

Impact Assessment

WIPRO Integrated Learning Programme

Funding Year: FY 2023–2024



give | grants

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Executive Summary

The global IT/ITeS industry is expanding at an exponential rate, with India being one of the leading countries catering to this growing demand. To bridge the gap between the demand and supply of skilled professionals, Wipro launched the Work Integrated Learning Program (WILP), offering the Wipro Academy of Software Excellence (WASE) and Wipro Infrastructure Management School (WIMS) programs.

WASE and WIMS have been part of WILP for over two decades. The program emphasizes practical, hands-on, project-based learning, allowing students to work on real-time projects while attending classes. Additionally, WILP provides students with the opportunity to pursue an M.Tech degree from BITS Pilani, an Institute of Eminence (IoE), making it the only program in the current ecosystem that enables BCA/B.Sc. graduates to obtain an M.Tech degree

Over the years, WILP has successfully created a pool of skilled professionals who have contributed significantly to the growth of the IT industry. The effort of Wipro directly addresses SDG 1, SDG 4, and 8, SDG 10 of the United Nations Sustainable Development Goals, Agenda 2030. Nationally, it targets activity (ii) of Schedule VII of the Companies Act, 2013.

The assessment considered a total sample size of 736 direct and indirect beneficiaries, including current batch students, alumni, BITS instructors, Wipro location managers, the BITS leadership team, and Wipro leadership/CSR representatives. The Give Grants team engaged with 619 students from the current batch, 67 alumni, and 40 parents. Additionally, in-depth Key Informant Interviews (KIIs) were conducted with BITS instructors, Wipro location managers, the BITS leadership team, and Wipro leadership/CSR representatives to evaluate the impact of the project's interventions. The assessment involved a comprehensive review of the logical framework analysis in relation to the expected theory of change, examining key parameters, indicators, outputs, outcomes, and the overall impact. A mixed-method approach was adopted, integrating both quantitative and qualitative research methods to gain a deeper understanding of the program's effectiveness.

Some of the key findings of the Impact Assessment based on the interactions with the students and key stakeholders are:

- **Strategic Collaboration for Industry-Relevant Education:** The WIMS/WASE program, a joint initiative between Wipro and BITS Pilani, ensures high-quality, industry-relevant education through structured curriculum design, financial support, and periodic review of curriculum. This collaboration has led to one of **BITS Pilani's largest off-campus engagements, benefiting around 14,500 students.**
- **Strong Career and Employment Opportunities:** With a **95% program completion rate** and **90-93% job acceptance** at Wipro, the program provides a stable career path for students. Graduates often secure roles as Senior Engineers, with opportunities to advance to Assistant Manager positions, ensuring long-term career growth.

- **Strong Academic and Practical Learning Integration:** The WIMS/WASE program effectively blends academic coursework with hands-on, application-based learning, ensuring students gain both theoretical knowledge and industry-relevant skills. The program structure, including continuous evaluation, project-based learning, and on-the-job training, ensures that graduates are job-ready and well-prepared for industry demands.
- **Financial Accessibility and Reduced Barriers to Education:** The tuition-free model and financial assistance for course materials significantly lower financial barriers for students, particularly those from lower- to middle-income households. This equal access to higher education not only benefits students but also positively impacts their families by reducing financial burdens.
- **Diverse Industry Exposure and Career Readiness:** Students are involved in a wide range of industry-specific projects. WASE students are primarily engaged in IT and software development, testing and quality assurance, while WIMS students work across IT, finance, networking, cloud computing, automation, and healthcare. The dominance of IT-related sectors highlights the program's focus on building relevant skills for high-demand industries, enhancing students' career prospects.
- **Comprehensive WILP Approach:** The program's academic rigor, financial inclusivity, and industry-aligned skill development make it a comprehensive work-integrated learning initiative.
- **High Employability and Career Growth:** The program equips students with industry-relevant skills, problem-solving abilities, and applied knowledge, ensuring career stability and growth, with opportunities to progress to senior roles.
- **Positive Impact on Underserved Communities:** The program benefits students from **rural areas and tier 2-3 cities**, providing access to quality education and career opportunities. A **significant portion of the beneficiaries are women**, who receive necessary support from Wipro to overcome societal and family pressures, further promoting inclusivity and empowerment. The **BITS Pilani degree** earned through the program enhances students' social standing and professional credibility.

While the program is significantly benefitting the candidate, the respondents of the assessments have highlighted challenges and improvement areas pertaining to the program.

- **Challenges and Recommendation:** While the program is well-received, some students highlight challenges such as difficulty balancing work and studies, unsatisfactory course modules, low stipends, and prolonged bond periods. Additionally, 7% of students feel the degree lacks market relevance, and some prefer alternative courses with better pay and placement opportunities. Recommendations for improvement include increased offline classes, higher stipends, and better project alignment with students' skills.

Furthermore, Interactions with past program participants have also provided crucial knowledge on pre and post employment status, expected salary from the program and much more. Some of the key findings include:

- **WILP as a Career Gateway:** 51% of respondent alumni **were unemployed before joining the program**, and **43% were students**, highlighting that the program primarily serves as an **entry point into the job market** for fresh graduates and those seeking their first employment opportunity.
- **Strong Industry Alignment & Mid-Level Job Readiness:** A significant **51%** of alumni are employed as **Junior/Senior Project Engineers**, with others in roles such as **Software Engineers, Consultants, and Developers**. This indicates the program's effectiveness in equipping students with skills required for mid-level technical positions in IT and engineering domains.
- **Career Progression & Leadership Development:** While the majority of alumni are placed in **mid-level roles**, some have advanced into leadership positions such as Senior Project Manager, Team Lead, and Technical Lead (each 1.5%), suggesting that the program supports long-term career growth and leadership development.
- **Skill Development & Practical Learning:** The program effectively enhances participants' technical skills and industry exposure, with **81%** of respondent alumni acknowledging its role in **diversifying their industry knowledge and providing hands-on experience**. Practical learning in areas like cloud computing, database management, and DevOps has strengthened problem-solving abilities and real-world application of theoretical knowledge.
- **Bridging Academia & Industry:** The work-integrated learning model successfully connects **academic learning with industry needs**, particularly benefiting students from non-IT backgrounds. On-the-job training, real-time projects, and structured learning have helped participants gain confidence, adaptability, and domain expertise while earning their degrees.
- **Strong Infrastructure & Industry Recognition:** **97%** of respondent alumni believe that the **Wipro Academy campus is well-equipped** to support the program, and the same percentage found on-the-job training instrumental in understanding coursework. Additionally, **82% of alumni consider the M.Tech degree from BITS Pilani to be valuable** in the job market, reinforcing the program's credibility and industry relevance.
- **Varied Salary Growth Outcomes:** While **51%** of respondent alumni found the program **'somewhat' helpful in improving salary packages**, their expectations for salary growth were not fully met. However, **27% received expected salaries**, highlighting a positive impact, whereas **22% saw no benefit**, possibly due to rapidly changing market conditions, evolving skill demands, and competitive industry pay scales.
- **Diverse Salary Distribution:** The salary distribution among alumni shows variation, with **33% of respondents earn more than ₹50,000**, indicating program success in financial inclusion of the beneficiaries from underserved communities. Another 17% earn between ₹40,000 – ₹50,000 and **28% earn between ₹30,000 – ₹40,000**, showing that a large portion secures competitive salaries in the market.

Finally, engagement of beneficiary household in the assessment has provided an opportunity to understand the depth of the WILP program:

- **Perceived Impact on Beneficiaries' Growth:** While **55%** of parents **observed changes in their children after joining the program**, **45% did not notice any significant differences**. Notable improvements include **financial independence** (reported by 36.4% of respondent parents), **better decision-making** (reported by 18.2% respondent parents), **increased maturity and discipline** (mentioned by 18.2% respondent parents), **enhanced communication skills** (highlighted by 13.6% respondents), and **academic/technical growth** (mentioned by 13.6% parents).

- **Parental Expectations from the Program:** A majority (58%) of respondent parents **expect a well-paying and stable job** for their children upon course completion, while **21% anticipate career growth in IT/ITeS**. Additionally, **7% hope for overseas job placements**, and **14% expect job security and financial benefits**, highlighting high parental aspirations linked to employment outcomes.
- **Socio-Economic Importance of the Program:** The program is seen as a pathway to **financial stability (37%)**, **career growth (25%)**, and **social mobility (15%)**. Additionally, **23% of parents believe it will uplift their family's financial condition**, emphasizing the program's broader role in economic and social transformation beyond just education.

The assessment has also provided key recommendations for program improvement which include:

- Incorporating more frequent offline interactions through lectures, seminars, and workshops to enhance learning and engagement.
- Periodic campus visits to BITS Institute can be introduced to enhance student interaction and exposure, fostering a stronger sense of connection with the institute.
- Students may be offered a data allowance to ensure better internet connectivity.
- Provision of frequent hands-on training and lab sessions can be arranged.
- Periodic interactions with the Wipro leadership team to provide students with greater industry exposure and insights into career growth opportunities
- Sessions with alumni should be organized for current batch students to provide exposure to industry-relevant trends and practices, offer career guidance, and enhance their overall professional development.



Introduction

In today's fast-paced world, the new generation of learners prefers double benefits from a single effort—balancing education with work experience, and securing financial independence while enhancing career prospects. With the increasing trend of earning while learning, students are drawn to opportunities that allow them to gain professional exposure without pausing their academic journey.

The Work Integrated Learning Program (WILP) by Wipro Ltd is an innovative initiative designed to bridge the gap between academic education and industry requirements, ensuring that students acquire practical experience alongside theoretical learning. In collaboration with BITS Pilani, this program provides students with the opportunity to earn an M.Tech degree while working as Scholar Trainees at Wipro, making it a comprehensive blend of education and professional exposure.

Unlike traditional learning models, WILP integrates real-time industry projects with structured coursework, equipping students with cutting-edge skills in software development, cloud computing, IT infrastructure management, and business communication. The program is divided into two specialized tracks:

Wipro Academy of Software Excellence (WASE)

The program aims to groom fresh graduates into industry-ready professionals. WASE students undergo rigorous training in various software technologies, soft skills, and business communication. They work on real-time projects alongside industry professionals, giving them an opportunity to apply their theoretical knowledge in a practical setting. The program is structured in a way that enables students to earn their degree while gaining valuable work experience.

Wipro Infrastructure Management School (WIMS)

The program focuses on providing students with in-depth knowledge and practical skills in the field of IT infrastructure management. WIMS students undergo training in various IT infrastructure management technologies, soft skills, and business communication. They also work on real-time projects alongside industry professionals, giving them hands-on experience in managing complex IT infrastructure. The program is designed to prepare students for a successful career in the IT infrastructure management domain.

By bridging the gap between academia and industry, WILP enables students to gain financial stability, hands-on experience, and a competitive edge in the job market—all while earning their degree. This study assesses the perceived value of WILP, its relevance in today's job landscape, and its impact on long-term career success, providing insights into how the program empowers students with employability, industry adaptability, and career growth opportunities in the IT/ITeS sector.

The focus of this impact assessment report is to analyze the current status of health, nutrition and overall wellbeing of the beneficiary students and households. Additionally, the report evaluates the program variation across the targeted locations and beneficiaries, identifies challenges in program delivery, examines the overall program objectives, and provides recommendations for program sustainability.

The program also fulfills the provisions of item (ii) outlined in Schedule VII of the Companies Act, 2013, which is ***'promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects'***.

The program also addresses the following Sustainable Development Goals:



SDG 1: No Poverty

Target 1.a

Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programs and policies to end poverty in all its dimensions



SDG 4: Quality Education

Target 4.3

Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.



SDG 8 : Decent Work and Economic Growth

Target 8.5

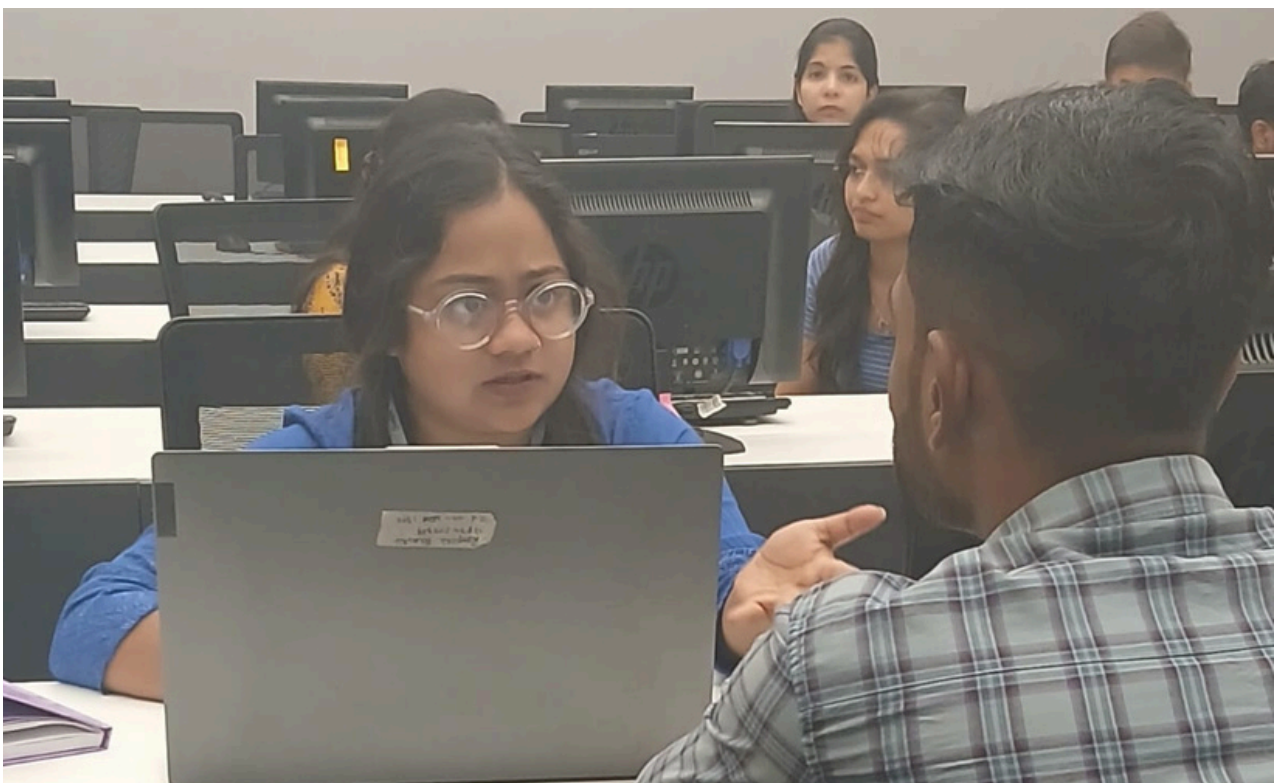
Achieve full and productive employment and decent work for all women and men, including young people, and equal pay for work of equal value.



SDG 10 : Reduced Inequalities

Target 10.2

Empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.



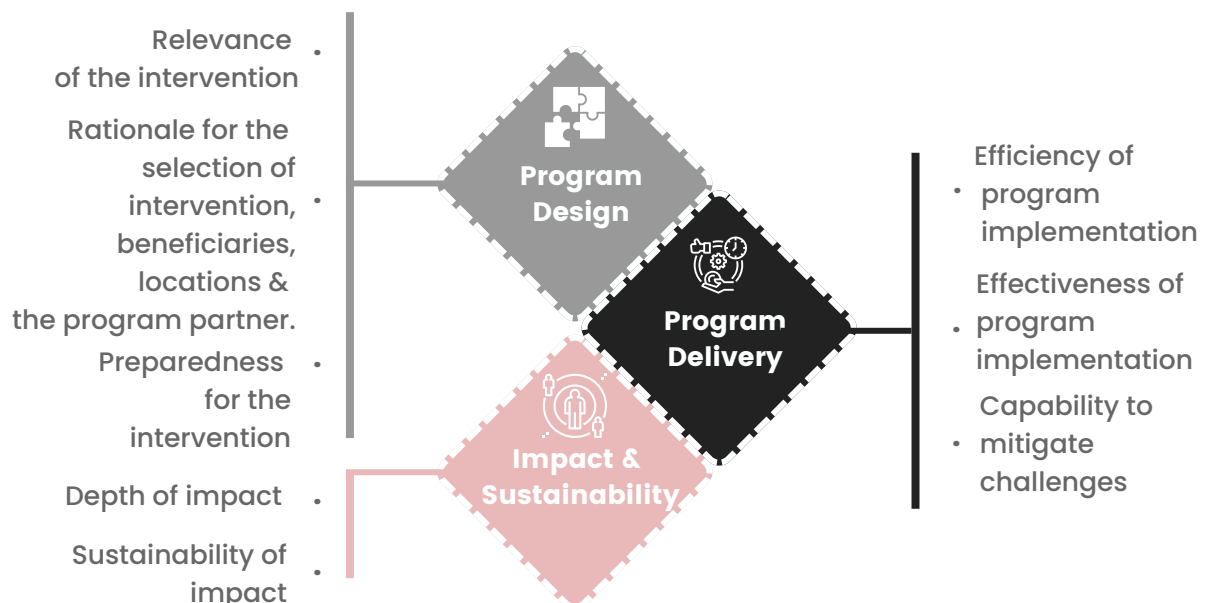
Scope of study

Objectives



Methodology

The three-point assessment framework used in the assessment is developed by the Give Grants based on the OECD-DAC framework for impact assessment. It broadly investigates the following aspects:



Sampling Strategy



736

Total Sample Size



619

Interviews with 314 WIMS and 305 WASE candidates from the current batch



67

Interviews with WILP Alumni



40

Interviews with other Parents/Households

Sample Size Rationale

- Purposive sampling; Sample size predefined
- Stratified sampling at study locations
- Representatives of key stakeholders involved in the program, in addition to beneficiaries

Key Informant Interviews



BITS Leadership: 2



Instructor and Wipro Location Team Member: 5



Wipro Leadership/CSR Team: 3

In-Person Survey Locations

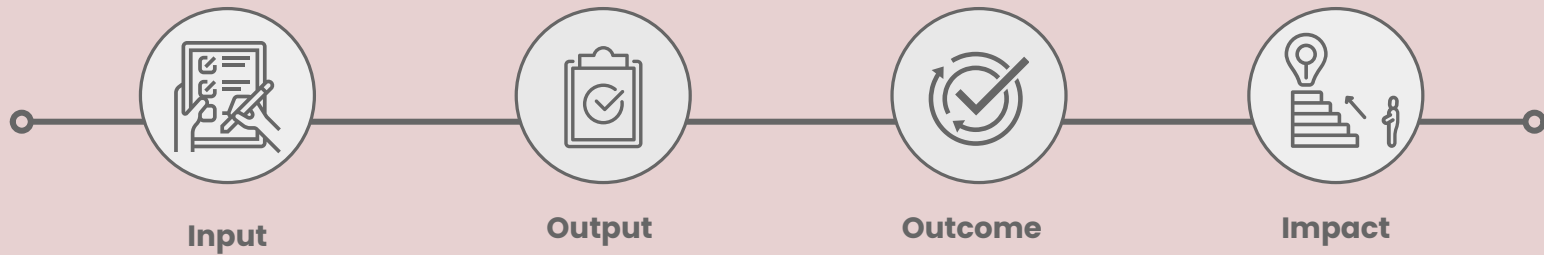
Karnataka	Tamil Nadu
<ul style="list-style-type: none"> • Bengaluru 	<ul style="list-style-type: none"> • Chennai • Coimbatore
Telangana	Maharashtra
<ul style="list-style-type: none"> • Hyderabad 	<ul style="list-style-type: none"> • Pune

Virtual Survey Locations

Odisha	Kerala
<ul style="list-style-type: none"> • Bhubaneshwar 	<ul style="list-style-type: none"> • Kochi
West Bengal	Maharashtra
<ul style="list-style-type: none"> • Kolkata 	<ul style="list-style-type: none"> • Mumbai
Karnataka	Andhra Pradesh
<ul style="list-style-type: none"> • Mysore 	<ul style="list-style-type: none"> • Vizag
Delhi NCR	
<ul style="list-style-type: none"> • Delhi 	<ul style="list-style-type: none"> • Gurugram

Theory of Change

The Theory of Change Framework (ToC) for the given program is illustrated below:



The specific actions or processes that a program undertakes to achieve its goals and objectives.

The direct and immediate results or products of the activities undertaken.

The changes or effects that occur as a result of the outputs and activities.

The ultimate and long-term effect or result that a program or intervention aims to achieve.

Input	Output	Outcome	Impact
<ul style="list-style-type: none">• Identification & selection of instructors• Identification & selection of WILP candidates• Provision of classroom infrastructure, lab facilities• Revision of module and curriculum per the market requirements	<ul style="list-style-type: none">• Students gain practical experience by working on hands-on projects while simultaneously developing a strong understanding of the requisite courses for their M.Tech degree	<ul style="list-style-type: none">• The program enables students to gain valuable work experience while pursuing their M.Tech degree, making them job-ready and highly employable	<ul style="list-style-type: none">• The program mainstreams students into STEM education while simultaneously creating a consistent pool of skilled and experienced talent for the industry, ultimately contributing to the financial upliftment of their families


Logical Framework Analysis

A logical framework model is created against the identified ToC to reflect the identifiable indicators, means of verification, and assumptions, as given below:

	Project Summary	Indicators	Means of Verification	Assumptions
Impact ↑	<ul style="list-style-type: none"> The program mainstreams students into STEM education while simultaneously creating a consistent pool of skilled and experienced talent for the industry, ultimately contributing to the financial upliftment of their families 	<ul style="list-style-type: none"> Number of students graduated Number of students employed 	<ul style="list-style-type: none"> M&E reports, progress reports and secondary data sources KII with key stakeholders of the program One-on-one interaction with alumni 	<ul style="list-style-type: none"> The program has generated positive impact in the integrated development themes of Quality Education and Livelihood
Outcome ↑	<ul style="list-style-type: none"> The program enables students to gain valuable work experience while pursuing their M.Tech degree, making them job-ready and highly employable. 	<ul style="list-style-type: none"> Number of students continuing working in Wipro 	<ul style="list-style-type: none"> M&E reports, progress reports and secondary data sources KII with key stakeholders of the program. Interactions with direct and indirect beneficiaries 	<ul style="list-style-type: none"> Benefits of the program are reaching to the targeted community and schools All the students enrolled have not dropped-out and have attained M.Tech degree

Logical Framework Analysis

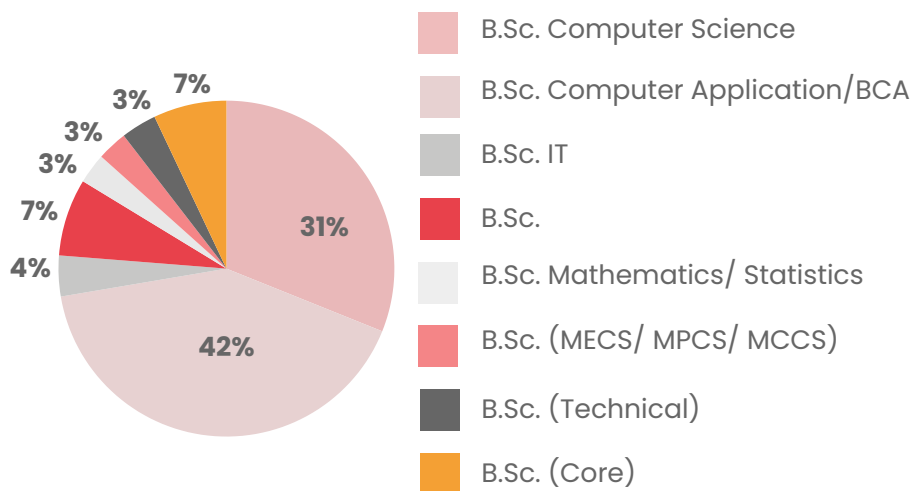
A logical framework model is created against the identified ToC to reflect the identifiable indicators, means of verification, and assumptions, as given below:

	Project Summary	Indicators	Means of Verification	Assumptions
Output 	<ul style="list-style-type: none"> Students gain practical experience by working on hands-on projects while simultaneously developing a strong understanding of the requisite courses for their M.Tech degree 	<ul style="list-style-type: none"> Number of student's assigned with projects and job role Students attending classes 	<ul style="list-style-type: none"> Interaction with beneficiaries and key stakeholders M&E reports, progress reports and secondary data sources 	<ul style="list-style-type: none"> Students are able to manage work and studies Course content is relevant to the local and current context There is a continued demand for the program
Input	<ul style="list-style-type: none"> Selection of students Identification & selection of instructors Provision of classroom infrastructure, lab facilities Revision of module and curriculum per the market requirements 	<ul style="list-style-type: none"> Number of students enrolled Number of students attending classes Students approaching for solution or a query as part of their learning 	<ul style="list-style-type: none"> M&E report, progress report, and programmatic documents Beneficiary surveys 	<ul style="list-style-type: none"> Adequate resources are available for program implementation Dedicated stakeholders to facilitate the program

Findings & Analysis

The Impact Assessment has mapped the beneficiary profile to understand candidates' academic and economic. As per the assessment findings, around 49% of the respondents from the beneficiary pool pertaining to current batch are enrolled in WASE program, and nearly 51% of the respondents are enrolled in WIMS program. The profile of the students enrolled in the program is diverse, with a sizable number of students joining after completing B.Sc. in Computer Application/BCA (41%) and B.Sc. Computer Science (31%). The figure below illustrates the proportion of students' academic background.

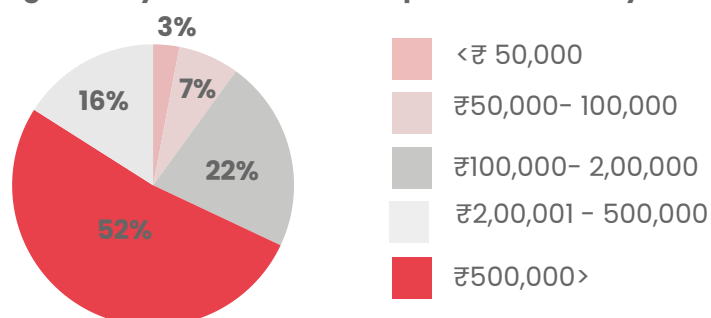
Respondents' Academic Background



The **Wipro Infrastructure Management School (WIMS)** program enables students to specialize in IT infrastructure management, equipping them with the expertise to handle complex IT systems. Meanwhile, the **Wipro Academy of Software Excellence (WASE)** program is equally popular among students, as it offers a comprehensive curriculum covering various software technologies and essential soft skills. Both programs are designed to provide industry-relevant skills and knowledge, ensuring students are job-ready professionals.

Furthermore, an analysis of the economic background of students from the current batch revealed that only **17% of respondents are the sole earning members of their families**, while **83% belong to households with other earning members**. In the majority of these households, **fathers are the primary earners**. Regarding family income, approximately **52%** of respondents reported an average annual household income between **₹2,00,001 and ₹5,00,000**, followed by **22%** whose family income falls between **₹1,00,001 and ₹2,00,000**.

Annual Average Family Income of the Respondents' Family



Program alignment with Wipro's Core Value

The WIMS/WASE program aligns seamlessly with Wipro's Vision, Mission, and Core Values, reinforcing the company's commitment to education, skill development, and social responsibility. Initiated in 1995, this flagship initiative is a testament to Wipro's dedication to nurturing talent and fostering a culture of continuous learning. As part of Wipro's CSR compliance, the program integrates with the company's broader goals of empowering future talent by covering the cost of education and training, ensuring that students can pursue higher education and career growth without financial barriers.

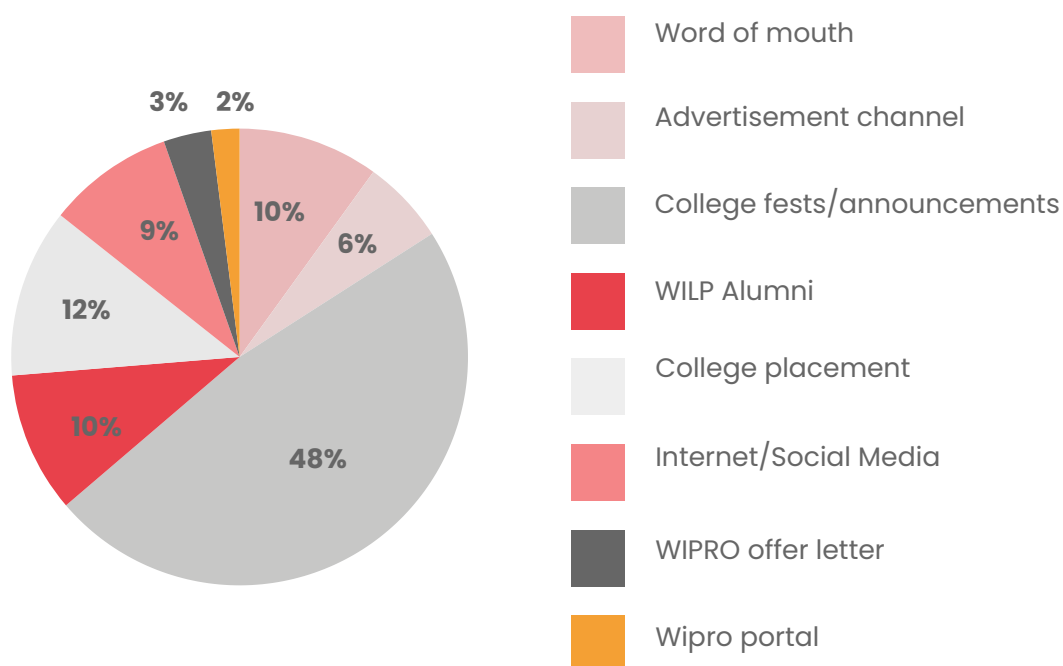
Program Convergence Model

Insights from key informants, including Wipro leadership, CSR representatives, and BITS Pilani leadership, highlight the collaborative program model where Wipro and BITS Pilani work together to design and implement the curriculum. Wipro identifies the required courses based on industry relevance, internal business discussions, and current market standards, while BITS Pilani structures the academic framework, finalizes the curriculum, and delivers high-quality education in a batch-wise format. The MTech program is customized and updated every 2-3 years based on inputs from Wipro, ensuring continued relevance in the evolving industry landscape. The long-standing collaboration between Wipro and BITS Pilani has led to one of the largest off-campus engagements for BITS, catering to approximately 14,500 students, solidifying the program's significance and success.

Students' Sources for Program Awareness

Over the years, the program has gained recognition through multiple sources, with **48%** of students learning about it through **college fests/announcements**, **12%** through **college placements**, and **10%** through **WILP alumni**. Additionally, **10%** became aware via **word of mouth**, while **9%** discovered it through the **internet and social media**.

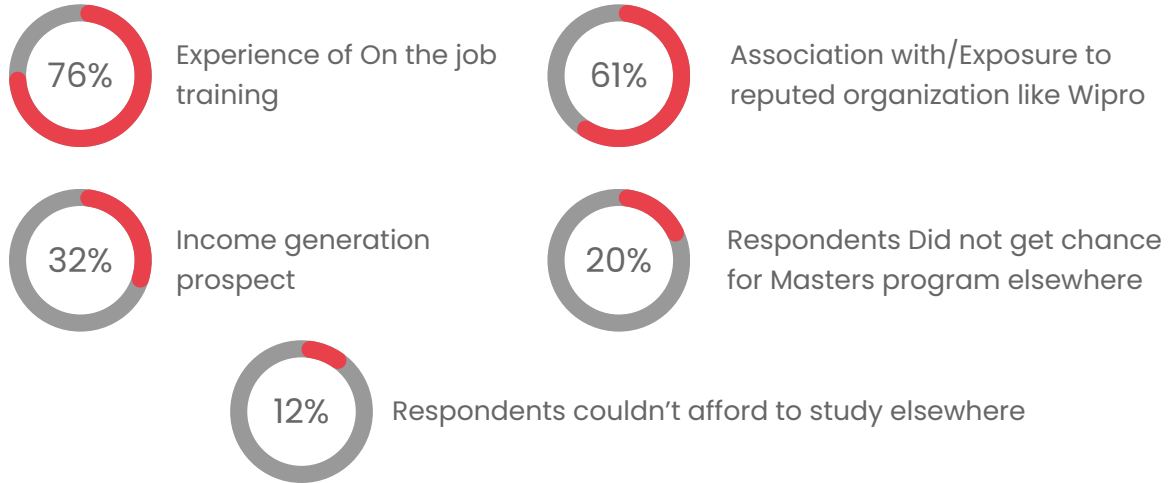
Respondents' Insight on Sources of Program Awareness



Students' Motivation to Join the program

The assessment also analyzed students' motivations for joining the program, revealing that **76%** enrolled for **on the job training**, **61%** were drawn by **Wipro's brand value** and industry exposure, and **32%** saw it as a **source of income generation**. Further, 20% stated they lacked opportunities to pursue a master's degree elsewhere, and 12% cited financial constraints as a key reason.

Respondents' Motivation to Join the Program

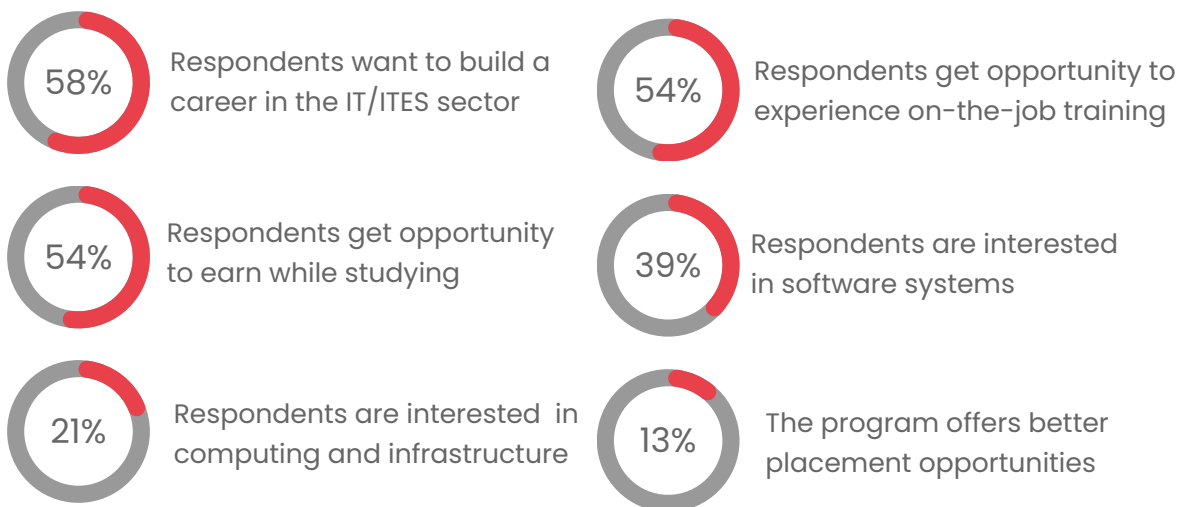


Note: Multiple responses are chosen by each respondent

Students' Reason to Join the WILP Program

In terms of career aspirations, **58%** of students joined to **build a career in the IT/ITES sector**, while **54%** valued the **opportunity for hands-on industry training**. Many also expressed interest in specific domains such as **software systems and computing infrastructure**. This comprehensive and structured approach ensures that the program remains **highly impactful, relevant, and beneficial for students, Wipro, and the broader industry**.

Respondents' Reason for Choosing Specific Program

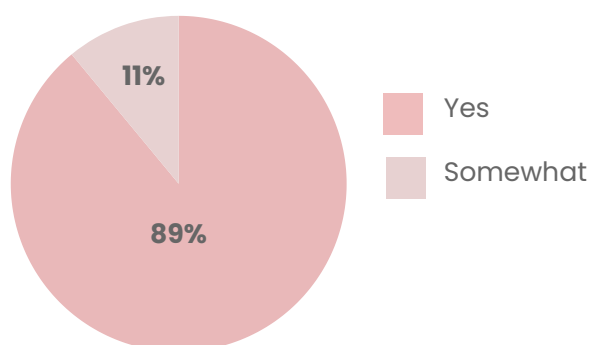


Note: Multiple responses are chosen by each respondent

Effectiveness of Program Delivery

Key informants from the **BITS leadership team** have provided insights into the effective delivery of the WIMS/WASE program, emphasizing **BITS' responsibility for managing the academic aspects** such as conducting sessions, organizing exams, and evaluating students. Given the **large student intake**, batches are **divided into multiple sections** to ensure smooth program delivery. To maintain **standardized course structure, a lead faculty is assigned for each course**, ensuring uniformity across sections. The effectiveness of the program is reinforced through **continuous evaluation**, including quizzes, assignments and lab work, all assessed by faculty and uploaded to the Learning Management System (LMS) for tracking student progress. The 8-semester structure, consisting of 7 semesters of coursework and 1 semester for dissertation, spans 16 weeks per semester, providing an interactive learning experience through classroom discussions, quizzes, and assignments. Notably, **89% of students affirmed that classroom instructions were adequate for their understanding**, while **11%** stated they "**somewhat**" understood the instruction.

Respondents' Insight on Adequacy of Instruction Provided in Class



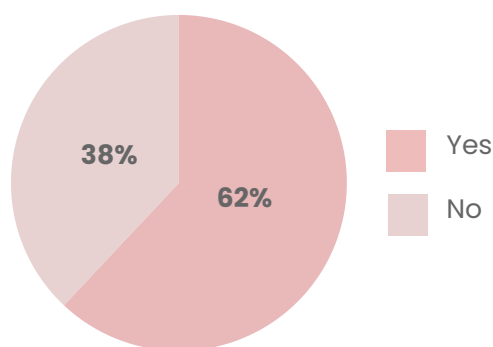
Provision of Free-of Cost Education and Financial Aid in the Program

A key advantage of the program is its tuition-free model, with all students confirming **they did not have to pay fees**. Additionally, **98% of students acknowledged receiving financial assistance for course materials**, indicating that financial support significantly **reduces barriers for students from lower- to middle-income households**, promoting **equal access to higher education**. **Wipro's location team members** further highlighted the positive impact on students' families, as the tuition-free learning model **alleviates financial burdens and fosters overall household satisfaction**.

Work Integrated Learning Program Module

The program follows a **dual learning model**, integrating **academic coursework with hands-on, application-based learning**. Insights from **BITS instructors and Wipro location team members** highlight that students engage in **practical learning through projects**, ensuring they are **job-ready upon graduation**. The curriculum includes **8-9 hours of weekend classes** for academic/theoretical learning, while **weekdays are dedicated to on the job training**, particularly for senior students in higher semesters. The Work Integrated Learning Program (WILP) allows students to work while they learn, with **62% of respondents confirming their involvement in specific project-based learning**.

Respondents' Involvement in Working in Specific Project as Part of the Course



A deeper analysis reveals that within the **WASE program**, **49%** of students **are engaged in IT & Software Development projects**, including Cloud Computing and Application Development, while **16%** are involved in **Testing & Quality Assurance projects**, such as manual and automation testing. IT & Software Development emerges as the dominant sector, followed by Testing & Quality Assurance, showcasing the program's focus on industry-relevant skills and real-world application. The table below highlights the percentage distribution of WASE students across different sectors and types of projects.

Sectors of the projects	Specific projects and company	Percentage of WASE respondents
IT & Software Development	Cloud computing, application development, Java, Python, SQL, and DevOps	49%
Banking & Financial Services	Banking projects (Citi Bank, US Bank, TD Bank, Mastercard, UBS)	3%
Telecommunications	Ericsson, Cisco, Nokia, and other telecom-related projects	3%
Healthcare	Change Healthcare, BP Shipping Testing, etc	1%
Testing & Quality Assurance	Manual testing, automation testing, regression testing	16%
Networking & Infrastructure	Network administration, Windows server administration, etc.	4%
Energy & Petroleum	Bharat Petroleum, Chevron, BT Petroleum, etc.	1%
Others projects	Cybersecurity analysis, endpoint security, and compliance management, Ford Motors, Hewlett-Packard(HP) project, etc.	23%
Total		100%

Similarly, **WIMS students** are engaged in a diverse range of projects across various industries, including **IT, finance, cloud computing, automation, healthcare, and more**. Among the WIMS respondents who are aware of the projects they are required to undertake as part of their course, **28%** are involved in projects related to the **IT and Software sector**, specifically in areas such as Cloud Computing and Change Management. Additionally, **20%** are engaged in **Networking and Infrastructure projects**, including Network Security and Data Domain Support. The IT & Software and Networking & Infrastructure sectors are the most dominant, followed by Cloud Computing, Automation, and AI. The table below highlights the percentage distribution of WASE students across different sectors and types of projects.

Sectors of the projects	Specific projects and company	Percentage of WIMS respondents
IT & Software	Cloud Computing, Change Management, etc.	28%
Networking & Infrastructure	Network Security, Data Domain Support, Computer network & data warehousing, etc.	20%
Cloud Computing	Estee Lauder, Dell Technology, Cloud technology, Cloud Engineering, etc.	10%
Automation & AI	TC Energy, AXA France, Java Selenium, ASSA ABLOY, etc.	3%
Healthcare & Pharma	Project Management, Novartis AG, etc.	3%
Manufacturing & Engineering	Tester engineering, server preparation, remote engineering, etc.	2%
Finance & Banking	Citi Bank, Lloyad Banking Group, Northern Trust, etc.	2%
Others projects	Storage Admin, Support based project, Service desk agent etc.	32%
Total		100%

Beneficiary Students' rating on the following aspects of program

The below ratings are based on the following scales:



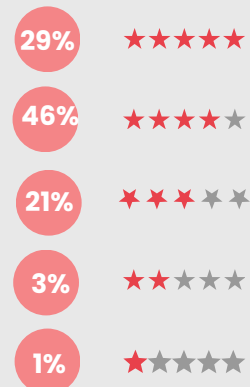
Accessibility and capability of instructors



Quality of on-the-job training



Effectiveness of study materials/resources



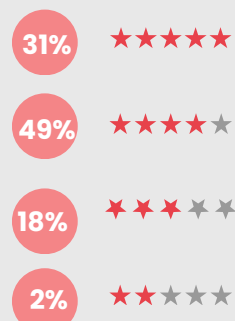
Quality of online platforms/infrastructure



Overall learning experience



Program's role in preparing for future career opportunities



Key Stakeholders' Insight on the Salient Features of the Program

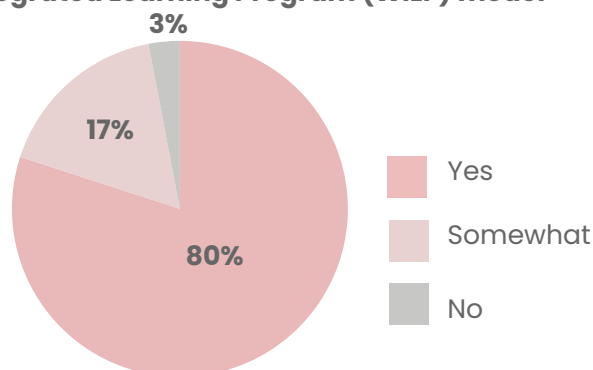
The depth of the assessment is analyzed by gathering key insights from stakeholders, including **BITS faculty, BITS leadership, Wipro's location team members, leadership and CSR team**. The Wipro Integrated Learning Program (WILP), offered in collaboration with Wipro and BITS Pilani, is a transformative initiative providing students with high-quality education and industry exposure. This program equips students with essential industry-relevant skills, fostering career success by enhancing problem-solving abilities and applied knowledge. With a remarkable **95% completion rate** and **90-93% of graduates securing job offers from Wipro**, the program significantly boosts employability and career stability. Most graduates are absorbed by Wipro as **Senior Engineers**, with further career progression opportunities leading to positions such as Assistant Manager based on performance. However, students have the flexibility to explore better opportunities outside Wipro upon program completion.

The program is particularly beneficial for candidates from **rural areas and tier 2-3 cities**, offering them access to **quality education** and **career growth**. A significant portion of the beneficiaries are women, many of whom face societal and familial pressures, including marriage expectations. Wipro supports female students by providing necessary leave approvals, ensuring they can complete their education. One of the key advantages of the program is that students earn a **BITS Pilani degree**, which holds the same prestige as a full-time degree from the institution. This not only enhances their career prospects but also elevates their families' social standing, as a BITS Pilani certification is widely regarded as a status symbol in many communities. Overall, the WILP **bridges the gap between education and employment**, fostering knowledge, skill development, and professional growth while empowering students with both personal and career advancement.

Students' Insight on Depth of Impact

The program's impact is assessed using multiple parameters, including the work-integrated training model, students' perceptions of the degree's market value, challenges in implementation, and recommendations for improvement. When surveyed about their preference for the "**earning while learning**" model, **80%** of respondents stated they **preferred** it, **17%** said they "**somewhat**" preferred it, while **3%** **did not favor this model**.

Respondents' Insight on their Preference for the Work Integrated Learning Program (WILP) model



Additionally, the assessment explored students' perceptions regarding the degree's market value, with **93% agreeing that the degree holds value in the job market**, whereas **7% disagreed**. The strong agreement suggests that **integrating work experience into academic curricula enhances employability through practical skills and industry exposure**. Among those who disagreed, cited that "**the degree doesn't ensure better pay**," others believed "**the degree is not relevant to the current market**," and some felt "**there are better courses available**," and concern such as "**the degree certificate is largely valid only in Wipro**."

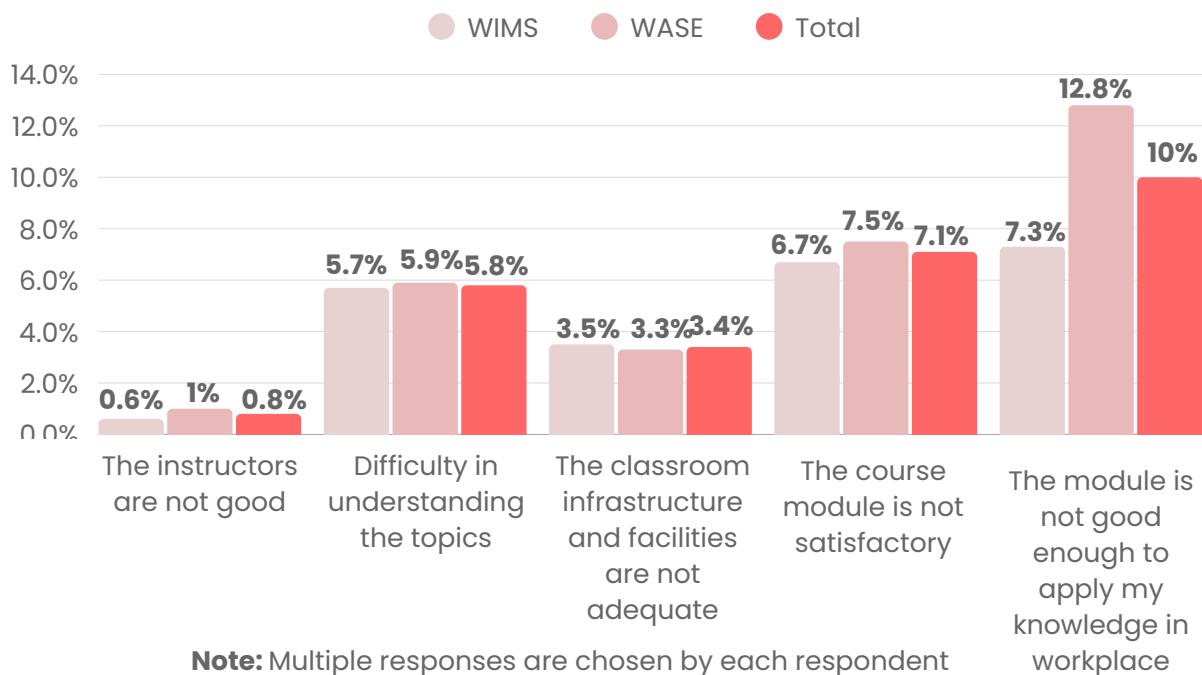
Respondents' Agreement Level on WILP Degree Holding a Market Value



Challenges Reported by the Students

The impact assessment further identifies challenges in program implementation to facilitate better planning, risk management, and resource allocation. A total of **70%** of the respondents have underscored several challenges relation to program implementation. Among **WASE students, 13%** reported that **"the module is not good enough to apply knowledge in the workplace,"** while **7%** of **WIMS** students expressed the same concern. Additionally, **8% of WASE and 7% of WIMS** respondents indicated that **"the module is not satisfactory,"** alongside other challenges such as **weekend class schedules, difficulties in managing work and studies, complex exams,** and other engagement-related concerns were highlighted by the beneficiaries.

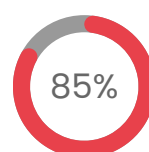
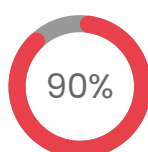
Respondents' Insight on Challenges Faced by them in the Program



To assess the program's broader impact, students were asked if they would recommend it to their peers, friends, or family members. Among **WASE students, 85%** responded "Yes," while **15%** stated "No." Similarly, **90%** of **WIMS respondents affirmed their willingness to recommend the program**, whereas **10% declined**. Those who **did not recommend the program** were further asked about their reasons, with respondents stating that "**peers should apply for courses offering better placement opportunities and higher salaries.**" Additionally, a few respondents believe that "**the course is not satisfactory.**" Other concerns raised included **lower stipends, prolonged five-year bond periods, and project assignments not aligning with students' training and skill sets.**

Respondents' Insight on Willingness to recommend the Program to Others

WIMS respondents WASE respondents



Recommendations

Students provided several recommendations for improving program implementation, primarily focusing on **increasing offline classes, increase in stipends, and enhancing the curriculum.** Many students emphasized the need for more frequent offline sessions to improve understanding and aid in exam preparation. Some also suggested transitioning certain sessions to offline mode for better engagement. Additionally, a number of students recommended an increase in the monthly stipend by ₹20,000–30,000 to provide greater financial support. Other key suggestions included incorporating more hands-on sessions, continuous project engagement, dedicated practice sessions or lab work, and increased financial aid for purchasing books and course materials. These insights provide crucial feedback for refining the program to better meet students' academic and career expectations.



Key Insights from Alumni Beneficiaries

Pre- Program Employment Status of the Alumni

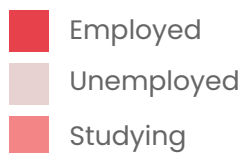
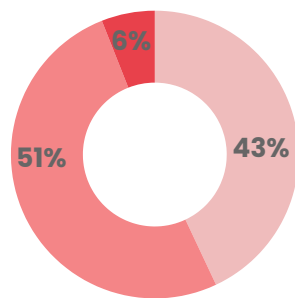
51% respondent alumni were **unemployed before joining the program**, indicating that the program served as their primary gateway to the job market, and **43% were studying**, suggesting that the program served as an employment pathway for fresh graduates. **6% had prior work experience**, all within the IT/ITES sector, showing that the **program also appeals to those seeking career advancement or skill enhancement in the same industry.**

Post Program Employment Status of the Alumni

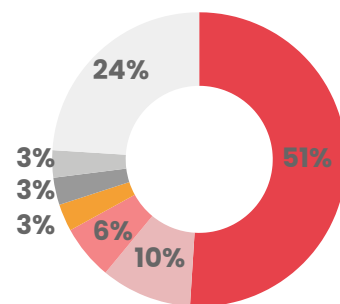
A significant **51% of respondent are employed as Junior/Senior Project Engineers**, highlighting the program’s effectiveness in preparing participants for mid-level technical positions. **10% of the respondent alumni are Junior/Senior Software Engineers**, and **6% are employed as consultants/senior consultants**. Few others other employed as Developer, Migration engineer, Senior administrator, Senior associate, Team lead etc. The current employment status of the alumni respondents signifies placement of majority of the alumni in **Mid-Level Roles**.

Respondent alumni are engaged in diverse job roles, having secured positions across various IT and engineering domains, including Software Development, Networking, System Administration, Cloud, and Quality Testing. This indicates a well-rounded training approach aligned with industry needs. Furthermore, many respondent alumni have progressed into leadership roles such as Senior Project Manager, Team Lead, and Technical Lead (each 1.5%), indicating career Growth & leadership which can be potentially attributed to the WILP program.

Alumni’s Employment Status Before Enrolling in the Course

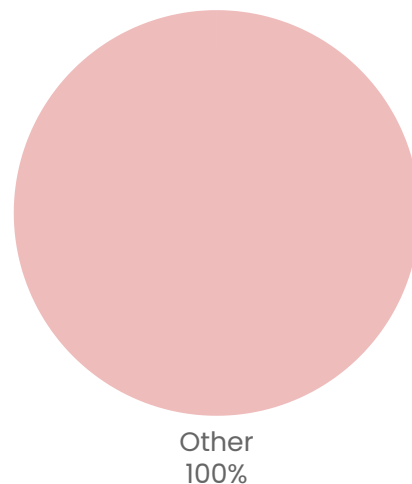


Alumni’s Job Roles After Course Completion



A significant 78% of respondent alumni continue working at Wipro, indicating strong retention rates and the program's success in fostering long-term employment within the company. Additionally, there is a diverse employment across IT Firms. Respondent alumni have secured jobs at organizations such as Accenture, Capgemini, Infosys, Kyndryl, and Tech Mahindra, underscoring that the skills gained through the program are valued across the industry. The presence of alumni in multiple IT firms signifies the program's broader industry impact to some extent.

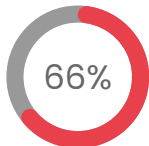
Current Employers of Program Alumni



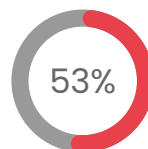
Alumni's Motivation and Reason to Join the program

The assessment has also gathered respondent alumni's insight on motivation to join the program. **66%** of alumni respondents joined the course to **gain work experience**, indicating that the program's practical learning model is its biggest strength, and **53%** they joined the because the value **Wipro as a brand**. Around **18%** were motivated to join the program because they **couldn't secure admission to Masters programs elsewhere**.

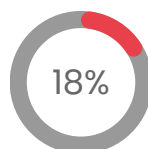
Alumni's motivation to Join the Program



Gain work experience



Value Wipro as a brand

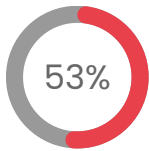


Couldn't secure admission to Masters programs elsewhere.

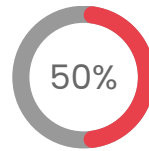
Note: Multiple responses are chosen by each respondent

Among the alumni respondents, the most popular reason for choosing a specific program has been the opportunity to earn while studying, highlighted by **53% of respondents**, indicating that **financial support received** from the program was a determining factor in their decision. Another **50% of respondents** attributed their choice to the **hands-on experience provided as part of the program**, valuing the on-the-job training aspect. This has reinforced practical learning skills and is considered a key attraction. Around **48%** of alumni respondents specified a clear goal of **building a career in the IT/ITES sector**, demonstrating the program's strong industry alignment. Additionally, **27%** chose the program based on their **interest in software systems**, while **12%** were interested in **computing and infrastructure**. Regarding placement and salary considerations, **15%** of alumni were influenced by **better job opportunities**, and **8%** were driven by the **salary package**.

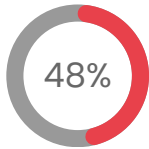
Alumni's Insight on Reason to Choose the Program



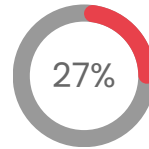
Financial support received from the program



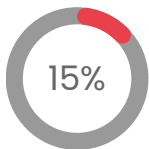
Opportunity of hands-on experience



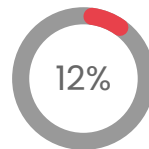
Build a career in the IT/ITES sector.



Interest in software systems.



Better job opportunities.



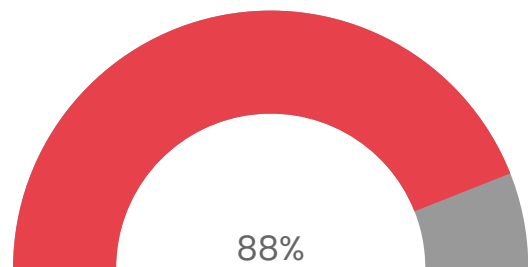
Interest in computing and infrastructure.

Note: Multiple responses are chosen by each respondent

Relevance of the WILP Program

A total of 63% of respondent alumni found the program relevant, while 25% found it highly relevant, indicating that the majority of alumni perceive the program as aligned with industry standards. 11% of the alumni were not sure about their perception of the program, while 1% mentioned it to be irrelevant.

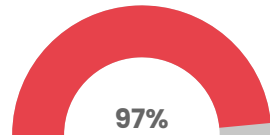
Alumni Considering the Program Relevant and Highly Relevant



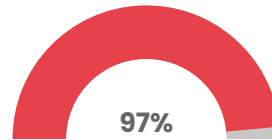
Furthermore, the relevance of the program is analyzed through the lens of program contribution towards skill development. The project enhanced participants' experience by significantly improving their technical skills, industry exposure, and professional growth. **81% respondent alumni** reported that the program diversified their **industry exposure** and provided **hands-on experience**, highlighting its effectiveness in practical learning and skill application. Many respondents emphasized that hands-on project experience in areas such as cloud computing, database management, and DevOps allowed them to apply theoretical knowledge in real-world scenarios, **strengthening their problem-solving abilities**. The work-integrated learning model effectively **bridged the gap between academia and industry**, particularly benefiting those from non-IT backgrounds by providing structured learning and practical exposure. Additionally, on-the-job training and real-time project involvement helped participants gain confidence, adaptability, and domain expertise while earning their degree. Exposure to client interactions, cross-functional teamwork, and diverse project environments further strengthened their communication, critical thinking, and professional competencies.

The assessment has also analyzed the available resources, curriculum, and the value of the degree to evaluate the program's relevance to current market standards. **97% of respondent alumni** believe that the **Wipro Academy campus/building is well-equipped** to support the program, indicating strong infrastructure and resource availability. Additionally, **97% of respondent alumni** found that **on the job training significantly helped in understanding coursework and concepts**, reinforcing the program's practical learning model. **82% of alumni believe the M.Tech degree from BITS Pilani, facilitated by Wipro, holds value** in the job market, indicating strong credibility and industry relevance.

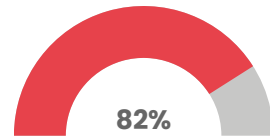
Alumni's Insight on Program Relevance



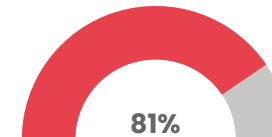
On the job training



Wipro Academy
campus/building is well-
equipped



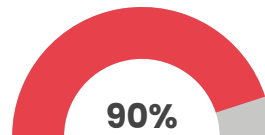
Value of M-Tech degree



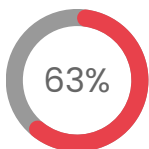
Diversified industry exposure
and hands-on experience.

The relevance of the program is further established through respondents crucial insight on program impact on career growth. **90% respondent alumni** believe the training program positively impacts career growth, indicating that it **provides valuable skills, experience, and job opportunities**. In addition, other respondents have mentioned the program impact on career growth through project-based learning (63%), early workplace exposure (53%), and practical knowledge (47%). However, a very few respondents, around 2% believe career growth could be enhanced through career development pathways which should include diversified domain such as exposure to Systems, Applications & Products in Data Processing (SAP), Database Management, etc. .

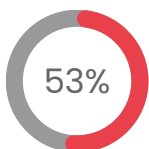
Alumni's Insight on Training Impact on Career Growth



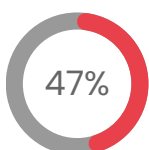
Alumni's Insight on Program Impact on Career Growth



Project-Based Learning: The most significant factor contributing to career growth is the opportunity to work on real-world projects, reinforcing hands-on experience as a key strength of the program.



Early Workplace Exposure: 53% respondent alumni found that early exposure to workplace culture helped them adapt professionally and gain industry insights.



Practical Knowledge: 47% alumni credited practical learning as a major contributor to career growth, highlighting the program's effectiveness in skill-building.

Note: Multiple responses are chosen by each respondent

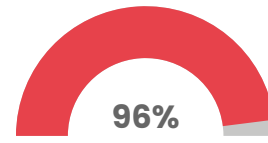
Alumni's Insight on Program Outcome

The respondent alumni have attributed the program in boosting Employability. **96% of alumni** believe the program **enhances employability**, highlighting program success in skill development, alignment with current industry need and trends, and job readiness

Among respondent alumni, **51%** stated that the program has been **'somewhat'** helpful in improving their salary package; however, their salary growth has not met their expectations. Another **27%** found the program **beneficial**, as they received the expected salaries. Meanwhile, **22%** felt that the program **did not benefit** them in terms of salary, possibly indicating rapidly changing market condition, evolving skill landscapes, and competitive industry pay scales.

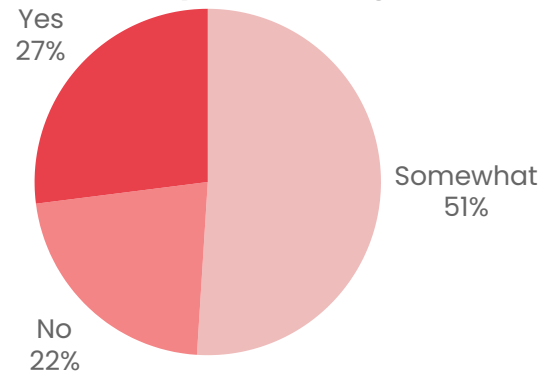
The program outcome is evaluated using respondent alumni's insight on current pay package. The salary distribution among respondents has revealed that **33%** of respondents earn **more than ₹50,000**, indicating program success in financial inclusion of the beneficiaries from underserved communities. Another 17% earn between ₹40,000 – ₹50,000 and 28% earn between ₹30,000 – ₹40,000, showing that a large portion secures competitive salaries in the market.

Alumni's Views on Program Impact on Employability

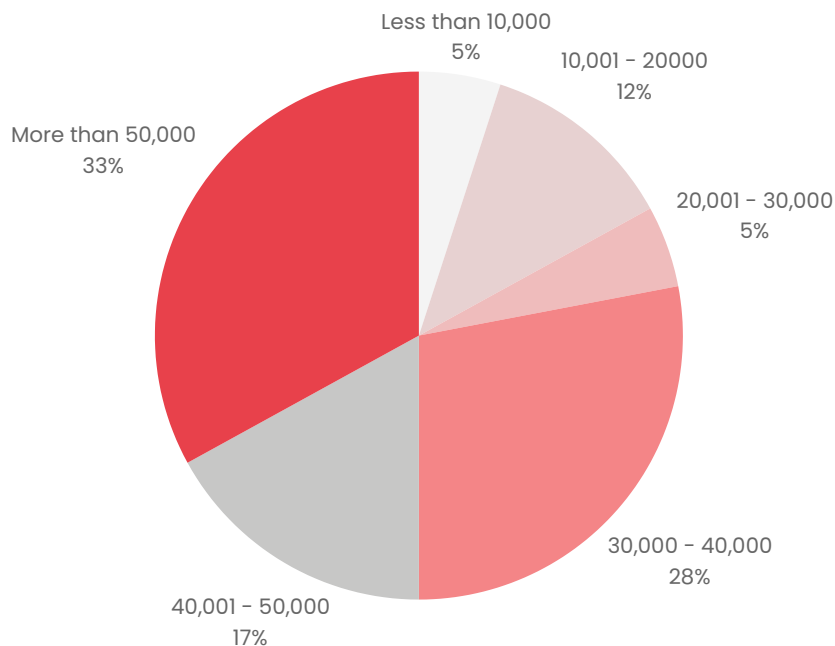


Enhanced Employability

Alumni's Views on Expected Salary from the Program

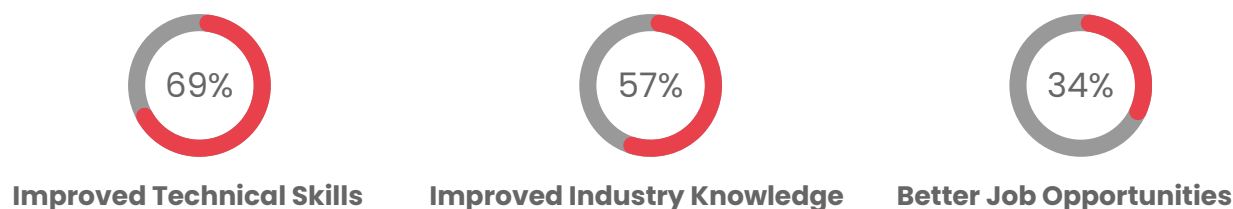


Alumni's Monthly salaries (₹)



According to the respondent alumni other program outcomes involve aspects technical skill development, industry knowledge, and job opportunity. **69% of alumni believe** the program's strongest impact is on **technical skill development**, suggesting its role in building job-readiness. Nearly **57% of respondent alumni** reported improved industry awareness, indicating that the program successfully provides exposure to real-world work environments. Finally, around **34% respondent alumni** believe the program leads to better job opportunities, strengthening career support, job placement services, or market recognition.

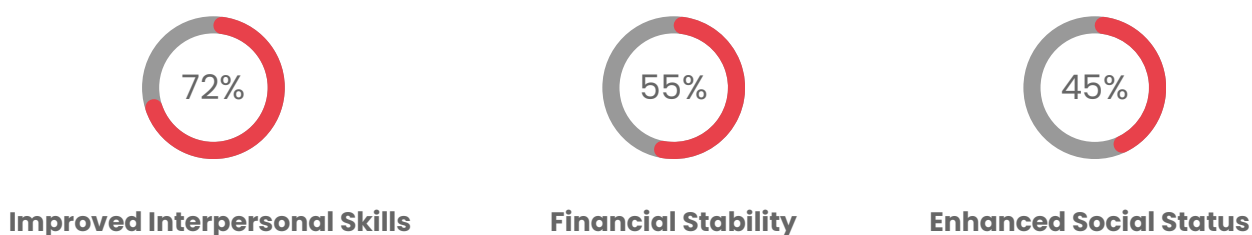
Respondents' Insights on Program Outcomes: Skill Development, Industry Knowledge, and Job Opportunities



Note: Multiple responses are chosen by each respondent

Furthermore, the respondent alumni have also mentioned the program benefits in other aspects of their lives with regards to interpersonal skills, financial stability, and social status. **72% respondent alumni** recorded that the program has impacted in terms of **Interpersonal Skills**. The program's biggest impact is on soft skills development, helping alumni enhance communication, teamwork, and professional interactions. **55% of the respondent alumni** reported that the program helped them **support their families financially**, indicating it provides economic upliftment. **45%** believe their social standing improved due to the program as their career progression through the program has positively influenced personal and professional recognition.

Respondents' Insights on Program Outcomes: Interpersonal Skills, Economic and Social Status



Note: Multiple responses are chosen by each respondent

Alumni's Insight on Depth of Program Impact

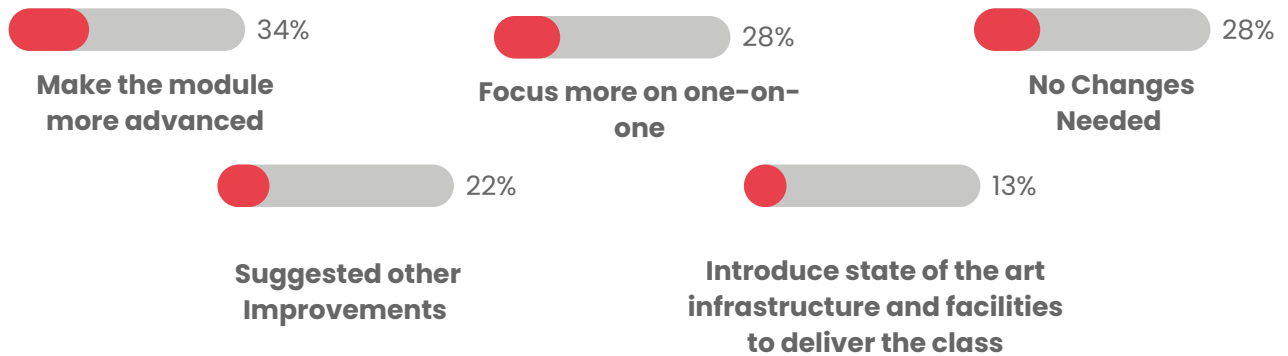
The assessment conducted an in-depth review of the WILP program from the lens of past participants, who have experienced both its benefits and potential limitations. The insights provided by alumni on areas for improvement are therefore essential for enhancing the program's effectiveness. The respondent alumni have underscored various course correction measures such as advanced training module, state-of-the-art infrastructure, deployment specialized knowledge, and more.

Alumni's Suggestions on Course Correction

34% of alumni suggested making the training modules more advanced to ensure they remain current with industry trends, such as AI and Cloud Computing. 28% expressed the need for one-on-one interaction with the instructors through mentorship and guidance. 13% recommended enhancing labs, classrooms, and technical infrastructure to improve the learning experience, while 5% advocated for deploying better instructors with specialized knowledge.

On the other hand, 28% believe the program to be well-structured and does not require any modifications, finding the current training model effective and aligned with their expectations.

Alumni's View on Necessary Course Correction for Program Improvement

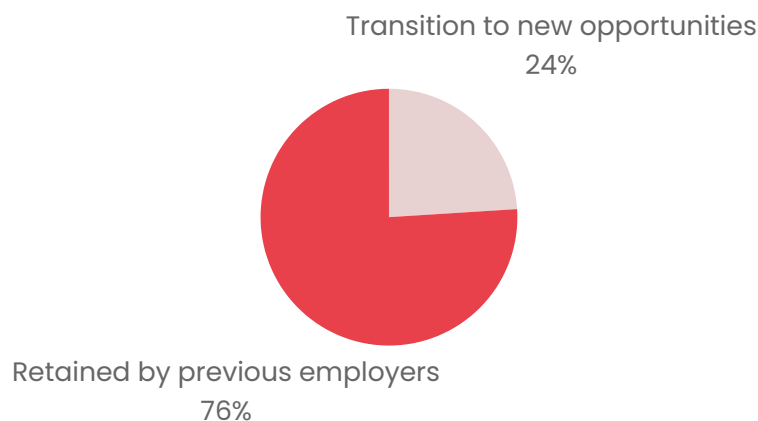


Note: Multiple responses are chosen by each respondent

As the interactions with key stakeholders have suggested that in most cases the candidates are retained by Wipro but there is a flexibility given to the beneficiaries for job transition as well. Interactions on current status of alumni's career pathway were also held to understand the depth of the program impact. With a **high retention rate of 76%**, most alumni are retained by previous employers who are continuing to work in the same company, indicating job stability. However, 24% have transitioned to other companies, possibly for career advancement, better opportunities, or dissatisfaction with salary and job roles, highlighting diverse professional growth paths.

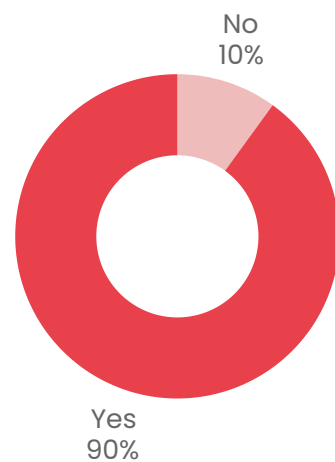
Out of the 24% of alumni have successfully transitioned to new opportunities, the primary reason stated by them are seeking career advancement and higher compensation in leading companies. Most of the alumni have cited higher salaries and better pay as motivating factors for job transition, while others mentioned seeking career growth and better opportunities. A few others have cited reasons like importance of work-life balance and work culture for job transition. Others reason for job transition include issues relating to job location, pay package, further education, etc.

Alumni's Employment Retention Rate



Alumni respondents shared their opinions on whether they would recommend the program to their peers, friends, or family members. With **90% of the alumni recommending** the program, it highlights the program's success among its beneficiaries. This strong endorsement reflects high satisfaction of the alumni. **10% non-recommendation** suggests areas for improvement. The respondents who wouldn't recommend the program have cited reasons such as stagnant career growth and inadequate placement opportunities, as they believe better job prospects with higher salaries can be achieved through other courses. Additionally, they feel that the M.Tech degree lacks recognition among major IT and MNC companies, suggesting a need for enhanced visibility.

Alumni's Recommendation of the Program



Alumni's rating on the following aspects of program

The below ratings are based on the following scales:



Relevance of the Program to Career Goals.



Quality of Academic Content.



Effectiveness of Instructors.



Adequacy and Quality of Learning Infrastructure.



Integration of On The Job training with Academic Coursework.



Program Contribution to Build Technical Expertise.



Program Impact on Career Growth



Value of M.Tech Degree in the Job Market



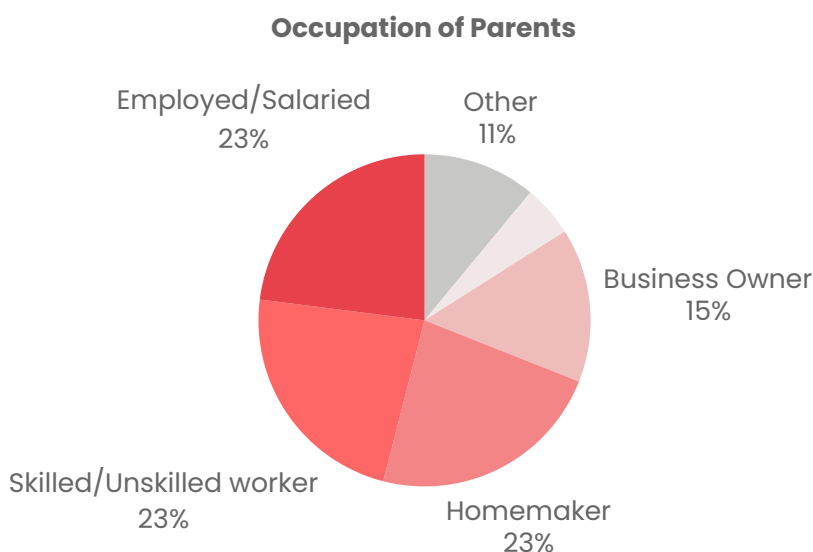
Overall Learning Experience



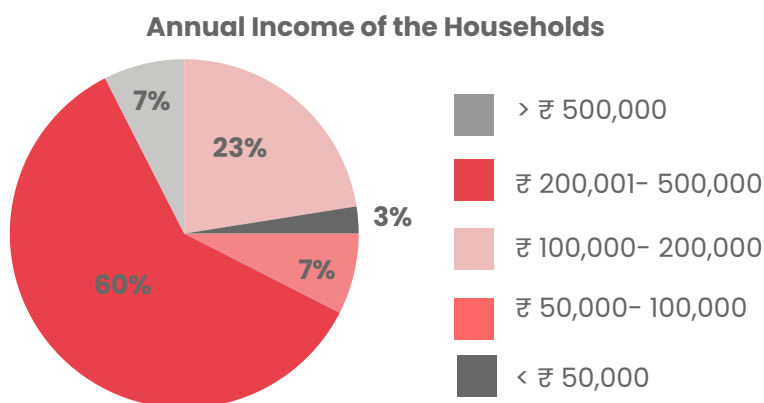
Key Insights from Beneficiary Household

Household's Background

A diverse economic background and occupation exist among parents. The data indicates that employment status among parents is diverse, with a significant portion engaged in salaried jobs (23%) and skilled/unskilled work (23%), reflecting a stable income base. Additionally, only 15% are business owners. Another 11% fall into the "Others" category with mostly varied informal occupations.



70% of beneficiary families have more than one earning member, reflecting a relatively stable household income base. The beneficiary household's annual income were also analyzed which revealed that around **3%** earn **less than ₹50,000 per annum**, potentially indicating financial struggles faced by the families. **7%** household are **somewhat financially stable with annual income of more than ₹5,00,000**. **23%** of the households **earn between ₹1,00,001 - ₹2,00,000 per annum**. Most families, around **60%**, are in the **middle-income category** with annual income of **₹2,00,001 - ₹5,00,000** and a **very few families, around 7%, have an annual income of more than ₹ 500,000**



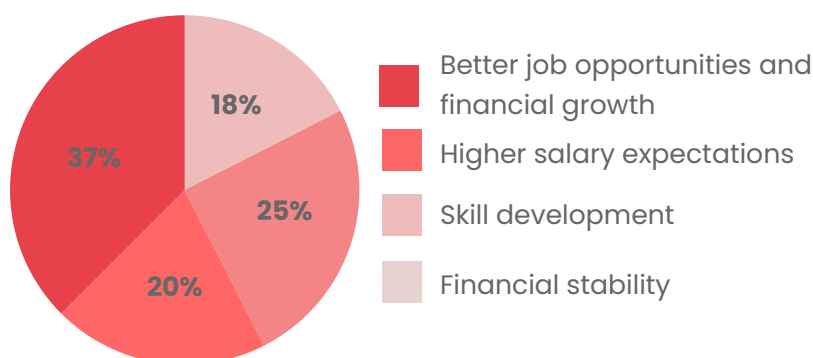
Household's Perspective on Their Ward's Higher Education

Interactions with respondent parents have revealed their insight and decision making process that goes into developing a career choice for their children. The respondent parents view higher education as a critical factor for career success, citing reasons such as:

- **Better job opportunities and financial growth** mentioned by **37%** of the respondents
- **Higher salary expectations** reported by **20%** of the respondent parents
- **Skill development** in line with industry demand mentioned by **25%** of the respondents
- **Financial stability** for the family highlighted by **18%** of the parents

The majority of parents support higher education for career progression and financial security, which could possibly signify that they value the WILP program as a career choice for their children.

Household's Insight on Importance of Higher Education



Furthermore, parental involvement is typically crucial in the decision-making process when it comes to career choices and shaping their children's career pathways. The Impact Assessment highlights this phenomenon, showing that parents played a significant role in deciding whether their children should enroll in the course. According to the findings, 50% of respondent parents were involved in the decision-making process, while the remaining 50% were not. Among those who participated in the decision, various reasons were cited for encouraging their children to join the WILP program, including:

- Better education and job opportunities.
- Financial benefits of earning while learning.
- Obtaining an M.Tech degree from a reputed institution.

Household's Insight into Program Delivery

While **73% of respondents** believe that the program offers **quality education by ensuring all necessary resources** are accessible to their children, **27% have raised concerns**. These concerns primarily relate to their limited awareness of the program's offerings and the lack of discussions about coursework with their children. Another major issue highlighted by respondent parents is the challenge of online classes due to internet accessibility problems at home.

Household's Insight on Program Outcome

The program outcome is also gauged using perceived changes in beneficiaries after enrolling that the parents have noticed. Many parents have noticed changes in the beneficiaries after they have joined the program. Around 55% of parents have noticed changes while 45% said have not observed any significant changes.

The qualitative responses of those who noticed differences were categorized into the following broad categories

- **Financial Independence and Responsibility: 36%** respondents have reported beneficiaries have started contributing financially to their families and managing their income independently.
- **Better Decision-Making Skills: 18%** Parents observed that beneficiaries have become more decisive and capable of making independent choices.
- **Personal Maturity and Discipline: 18%** parents mentioned changes in their children's sense of responsibility, routine, and overall discipline.
- **Improved Communication and Confidence: 14%** beneficiaries were noted to have developed stronger communication skills, including better fluency in English.
- **Academic and Technical Growth: 14%** respondents reported that beneficiaries showed increased engagement in learning, spending more time studying and improving their subject knowledge.

The responses indicate that while some parents observed notable changes in skills, behavior, and decision-making abilities, others did not report any significant differences.

Furthermore, the assessment has also highlighted the anticipated outcomes of the program which the respondent parents expect upon Course Completion. Majority of the respondent parents, **58%** expect a **well paying , stable job for their children**. Around **21%** believe that the the course will **render better career growth in IT/ITeS**. **7%** of the respondents have cited **opportunities for overseas placement** as the expected outcome from the program, and 14% believe **job security and financial benefits** as the potential program outcomes.

Household's Insight on Program Impact

According to respondent parents, the significance of completing the program is evident, as for most families, WILP holds great financial and social importance. The program is seen as a crucial means to break socio-economic barriers, particularly for families from modest financial backgrounds. About **37% of parents** believe the program will **support their family and ensure financial stability**. They emphasize that a well-paying job would provide financial independence and enable beneficiaries to support their families, reducing dependency on others. Many view it as a critical step toward long-term economic security.

Nearly **25% of respondents** believe the program will facilitate **career growth and professional development**, as it serves as a gateway to better job opportunities, skill enhancement, and career advancement in the IT sector. Some parents also see it as a stepping stone for further education and professional growth. Given that many beneficiary students are first-generation learners, around **15% of respondent parents** believe the program will **promote social mobility** by improving their **family's social status**. Additionally, **23% of respondents** believe the program will significantly contribute to their **family's financial upliftment**. Many parents from modest-income backgrounds see education as a means to improve their financial condition, providing better living standards, security, and even enhanced marriage prospects.

These insights show that the program is not just about education but also about financial, professional, and social transformation for families.

SWOT Analysis

S

Strengths

- The program offers a unique learning experience that combines theoretical education with practical, on-the-job training.
- Earn While You Learn Model of the program financially support youth to pursue higher education while gaining work experience, which is particularly beneficial for middle-income families (60% fall in ₹2-5 lakh annual income range), reducing their challenges to afford higher education.
- The program has managed to enhance employability of the candidates, with majority of alumni expressing the same.

W

Weaknesses

- Many candidates have reported that program has aided in meeting their expectation of improved pay package.
- The demanding structure of the program, which includes 7-8 hours of weekend classes, may lead to saturation and disengagement among beneficiaries over time
- Some parents have expressed concerns about internet accessibility at home, which impacts students' ability to engage in online classes effectively. Since the WILP program is primarily delivered through online modules, students with unstable internet connections may face difficulties in attending lectures, completing assignments, and taking exams.

O

Opportunities

- Industry relevant training with a strong focus on IT infrastructure and software technologies creates a strong opportunity for niche career pathways in cloud computing, network administration, and IT support services, and much more.
- The program's approach of integrating current and relevant industry practices and trends into the curriculum invariably and effectively creates opportunities for skill development, career advancement, domain expertise, and more.

T

Threats

- Some candidates from the current batch and some alumni have raised concerns about the adequacy of the program module and have emphasized the need for a more advanced curriculum. This feedback highlights a potential threat of the course losing its relevance, emphasizing the need for timely course correction to ensure its alignment with industry standards and learner expectations.

Way Forward

Offline Classes/Interaction

- In addition to the current module, the program should incorporate more frequent offline interactions through lectures, seminars, and workshops to enhance learning and engagement.
- Periodic campus visits to BITS Institute can be introduced to enhance student interaction and exposure, fostering a stronger sense of connection with the institute

Financial Aid

- The beneficiaries should be offered increased stipends. Additionally, increased financial assistance for course materials should be provided to the students. Furthermore, data allowance to ensure better internet connectivity should be facilitated for the students. This would help address concerns raised by some parents regarding limited internet access, which affects students' ability to participate effectively in online classes

Hands-on Learning

- Provision of frequent hands-on training and lab sessions should be arranged to reinforce students' practical knowledge and workplace skills, reducing reliance on lecture-based demonstrations.

Knowledge sharing

- Periodic interactions with the Wipro leadership team should be facilitated to provide students with greater industry exposure and insights into career growth opportunities
- Sessions with alumni should be organized for current batch students to provide exposure to industry-relevant trends and practices, offer career guidance, and enhance their overall professional development.

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