Impact Assessment–WIMS

Funding Year: FY 2022-23

Wipro Ltd

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Introduction

WIMS is a Work Integrated Learning Program (WILP) for the Science graduates (B.Sc. Compute Science an Bachelor of Computer Applications) to pursue an M.Tech program while working with Wipro as a scholar trainee. The mission of WILP (Work Integrated Learning Program) program is to provide a unique professional and academic learning experience in an integrated and stimulating environment.

While Wipro offers the job opportunity and arranges the learning environment, course contents and certification are provided by BITS Pilani, one of the leading technical educators in India.

For the current academic year, there are 8388 admitted in 4 batches-2020-2024, as seen in the table.

Students currently enrolled in WIMS

Year	Semester	No. of Students
2020	6	1649
2021	4	2801
2022	2	2502
2023	1	1436

Students Graduated- WIMS

Year	No. of Students
2017	301
2018	848
2019	1025

Give Grants has conducted an Impact Assessment of the program in March 2024, covering the graduates and students enrolled in 2-6 semesters. The study adopted a mixed methodology engaging various stakeholders such as the students, alumni, parents and the SPOCs from Wipro & BITS Pilani. It adopted a hybrid mode of investigation, where three centers (Pune, Chennai & Bangalore) have covered in an on-site assessment while Delhi-NCR, Hyderabad, Cochin and Coimbatore were covered in virtual mode.

Study Methodology

OBJECTIVES

Assess the relevance and efficiency of the intervention

Understand the effectiveness of the intervention

Find the areas of improvement across all the factors from program design to implementation

Understand the major success factors and challenges in the intervention.

Provide an assessment framework to be able to capture impacts in a manner that is an effective recommendation.

Three Point Assessment Framework
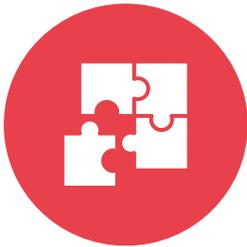
Program Design

We study program design through program strategies, inputs and resources, assumptions, outreach mechanisms, and much more. Give's Impact Assessment approach for program design is based on Assessment criteria like Relevance and Preparedness using methodologies such as need assessment of baseline survey.

Program Delivery

Give assesses the Program Delivery to understand the success of the program delivery mechanism in attaining the overall objectives such as cost effectiveness, resource efficiency, equity in service delivery, best practices and challenges, perception about the services among the relevant stakeholders, among other actors.

Impact and Sustainability

The program's impact potential was assessed to ascertain whether a change or the desired outcome can be attributed to the program intervention. Give uses criteria such as scale of Impact and sustainability of impact to understand the impact potential of the projects.

Sampling Strategy

Quantitative

479
Students

53
Alumni

Qualitative

13 Interactive session &FGD

03 Centers- Bengaluru, Chennai & Pune

207 students-104 boys & 103 girls

06
Key Informant Interviews with WIPRO SPOCS

06
In-Depth Interviews with Parents

LIMITATIONS

- The study could not reach out to most of the parents as they were not aware of the details of the program.

- Coverage of respondents per site was not uniform as planned, there is an over-representation from Pune.

STUDY LOCATIONS

On-site interviews 📍
Chennai
Bangalore
Pune

Virtual Surveys 📍
Hyderabad
Delhi &NCR
Cochin
Coimbatore

Key Findings

The data was analyzed against the assessment framework and study objectives in relation to the relevance of program design, efficiency and effectiveness of program delivery, immediate impacts and program sustainability. Mainly descriptive statistics and frequency analysis were done. Program monitoring data and secondary sources were referred for deriving insights wherever needed.

Qualitative data is analyzed using thematic analysis approach and concluded after triangulating with the quantitative results.

RELEVANCE OF PROGRAM DESIGN

Students opined that the they took the program as it gives them an opportunity to learn and study. They are interested in the value of the technical partner BITS Pilani and the option it gives to work and learn without affecting the financial status of the family.

Most of the students wanted to do their higher education in prestigious organizations and the technical association and certification was the motivation for them to opt the study.
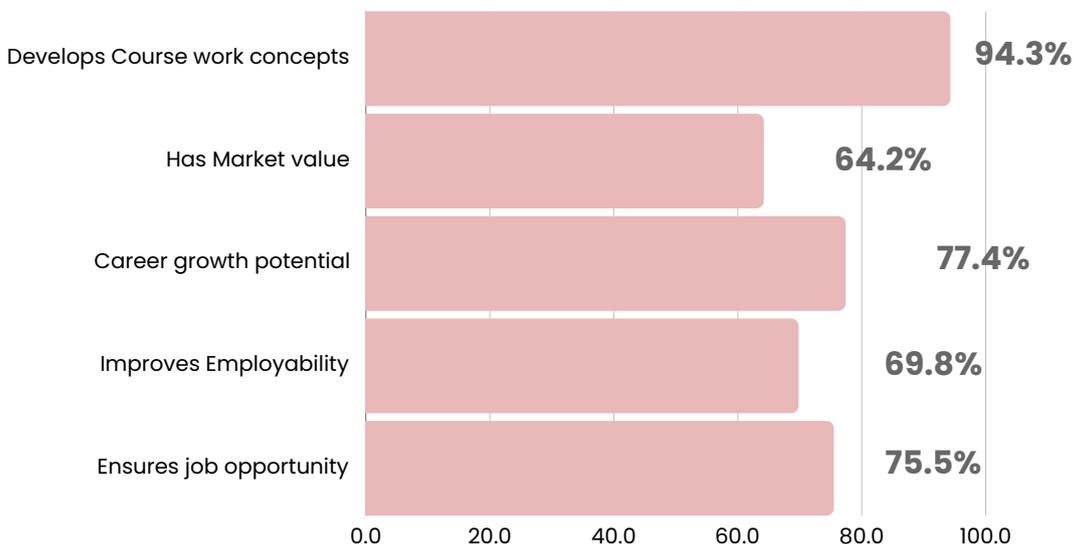
Work experience in Wipro and the prospects of Wipro is also a significant motivation for the students.

75.5%

75.5%
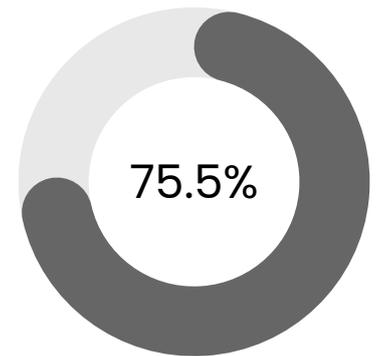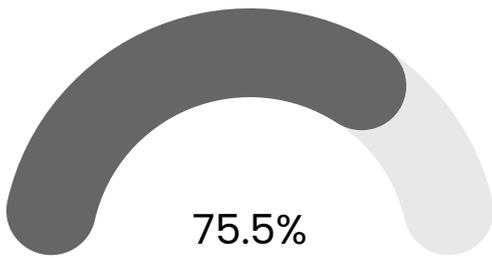
Cumulatively, 75.5% of the alumni find the program as relevant, with 20.8% of the rating it as MOST RELEVANT
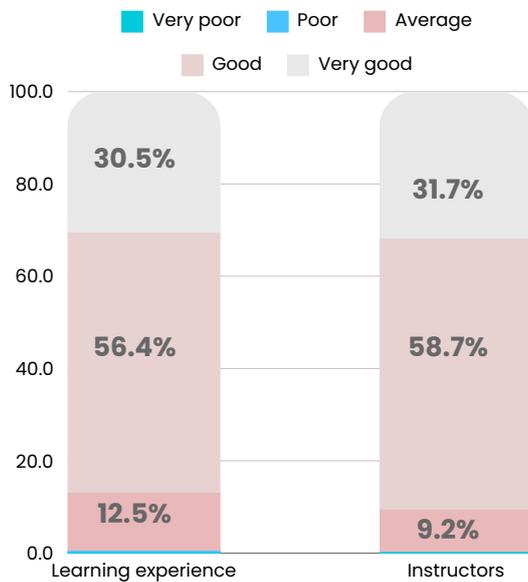
75.5% alumni affirms that the course offers diversified skills and knowledge that is relevant for the industry.

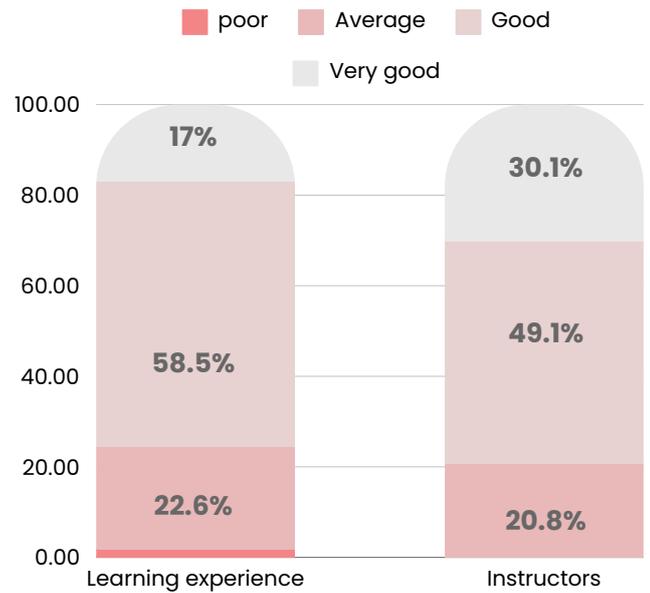### Alumni affirming the relevance of the program

Develops Course work concepts	**94.3%**
Has Market value	**64.2%**
Career growth potential	**77.4%**
Improves Employability	**69.8%**
Ensures job opportunity	**75.5%**

0.0   20.0   40.0   60.0   80.0   100.0

PROGRAM DELIVERY- EFFICIENCY &EFFECTIVENESS

Students rating the course-WASE

Legend:
- Very poor
- Poor
- Average
- Good
- Very good

Learning experience
- 30.5% (Very good)
- 56.4% (Good)
- 12.5% (Average)

Instructors
- 31.7% (Very good)
- 58.7% (Good)
- 9.2% (Average)

Alumni rating the course-WASE

Legend:
- poor
- Average
- Good
- Very good

Learning experience
- 17% (Very good)
- 58.5% (Good)
- 22.6% (Average)

Instructors
- 30.1% (Very good)
- 49.1% (Good)
- 20.8% (Average)

Study materials and learning process rating- Students

- Availability of mentors/instructors: 97.9%
- Comprehension of lessons: 97.3%
- Provision of textbooks/learning materials: 100%
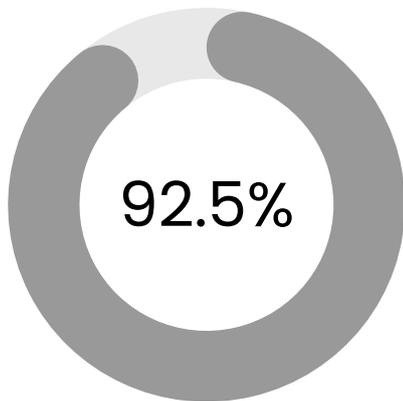- Able to attend lab sessions: 73.7%

Students expressed their concern over attending labs. Only 73.7% students stated that they are able to attend lab sessions. Provision of study material is another concern for students. 100% of the students are provided with learning materials, 97.3%comprehends the lessons. 97.9% affirms that the institute has sufficient instructors and mentors
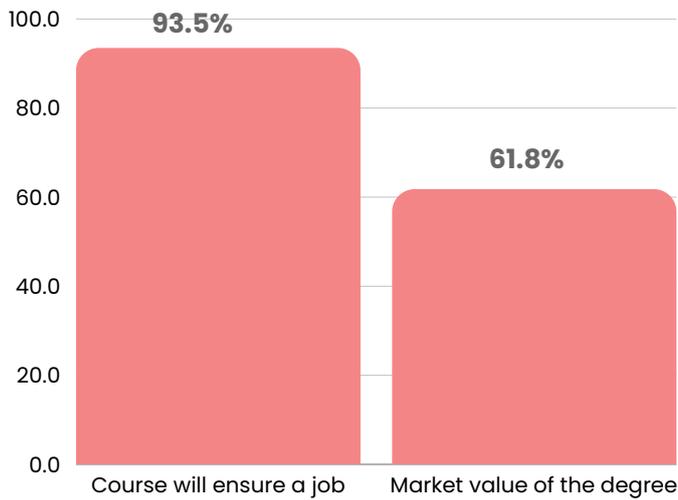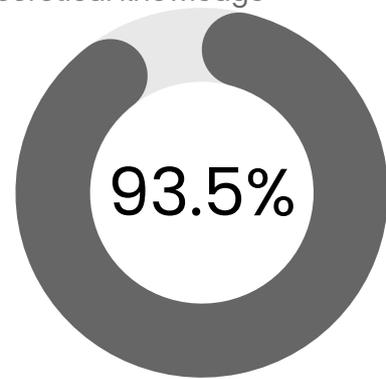
93.5% students believe that the course will help them to find a job. 61.8% believes that the course degree has a market value.

The IA observes that the students has apprehensions on the validity of the certificate outside Wipro.

92.5% alumni affirmed that the centers have sufficient infrastructure facilities

92.5%

Average hours available for study- Students

93.5% of the students shared that the course will help them to find better job opportunities with the skill sets, industry exposure and theoretical knowledge

93.5%

Others
2.5%

8 hours
23.8%
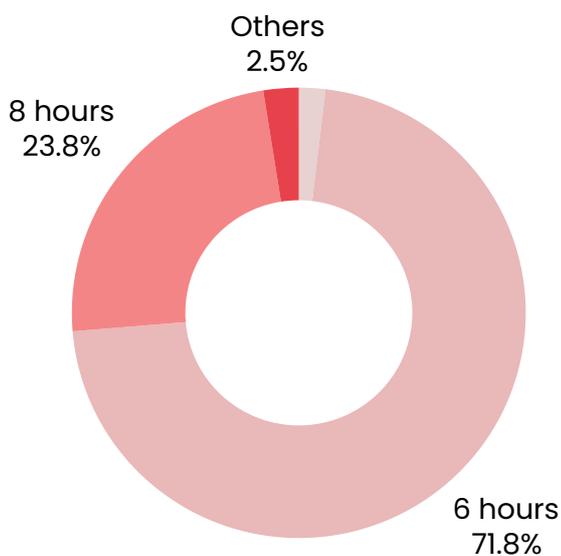
6 hours
71.8%

The IA identifies that balance between work-study- life is a major concern for the students. 71.8% of the students stated that they get an average of 6 hours of study a day, 23.8% stated that it is 8 hours of study time for them. 1.9% stated that it is 4 hours for them.

During the interactive session, the students stated that the work and study hours are not balanced and they find it difficult to manage the work and study as shifts changes.

The students also stated that the weekends are occupied with classes, they don't get enough study leaves for examinations and preparation time for submitting the assignments.

Wipro SPOCS shared that the University allots instructors based on the need. They also shared that they face drop out of students to an average of 20% with students' personal obligations, financial challenges, availability of other job opportunities, etc.
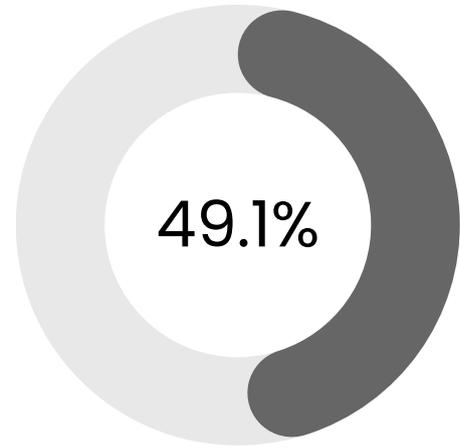
IMPACTS & SUSTAINABILITY

Along with their higher studies, the students have become primary earning members of their family

Students as primary breadwinners

62.2%
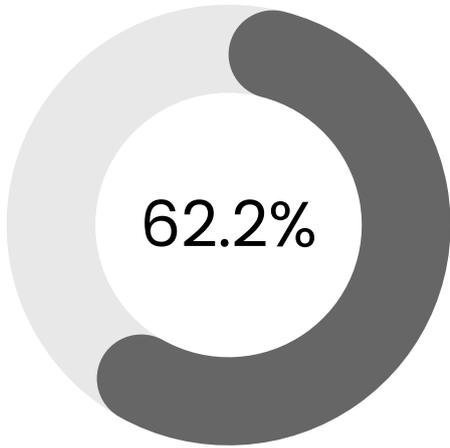
62.2% students are primary earning members of the family–56.2% female students and 68% male students are primary breadwinners while continuing their studies
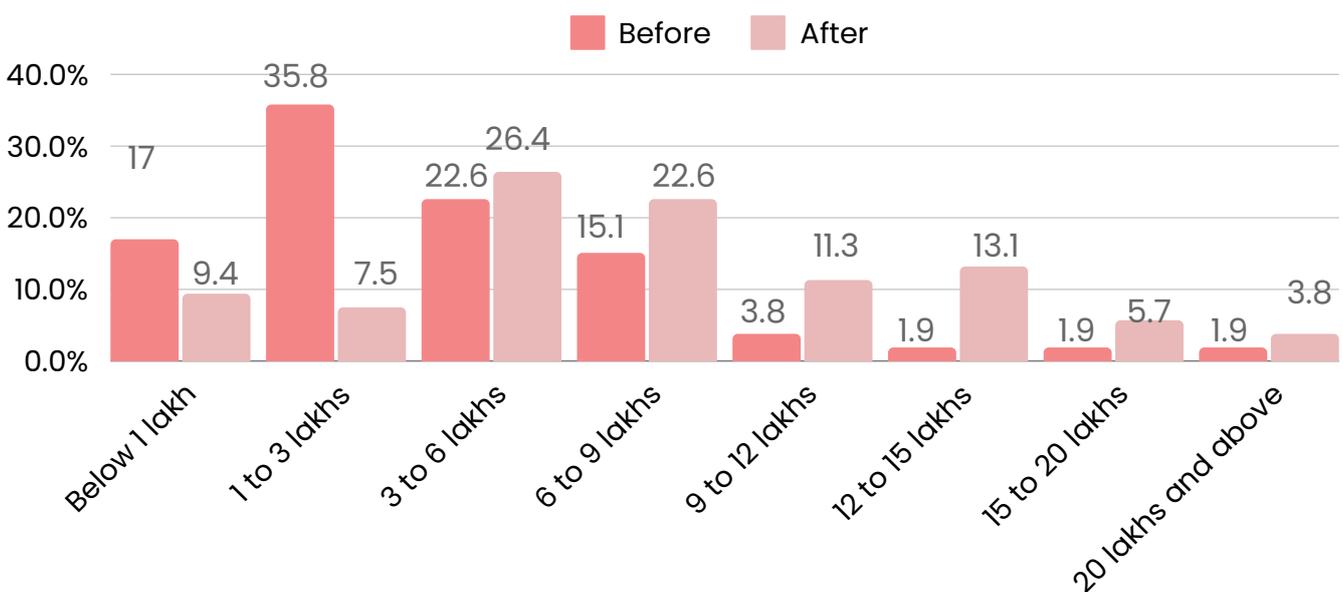
Alumni as primary breadwinners

49.1%

49.1% alumni are primary earning members of the family–43.3% female students and 56.5% male students are primary breadwinners while continuing their studies

Family economic status has change significantly with the employment engagement of the students and employees

Economic Transition - Alumni

Before · After

| Income	Before	After
Below 1 lakh	17	9.4
1 to 3 lakhs	35.8	7.5
3 to 6 lakhs	22.6	26.4
6 to 9 lakhs	15.1	22.6
9 to 12 lakhs	3.8	11.3
12 to 15 lakhs	1.9	13.1
15 to 20 lakhs	1.9	5.7
20 lakhs and above	1.9	3.8

The alumni has witnessed a significant transition to higher income levels as show in the graph. The shift from low income strata to higher income strata is evident and significant in the alumni group.
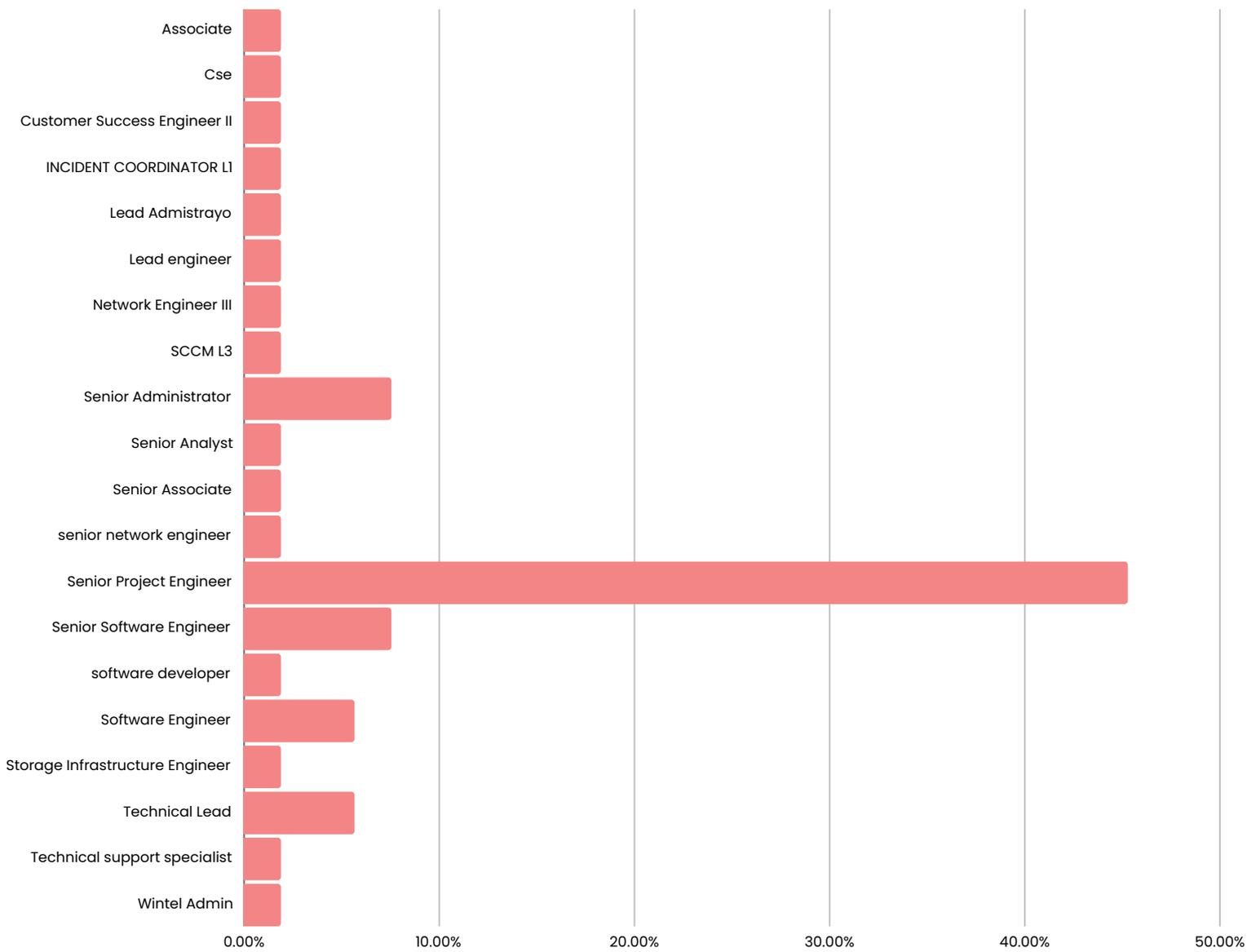
Economic Transition -Students
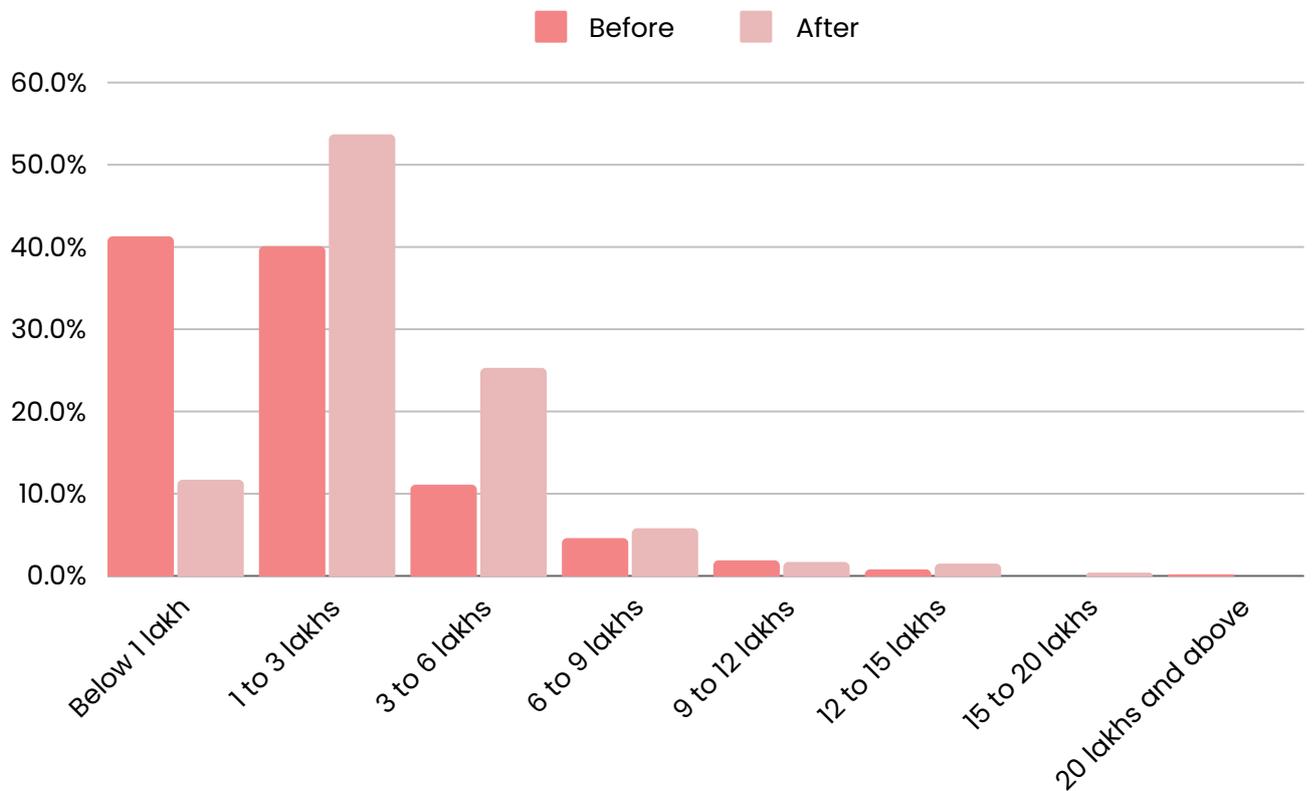
Economic status of students also witnessing a gradual, yet consistent shift as students are earning and supporting their family income. Unlike the alumni group, students transitioned to one level up in the income strata.

Employment opportunities are granted with opportunities of career growth


79.3%
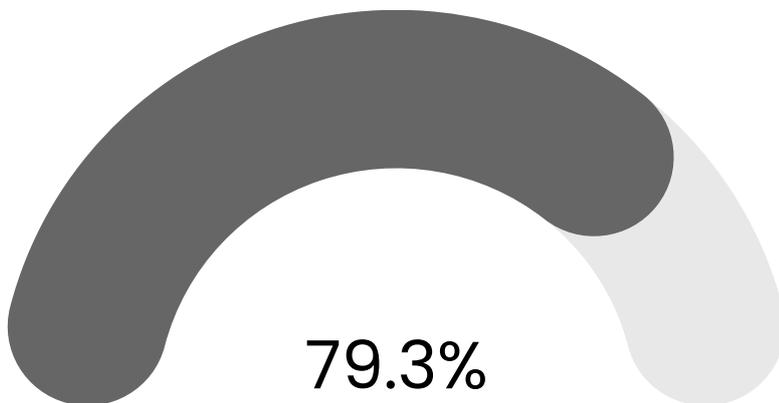
79.3% of the alumni are employed with Wipro. Others are working in the same industry engaging with ABC, Cognizant, Deloitte, Dell, IFS, IBM, KLA corporation, Nokia, Rubrik, etc.
None of them are unemployed.

Job Title	Percentage
Associate	
Cse	
Customer Success Engineer II	
INCIDENT COORDINATOR L1	
Lead Admistrayo	
Lead engineer	
Network Engineer III	
SCCM L3	
Senior Administrator	
Senior Analyst	
Senior Associate	
senior network engineer	
Senior Project Engineer	
Senior Software Engineer	
software developer	
Software Engineer	
Storage Infrastructure Engineer	
Technical Lead	
Technical support specialist	
Wintel Admin	

It was also seen that most of the alumni had career growth opportunities with post-qualification experience.

Students and alumni ready to recommend the program to their peers, indicating the relevance and high level impacts of the program.

87.6%

81.1%
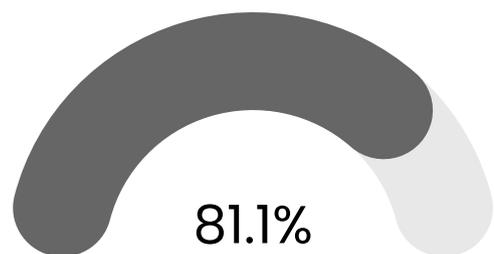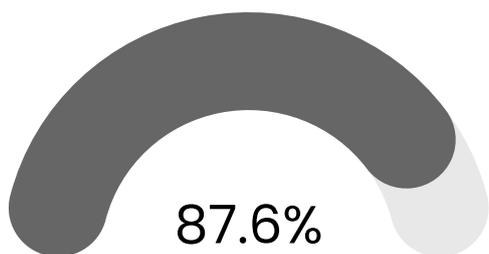
87.7% students and 81.1% alumni would recommend the program, as it is RELEVENT, creating sustainable impacts and is executed with efficiency and effectiveness.

SWOT Analysis

strengths

- The study offers a comprehensive understanding of the concepts as it is integrated with the application of skills. It offers a quality learning process with the introduction of relevant industry techniques and job skills.

- Reputation of the institutions add value to the course, enhancing its career prospects.

- It allows science graduates to get a relevant exposure to technical programs with industry experience.

Weaknesses

- The courses are offered on weekends, students find it difficult to manage work-life-studies efficiently

- Courses are offered on online mode, hence the learning experience is underrated.

- Duration of the course is not efficient, if it is reduced in par with the standards, it would be beneficial for the students.

- Compensation for work is offered as stipend. There is no increment, promotion or bonuses for the scholar trainees, which demotivates their job performance.

opportunities

- Supporting family income sources while pursuing higher studies.

- Enhanced skills learnt from work atmosphere.

- Reputation of Wipro and BITS Pilani adding value to the career perspectives.

Threats

- Students find it difficult to attend the classes with their work schedule.

- Students don't get enough time for preparing assignments, there is no study leave to prepare for the examinations that affect academic performances.

- Experience on campus culture is lacking as the programs are offered in online mode.

- Alumni find it difficult to get jobs after quitting Wipro as most of the companies do not prefer a degree in WILP mode.

Recommendations

- Introduce off-line sessions for lab sessions for efficient learning engagements.

- Ensure that the students have access to sufficient learning materials laboratories and opportunities for hands-on experience sessions to enrich the learning process.

- Manage work-study-life balance for students with establishing sufficient gaps between class hours and work schedule. Introduce stress relief activities and organize student engagement activities.

- Give preference to students' choices and personal interests in selecting the courses.

- Introduce periodic incentives as rewards for work performances so as to motivate students in their work engagements.

- Manage work schedule to allot study leaves and other learning activities like preparation of assignments, laboratory sessions, etc.