoring support provided to the scholars in the third year for 6 months and work with industry experts 1:1 to enhance their soft skills.

Mentors are chosen on the basis of **language, professional stream of work, and years of experience.**

Mentors and mentees choose minimum **4 out of 6** modules which they want to work towards over a period of 12-15 weeks.

Growing confidence among graduated scholars about their placements. FFE continues to follow up on their progress with employment.

Student successfully graduated and employed

Leading to

- Financial stability and security
- Continuing education or supporting education for sibling
- Upward socioeconomic mobility

Continuing engagement with past scholars through **circle of giving** and other volunteering opportunities for advancement of other scholars.

- **Monetary support** or pledge to **Adopt a Scholar or Circle of Giving**
- **Time** as mentors and/or facilitators
- **Influence** as orchestrators or corporate partnerships in hiring, skilling and mentoring

99% of the recent scholars reported that FFE either played a **significant or very significant role in completion of their higher education courses.**

The FFE scholarship accounts for

over half of the total college tuition for professional courses such as engineering and medicine.

n = 326

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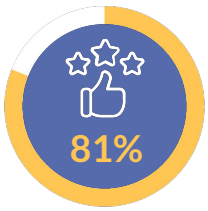
FFE's Skill Training Programme

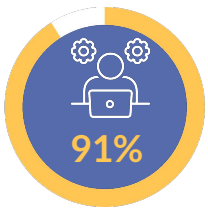
97%

of the scholars who participated in the skill training programme reported that they would **recommend the programme to other scholars**

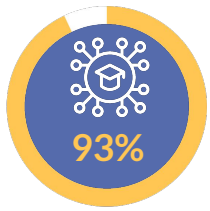
n = 210



of the participating scholars reported that there was an **active feedback mechanism**



of the participating scholars found the **content useful in practical applicability**



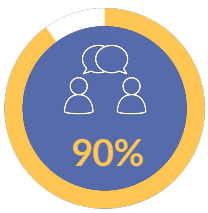
of the participating scholars reported that the **support enriched their learning**

FFE's Mentorship Programme

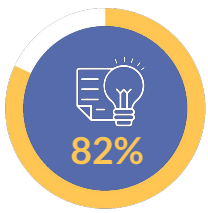
87%

of the scholars who participated in the mentorship programme reported that they would **recommend the programme to other scholars**

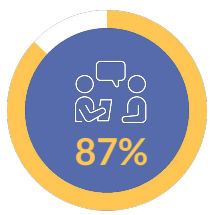
n = 130



of the participating scholars reported that mentors **facilitated engaging and interactive sessions**



of the participating scholars reported that the **content was structured and well designed**



of the participating scholars reported that the **support enabled them to be better prepared for interviews**

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After Graduation

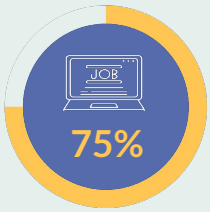
College placements take place towards the end of fourth year for engineering scholars. 81.9% (n = 144) of the engineering graduates reported receiving placement support from their university. 75.4% (n = 118) of these scholars succeeded in securing employment either through campus placement or on their own.

Graduates secured jobs across sectors such as Information Technology, Financial Technology, Consulting, Manufacturing, and Supply Chain Management, amongst others. The hiring companies included TCS, Capgemini, L&T, Cognizant, HCL, Tata, Infosys, and Reliance, amongst others.

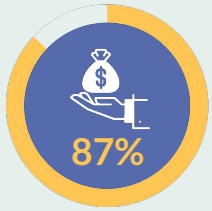
The salary package of FEE engineering graduates ranged from ₹1.2 to 22 lakhs per annum (n = 118). FFE engineers secured an average salary of ₹6.5 lakhs from their first corporate job (n = 118), and at present these scholars earn an average salary of ₹10.5 lakhs.

Scholars report being able to contribute to their family's monthly expense, purchase small or large assets for their families, and are able to save/invest their income, creating a financial security net for the scholars and their families.

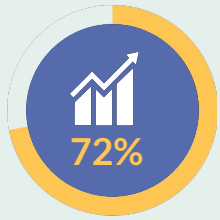
2.5x **return generated** on each rupee invested in the FFE scholarship programme



of the recent FFE graduates who appeared for campus placements secured employment independently or through **campus placements**



of the recent graduates with jobs reported **earning more than the industry standard of ₹3 lakhs from their first job**



of the recent graduates with jobs showed **signs of upward economic mobility**

2.5x **social return generated** on each rupee invested in the FFE scholarship programme.

The current average annual salary of FFE scholars was

₹10.5 lakhs compared to the average first salary of ₹ 6.5lakhs . Scholars report being able to contribute to their family's monthly expenses, save / invest their income ,and cover personal expenses.

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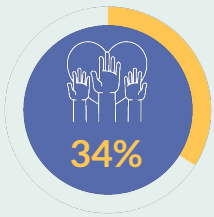
Alumni Engagement

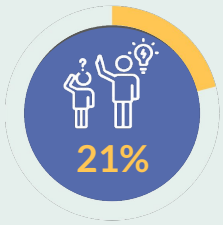
To ensure sustainability of the FFE programme, and instill a sense of 'giving back' amongst scholars, FFE provides multiple volunteering avenues through the Alumni Engagement and The Circle of Giving initiative. On selection of the FFE scholarship, the scholars sign a 'Soft Pledge' wherein they commit to providing financial support towards the education of at least 2 more FFE scholars once they are financial stable.

In addition to monetary donations to FFE, scholars can also volunteer their time as facilitators to aid in the selection of future scholars and/or as mentors to provide 1:1 hand-holding support to newer scholars.

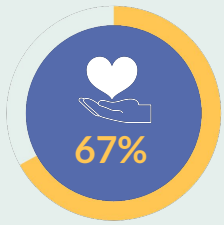
Few FFE alumni also reported helping organise events for FFE, and making introductions and connections within their company, or CSR unit on behalf of FFE.



of FFE Alumni volunteer with FFE as **facilitators**



of FFE Alumni volunteer with FFE as **mentors**



of FFE Alumni volunteer **donate back to FFE**

Few FFE Alumni have also been instrumental in making donor / partner connections. Out of the 17 FGD participants, 3 reported making funder/partnership connections for FFE with their company's CSR wing. FFE's programme team during focused group discussions highlighted that 15 corporate partnerships have been materialised with the support of FFE Alumni.

FFE has played in an important role in my educational journey. In an effort to contribute back to FFE, I introduced them to my company's CSR unit and shared my experience with FFE. The company has sponsored 4 FFE scholars, who were also invited to the company's office to interact with the leadership team, and get a glimpse of corporate life to build a better understanding of the projects, and required skills. As a special invitee board member, I contribute to strategies on how to improve the alumni connect.

- *Alumni*

n = 183

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