

Don Bosco Vazhikaatti
JPN IMPACT ASSESSMENT REPORT
In Collaboration
with Sattva Consulting

Assessment Dates: 25 & 29 August 2026

*Focus: Youth Outcomes, Employment Impact
& Programme Effectiveness*

1. Introduction

The transition from education and skill development to meaningful employment is shaped by factors such as access to career information, relevant skills, workplace readiness, and opportunities to engage with employers. For young people entering the workforce, structured career guidance and employment support can help them understand career pathways, build confidence, and navigate the transition from learning to employment.

In this context, **Don Bosco Vazhikaatti (DBV)** is committed to strengthening youth employability through **career guidance, skill development, training, employability support, and placement opportunities**. Through the **Don Bosco Job Placement Network (JPN)**, DBV connects young job seekers with employers while supporting candidates across different stages of their career journey.

As the JPN ecosystem continues to engage with youth from diverse backgrounds, understanding programme outcomes and participant experiences is important for assessing its relevance and identifying opportunities for improvement. With this objective, DBV, in collaboration with **Sattva Consulting**, conducted the **JPN Impact Assessment on 25 and 29 August 2026** to understand the outcomes emerging from participants' engagement with DBV's career guidance, skilling, and placement ecosystem.

The assessment covered **Migrant youth and youth from the Chennai region**, with engagements conducted across DBV centres. It sought to understand participants' experiences with training and guidance, their career aspirations, preparedness for employment, and progression towards placement, while capturing their perspectives on the relevance of the support received.

The assessment used **beneficiary interactions, Focus Group Discussions (FGDs), case studies, and structured data collection** to capture both quantitative and qualitative dimensions of participant experiences. This approach enabled the assessment to explore not only participation and immediate outcomes but also learning experiences, career aspirations, employment readiness, and pathways towards employment.

A key focus was understanding the transition from **training and career preparation to employment**. The assessment explored participants' experiences with career support, skill development, recruitment preparation, job opportunities, and placement processes, while identifying key challenges and enabling factors. Case studies further provide contextual insights into the varied career pathways of participants.

The findings are intended to provide **evidence-based insights for programme learning and continuous improvement**. By bringing together participant perspectives, structured data, and individual experiences, the assessment identifies emerging outcomes and areas for strengthening the alignment between **skill development, career guidance, employability preparation, employer engagement, and placement services**, supporting more relevant employment pathways for young people.

2. Aim of the Impact Assessment

The primary aim of the **JPN Impact Assessment** was to **assess the outcomes, effectiveness and employment pathways of DBV's interventions**, particularly among migrant youth and Chennai-region beneficiaries, while capturing the perspectives of key stakeholders.

The assessment sought to:

- Understand beneficiaries' **experiences, aspirations and outcomes** from DBV's programmes.
- Assess the **relevance and effectiveness** of DBV's training, career guidance and placement interventions.
- Examine changes in **career awareness, skills, confidence and employment readiness** among youth.
- Understand beneficiaries' **access to employment opportunities and placement support**.
- Capture the perspectives of **employers, project staff and school principals** on DBV's interventions.
- Identify **strengths, challenges, gaps and areas for improvement** in programme implementation.
- Assess the programme from the perspectives of **relevance, coherence, effectiveness, efficiency, impact and sustainability**.
- Generate evidence and stakeholder insights to **strengthen DBV's future skilling, career guidance and placement strategies**.

3. Assessment Approach

The assessment adopted a multi-stakeholder and mixed-method approach to capture both quantitative and qualitative insights on the relevance, effectiveness, outcomes and impact of DBV's interventions.

The assessment utilised the following tools:

3.1 Beneficiary Survey

A structured survey was used to capture beneficiaries' experiences, perceptions, training outcomes, employment status, career readiness and programme-related outcomes.

3.2 Focus Group Discussions (FGDs) with Youth

FGDs were conducted to capture in-depth qualitative insights into youth motivations, experiences, challenges, career aspirations, employment journeys, and perceptions of DBV's support. Each FGD included five participants, enabling focused group discussions and diverse perspectives on the programme experience.

3.3 Key Informant Interviews with Employers

Interactions with employers examined candidate employability, skill relevance, workplace readiness, placement quality and DBV's engagement with industry.

3.4 Key Informant Interviews with Project Staff

Discussions with project staff explored programme relevance, beneficiary mobilisation, training and placement processes, implementation efficiency, challenges, outcomes and sustainability.

3.5 Key Informant Interviews with School Principals

Interactions with school principals examined the relevance and effectiveness of career guidance interventions, including their observations of changes in students' career awareness, aspirations and preparedness.

3.6 Case Studies

Individual case studies were used to document selected beneficiary journeys, experiences and changes resulting from DBV's interventions, providing deeper qualitative evidence of programme outcomes and impact.

3.7 HR Impact Assessment

An HR Impact Assessment was conducted virtually with HR representatives from Amul Associates, Equitas, and MMC Infotech during the first week of September 2026 to understand candidate employability, employer satisfaction, hiring needs, candidate referrals, and placement support, and identify opportunities to strengthen industry partnerships and employment pathways.

3.8 NGO Case Study – Career Guidance

A case study interaction was conducted with Save Trust on 25 August 2026 to understand the organisation's experience with and perspective on career guidance interventions, including their relevance, effectiveness and contribution to youth development and employment pathways.

3.9 Overall Assessment Framework

Together, these tools enabled the assessment to capture perspectives across key dimensions of relevance, coherence, effectiveness, efficiency, impact and sustainability, while examining the experiences and outcomes of beneficiaries and other stakeholders.

4. Participant Engagement

The assessment was conducted across two major engagement phases covering migrant youth and Chennai-region youth.

4.1 Migrant Youth Assessment – 25 August 2026

The assessment focused on migrant youth, with **22 students** participating. The session was supported by **1 Sattva Consultant and 4 Data Enumerators**. The assessment captured their experiences, employment pathways, aspirations and outcomes.

The following 22 migrant youth participated in the assessment:

Arkiday Rabha

Nimrol Momnuir
Reema Daimary
Rubyna Phangchopi
Rachipem Awongthi
Chaengquingam Kamei
Ngahani Shokh...
Noyedamba
Khaangso Lipaiyao
Lamlam K
Toka A Awomi
Sagar Bodra
David Bage
Deependra Toppo
Ramesh Oraon
Ripin Kerketta
Gaichangam Haomei
Jibanchandra
Romila
Veingao Reich
Dichalu Malangmei

4.2 A. Perambur Centre – 29 August 2026

The JPN Impact Assessment for Chennai-region youth was conducted at the DBV Perambur Centre, covering participants from both Perambur and Ambattur (AVC). **A total of 51 students participated, comprising 33 students from Perambur and 18 students from AVC. The assessment was supported by 1 Sattva Consultant and 7 Data Enumerators** and focused on students' experiences, learning outcomes, career aspirations and employment readiness.

The following 33 students participated in the assessment:

Deepti Mystica A
Deviya G
Deepika D
S. Thomas Bertho
Flavian Pascal
Nanda Gopal B
Karthick C
Murugavel
Jagadeesh R
Sujith V
Alex Anand K
Gowtham A
K. Usha
R. Jayashree
Meena S
Sheethal M

Sruthi P.V
Sujilana S
G. Sathish
S. Aasiya Parveen
A. Varshini
K. S. Shalini
Mary Ramma...
Sowmya S. C
Sherin C
Sojjo A
L. Tamizhselvi
Indira Monisha A.S
L. Lydia Mercy
V. Vishwanathan
Harish Gokul
Mahesh Kumar
P. Rajasehkar

B. AVC Centre

The following 18 students participated in the assessment:

B.K. Devadarsini
G. Mercyco Mary
C. Vinothini
S. Durgadevi
Divya P
E. Selva Sundari
E. Mateswari
P.B. Monisha
R. Gomathi
V. Sajiree
Gokul Prasad
Hemavath
Suvadhar
Reshma
Pooja K
Akshaya E
Keerthana R
M. Jai Prakash

C. Broadway Centre

The JPN Impact Assessment at the DBV Broadway Centre was conducted with the participation of **40 students**. The session was supported by **4 Data Enumerators**, who facilitated the assessment and data collection process. The assessment focused on students' experiences, learning outcomes, career aspirations and employment readiness.

The following 40 students participated in the assessment:

Moses Lawrence S

Gowtham M
Rohith S
Milinda Anna Edward
Abishek K
Alli Mulla F
Amul Raj S
Afreem J
Abinesh S
Hepsiba L
Suji L
Aabitha Banu A
Monisha A
Harisha N
Fareed Ahamed Sm
Sindhu
Manimaran
Diwakar
Praveen
Jaffar Sadiq K
Noorjahan S R
Shifara
Afra
Irfan Ahamed
Fizza
Arun Kumar
Shalini
Gopinath
Saveetha
Deepak
Sarath
Nancy Norein
Reshma
Vinoth Raj
Dinesh
Yenubari Steffe
Pragathi
Kandhan
Nikitha
Vignesh

5. Overall Participation Snapshot

Assessment Activity	Date	Participants	Support Team
Migrant Youth Assessment	25 Aug 2026	22	1 Sattva Consultant + 4 Enumerators
Perambur & AVC Youth Assessment	29 Aug 2026	51	1 Sattva Consultant + 7 Enumerators
Connected in Online		15	
Broadway Youth Assessment	29 Aug 2026	40	4 Enumerators
Total		128	1 Sattva Consultants + 15 Data Enumerators

6. Key Thematic Areas Assessed

The assessment explored the following key dimensions:

Relevance

Understanding whether DBV's interventions respond to the actual career, skill and employment needs of youth and align with labour-market requirements.

Coherence

Examining coordination between career guidance, training, placement, employers and other stakeholders.

Effectiveness

Assessing the extent to which DBV's interventions contribute to skill development, career awareness, employment readiness and placement outcomes.

Efficiency

Understanding the effectiveness of programme processes, beneficiary mobilisation, training delivery, placement coordination and digital platforms.

Impact

Capturing changes experienced by beneficiaries, including career awareness, employability, employment opportunities and career progression.

Sustainability

Understanding the potential for sustained employment outcomes, continued skill development and long-term benefits for youth.

7. HR Impact Assessment – Employer Engagement

S. No.	Organisation	Purpose of Interaction
1	MMC Infotech	To understand the organisation's experience with JPN candidates and recruitment support
2	Equitas Small Finance Bank	To gather feedback on candidate performance and hiring engagement
3	Amul Associates	To understand the employer experience and outcomes of candidate placements
Total	3 Organisations	Employer feedback and placement impact

Annexure I – JPN Impact Assessment at a Glance

Particulars	Details
Organisation	Don Bosco Vazhikaatti (DBV)
Partner Organisation	Sattva Consulting
Assessment	JPN Impact Assessment
Assessment Dates	25 & 29 August 2026
Target Groups	Migrant Youth & Chennai-region Youth
Assessment Approach	Survey, FGD, KII & Case Study
Participant Engagement	128 currently listed
Assessment Locations	Perambur, AVC & Broadway
Migrant Youth Assessment	25 Aug 2026
Chennai Youth Assessment	29 Aug 2026





8. Conclusion

The JPN Impact Assessment conducted by **Don Bosco Vazhikaatti in collaboration with Sattva Consulting** represents an important step towards strengthening evidence-based youth employment programming.

Through direct engagement with youth and key stakeholders, the assessment provides an opportunity to understand programme relevance, effectiveness and employment outcomes. The findings will support DBV in continuously improving its **career guidance, skilling, employer engagement and placement interventions**, ultimately contributing to stronger and more sustainable employment pathways for young people.

Acknowledgement

DBV expresses its sincere gratitude to **Mr. Ranjith and the Sattva Consulting team** for their valuable support and guidance throughout the impact assessment process.

We extend our heartfelt appreciation to **Rev. Fr. Gabriel Karunaraj, National Director, Don Bosco Job Placement Network (JPN)**, and **Rev. Fr. Joe Anand, Assistant National Director – JPN & Director, Don Bosco Vazhikaatti**, for their continued guidance and support.

We are also grateful to the **JPN Central Team**, particularly **Mr. Harish, Programme Manager**, and **Mr. Leyander, Programme Coordinator**, for their coordination and support.

Our sincere thanks to the DBV Centre Managers, **Ms. Sindhu – Perambur & AVC Centres** and **Mr. Dilip – Broadway Centre**, along with all the **Chennai Region staff**, for their excellent coordination and active support in facilitating the assessment.

We also acknowledge the valuable contribution of **Ms. Arularasi, Chennai Regional Placement Coordinator**, for coordinating and supporting the assessment activities across the Chennai Region.

The successful completion of the assessment was made possible through the collective efforts, coordination and commitment of all stakeholders involved.

Report Credits

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