
Quarterly Progress Report

April - June 2016 (Q1)



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Summary



After significant geographic expansion last year, our focus for 2016 – 2017 is to go deeper into these new areas - working with more students per educational institution, delivering new products and services, and ensuring an unmatched level of quality and impact with each student.

We spent significant time and energy in the first quarter preparing for this 'vertical expansion.' We revised our curriculum based on feedback from students and employers, added new Spoken English and Life Skills modules, conducted our annual training program for new and existing staff, and rolled-out a Student Information System (SIS) to better track and analyze data.

Our goal is to certify 2,000 students by the end of March 2017. This will be a 60% increase from last year and bring our total alumni to 3,716. Speaking of alumni, another priority for the year is to continue to develop our alumni network and the services we offer through it. We see our training in the classroom as just the beginning of our relationship with students, and we are working on additional ways to support them over the course of their careers.

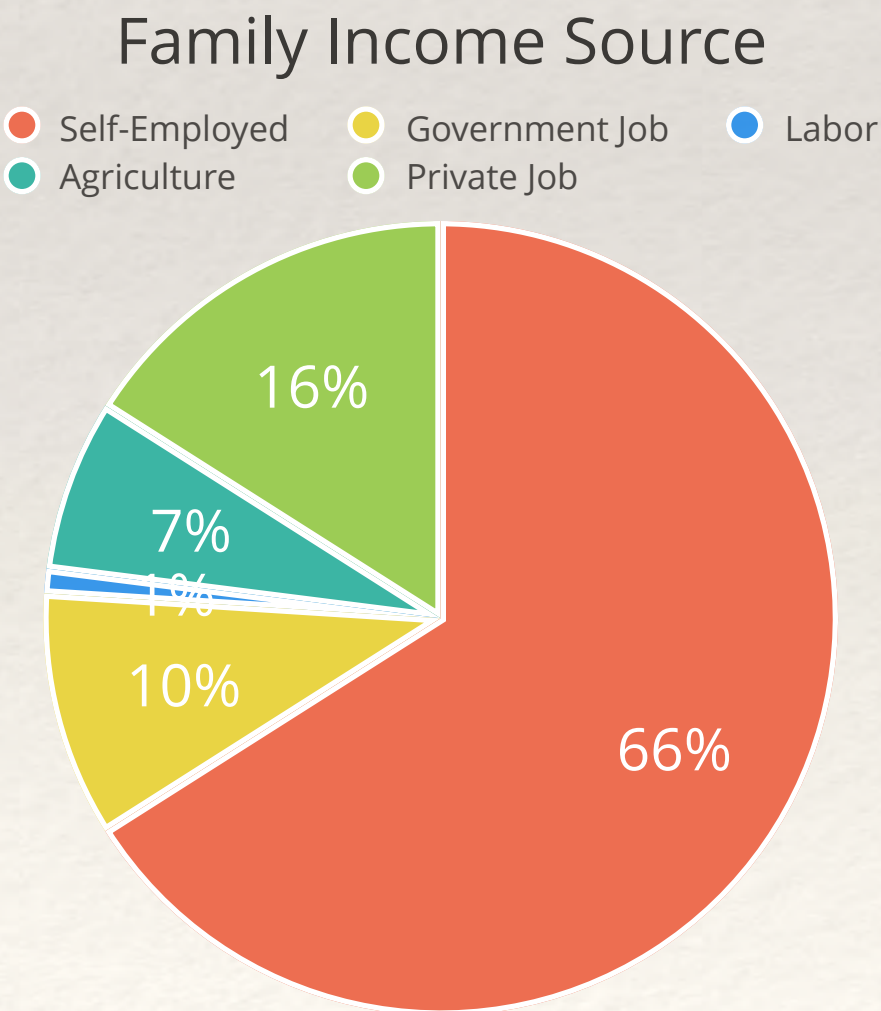
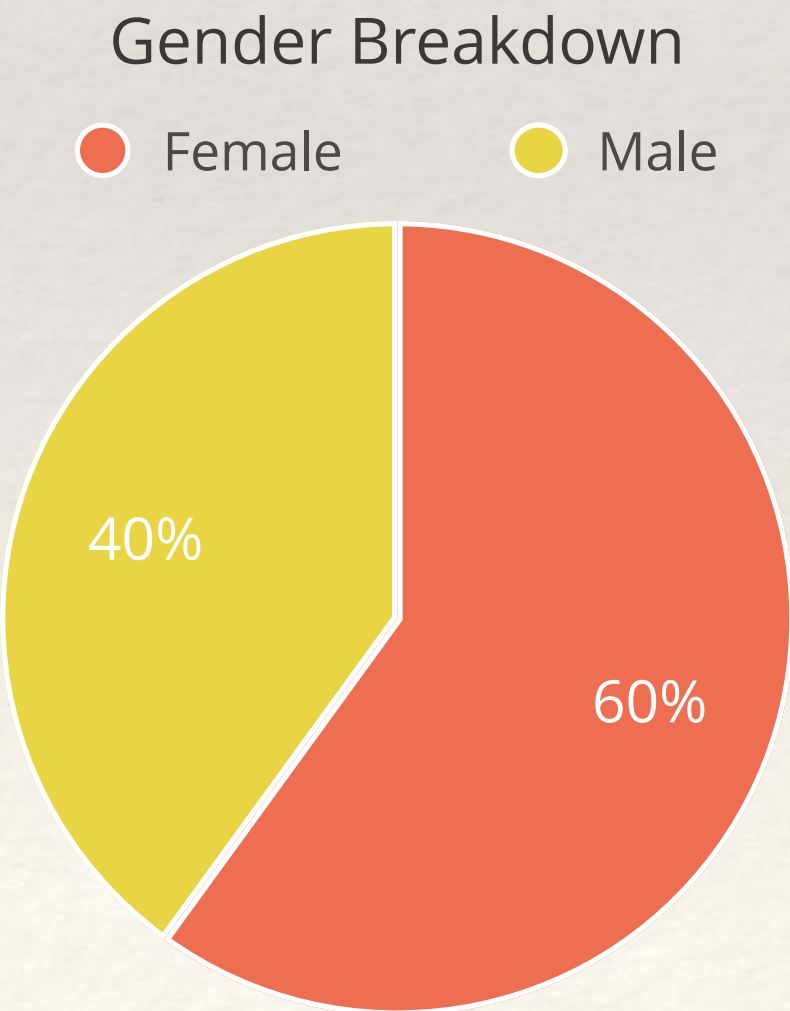
We have an exciting and challenging year ahead. As always, below please find some highlights from the previous quarter. We look forward to your feedback and interacting with many of you soon.

Thank you for your ongoing support,

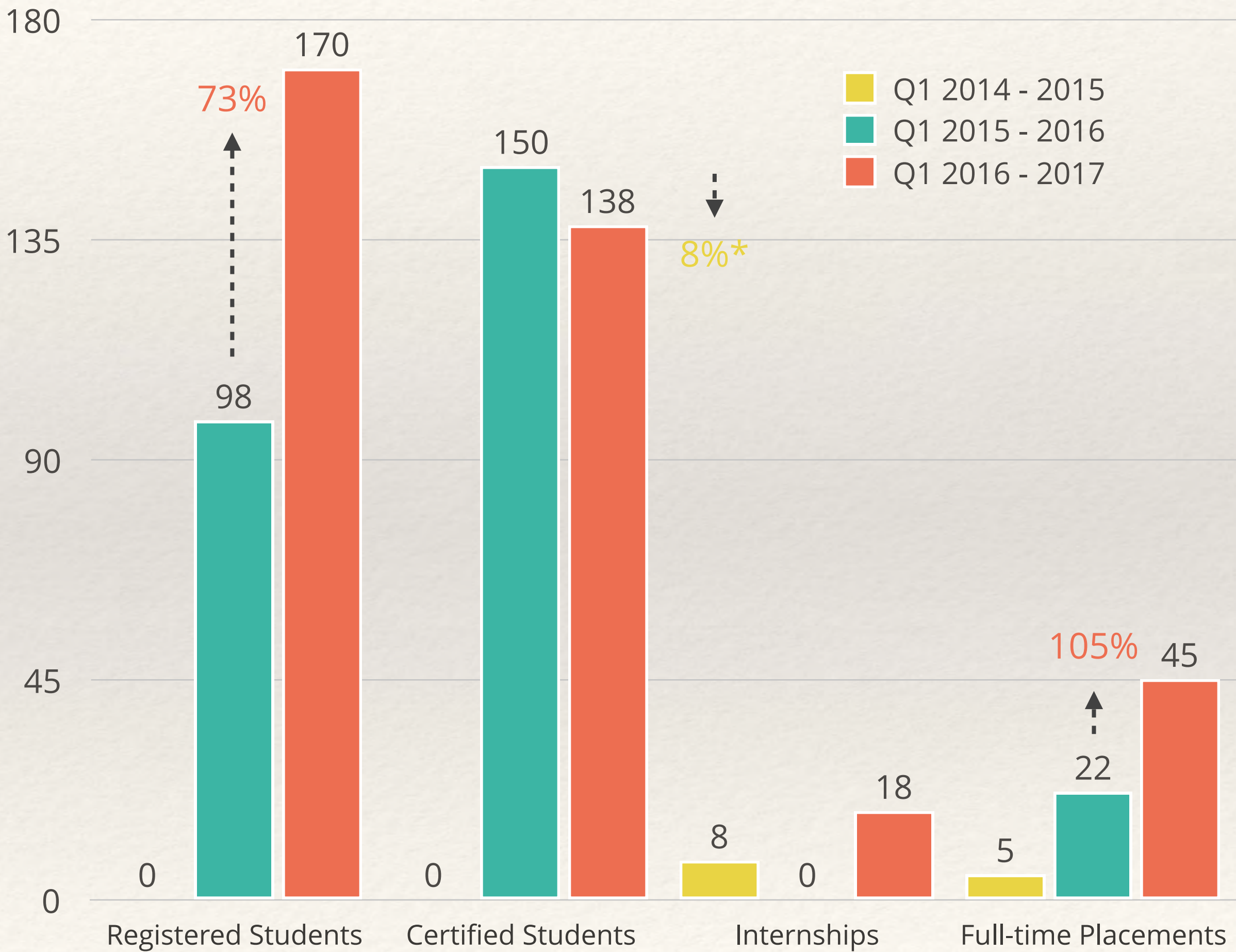
The Medha Team

Metrics

	April 2016	May 2016	June 2016	Total
Registered Students	134	33	3	170
Certified Students	95	0	43	138
Internships	5	3	10	18
Full-time Placements	28	8	9	45



YoY Growth



*decrease in certified students is due to combining a large number of certifications in Q1 2015 - 2016



*CAB students at Fakhruddin Ali Ahmed Govt. Degree College
Mahmudabad, Sitapur District, Uttar Pradesh*

Highlights - Human Resources



Nine new members join the team!

We have added nine new people to the team in the last quarter. Swati, Nupur, and Shailendra in Employer Relations; Saman, Vishakha, Rosy, and Aditya in Student Relations; Shivendu in Corporate Services; and Chandra in Alumni Relations.

We are excited to have them part of the Medha family and strengthen our capabilities across a number of key functions.

Highlights - Human Resources



Annual residential training program conducted for new and existing staff

We completed our annual training process for all Area Managers, Center Managers, and Employer Relations staff. Conducted over a period of two months, we trained all new staff on our curriculum, Student Information System, and internal practices and policies.

For the first time, we developed and conducted a new training for our recently promoted Area Managers. Covering topics such as research methods, entrepreneurial scale, strategic planning, process mapping, and effective communication; we worked on developing the skills required to not only be an effective facilitator, but also a manager and leader.

Highlights - Human Resources



Chimi & Graeme volunteer to strengthen impact evaluation and finance capabilities

We were/are extremely lucky to have two experienced volunteers working at Medha this last quarter. Chimi is a USAID Research and Innovation Fellow from the University of California, Berkeley. She has been working with us to design a Randomized Control Trial (RCT) for the last six months, and spent three months with us here in Lucknow to develop and test the survey instruments.

Graeme is a Chartered Management Accountant with ten years of experience, most recently as an Assistant Finance Manager at Lloyds Banking Group, UK. Graeme is the third accountant we have hosted from Accounting for International Development (AfID), all of whom have done an excellent job. We are very grateful to Chimi, Graeme, and all our volunteers for their hard work and contribution.

Highlights - Supporters



Swiss-based Dalyan Foundation supports our work in Sitapur for three years

We are proud to announce that Zurich-based Dalyan Foundation has partnered with Medha to expand our work in Sitapur District over the next three years. Dalyan Foundation works to enhance the well-being of women and children from underprivileged backgrounds, to improve their economic prospects, and to allow them a life of dignity, choice and opportunity.

With Dalyan's contribution, Medha is setting up Career Service Centers in three colleges in Sitapur, where more than 1,300 students will benefit from skills training, career preparation and mentorship, and internship and placement opportunities over the next three years.

Highlights - Supporters



EMpower renews funding and supports M&E

Our existing funder, EMpower, has renewed our partnership for an additional year. This year, their funding will largely go towards our life skills program with secondary students, as well as helping us improve and further develop our Monitoring and Evaluation function.

In that regard, they recently hosted and facilitated exposure visits for three of our M&E staff members to help us revise and enhance our assessment framework.

Highlights - Supporters



Peery Foundation conducts site visit

Jayson Morris, Social Entrepreneurship Portfolio Director at the Peery Foundation, recently conducted a site visit to Medha. He spent time interacting with our students at Unity ITI and Prerna Girl's School, and also visited the Taj Vivanta where seven of our students were completing internships. Squeezed in-between all that, he got to spend some time with the team in the office over lunch and snacks.

We are extremely grateful to have Peery Foundation as a funder and look forward to hopefully continuing to build our relationship with them in the years to come.

Highlights - Employer Relations



Medha evolves relationship with Awoke India

Our partnership with Awoke India, a local financial services firm started by Mr. Pravin Dwivedi, demonstrates the power of working hand-in-hand with growing entrepreneurs and small businesses on their HR needs. Starting as a one-off industry talk for students, the relationship has grown exponentially in the last six months. Five of our students have completed internships at Awoke, two of whom have received pre-placement offers. Providing value to both the employer and our students is what we aim for, and our Employer Relations team is working hard to replicate similar partnerships across the region.

Medha is training their students well, their candidates seem confident and job ready. The differentiating factor between Medha and regular placement agencies is the understanding that Medha has of the employer's human resource need and the match that they do with their candidates. Medha sent 5 candidates for a full time position that we had and I found all of them to be a fit for the profile. - Mr. Pravin Dwivedi, Founder, Awoke India

Highlights - Alumni Relations



Alumni Team gets busy with events and activities

Our relatively young Alumni Team has been rapidly expanding their activities and list of services offered. We are extremely committed to working with and supporting our 'Medhavis' for the long haul, and are constantly looking for new ways to support them on their career paths.

In the last quarter, the Alumni Team held **five workplace visits, three office-based career mentoring sessions, a mock test for banking aspirants, 20 career counseling sessions, and added 130 members** to our [Medha Alumni Facebook Page](#).

Highlights - Student Relations



Life skills program for secondary school students starts

A long time aspiration, we have started working with secondary students at two schools in Lucknow – Unity Mission School and Prerna Girl's School. This year's pilot aims to work with 200 students across 4 schools, helping them build core life skills such as goal setting and future planning, time and conflict management, teamwork and leadership, and public speaking and communications. We have adapted our curriculum and assessment framework for this new segment and program, and will be working to refine, document, and measure it over the course of the year.

Highlights - Student Relations



Spoken English Bootcamp (SEB) pilot concludes

We have added a new product to our list of offerings – Spoken English Bootcamp (SEB). This 60-hour course, colloquially called ‘Hinglish to English’, is aimed at building students’ confidence in speaking English at school and work. We help shed their inhibitions with a series of role plays, on-the-spot presentations, group discussions, and one-on-one practice sessions. Our test batch of 10 students have recently been certified, and we are actively marketing the new product to our existing educational partners.

Highlights - Thought Leadership



Medha selected to participate at Women Deliver and Global Entrepreneurship Summit

Medha was honored to be selected as a Social Enterprise Finalist and present at this year's Women Deliver conference in Copenhagen. Women Deliver is the world's largest global conference on the health, rights, and wellbeing of girls and women in the last decade.

Medha was also one of 300 enterprises selected out of 5000 applicants for this year's Global Entrepreneurship Summit in Silicon Valley. GES is a U.S. Government initiative that convenes some of world's leading entrepreneurs and investors every year in different locations across the globe. This year the list of speakers included President Barack Obama, Secretary of State John Kerry, Mark Zuckerberg, Sergey Brin, Sundar Pichai, and others.



*CAB students at Fakhruddin Ali Ahmed Govt. Degree College
Mahmudabad, Sitapur District, Uttar Pradesh*

Focus Areas

Training & Development

Over the last quarter, we invested significant time, money, and effort into training our new and existing staff. We believe in the famous Henry Ford quote:

Coming together is a beginning; keeping together is progress; working together is success. - Henry Ford

For us to grow and be successful in the next year and beyond, we have to continue to develop and mature as a team. This starts with investing in each and every one of our staff members, but must continue with strong HR policies and practices, constructive manager/reportee relationships, and a sense of team cohesion and collaboration that is unparalleled.

Functional Capacity Building

To fill existing gaps, and build the capabilities of our team, we brought on three experienced, foreign volunteers/interns during the quarter. This was the first time we hosted this many volunteers at one time, and it proved to be a great success. As we move forward, we will continue to look for skilled, passionate professionals that can deliver great results in a short period of time, as well as help us build our internal capabilities for the long-run.



New Partnerships

Academia



Industry



Supporters



Case Study - Reeta Gautam



Reeta Gautam

Bachelors of Arts
Maharaja Bijli Pasi Govt. PG College
2013 - 2014

Reeta holds a special place in the Medha Alumni group. She is from our very first batch at Maharaja Bijli Pasi (the first government college we worked in), and was always a hardworking, dedicated student. After graduation, Reeta joined Eureka Forbes, a pan-India consumer products company specializing in water purifiers, air purifiers, and vacuums.

At the time, Eureka Forbes was not accustomed to hiring young women, especially for their front-line sales jobs. It took us months to convince them to take a chance on our students, and initially we placed four young women into internships. They were so impressed by their hard work and dedication that they offered all of them full-time jobs.

Reeta has now been with Eureka Forbes for over two years. She has grown from a Customer Sales Executive to a Customer Sales Specialist, is earning twice as much as she was when she joined, and is now managing a team of four people.

We are extremely proud of Reeta and have recently been working with her to get more of our students hired at Eureka Forbes.

Case Study - Vidisha Sukhwani

Vidisha Sukhwani

Bachelors of Commerce
Avadh Girls' Degree College
2015 - 2016

Vidisha just completed her second year of her BCom degree at Avadh Girls' Degree College. She has always been passionate about cooking and her dream is to be a pastry chef. We helped her get an internship in the food and beverage division of the Taj Vivanta Hotel, the only 5-star hotel in Lucknow.

Along with four of her classmates, Vidisha spent two months rotating through different parts of the kitchen, learning the skills required to pursue a career in food, but more importantly how to deal with the pressures and stress of a commercial kitchen. Her passion and dedication shined through, and she extended her internship for three more months.

After completing her BCom next year, Vidisha plans to move to Mumbai and enroll in a hotel management program. Her experience at the Taj has helped her further realize her dream as well as given her the confidence to make it come true.

VIVANTA
HOTELS & RESORTS
BY TAJ



Press & Awards

Announcement of Medha courses for Upcoming session at DDU GU

Inext, April 7, 2016

<http://inextepaper.jagran.com/771071/I-Next-Gorakhpur/07-04-16?show=touch#page/5/1>

Medha is one of the Women Deliver - Social Enterprise Challenge Finalists

allAfrica, April 26, 2016

<http://allafrica.com/stories/201605171705.html>

Medha team does Career Counselling at Gorakhpur Pre Event

Inext, May 8, 2016

<http://inextepaper.jagran.com/802138/I-Next-Gorakhpur/08-05-16#page/8/1>