
Quarterly Progress Report

October - December 2016 (Q3)



Table of Contents

Summary	3
Metrics	4
Highlights	6
Focus Areas	12
New Partnerships	13
Case Studies	14
Press & Recognition	16



Summary



From October to December, academic sessions are in full swing, and Medha is busy training, counseling, and guiding our future graduates for their 'lives after school.' We conducted over 1,710 hours of training in the quarter across 16 educational institutions - 10 colleges, six polytechnics, and two high schools.

We registered 828 students, bringing the total for the year to 2,136, a **67% increase** from this time last year. In parallel, we placed 52 students into full-time jobs, bringing the YTD total to 170, a **240% increase** from last year.

While the focus of the quarter was on training and counseling, the shift has already started towards thinking about next steps after graduation in May. Our Employer Relations team has been working in overdrive to line up internships, on-campus recruitments, and identify full-time placement opportunities for graduating students.

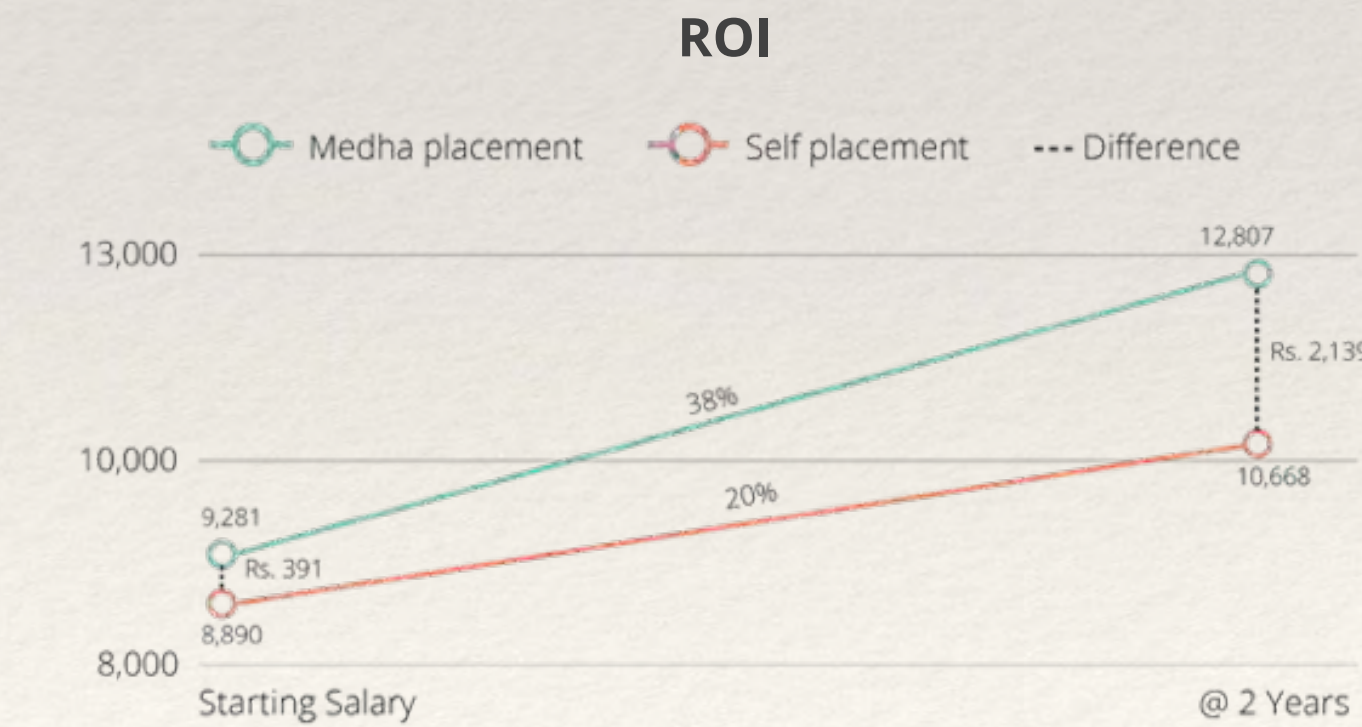
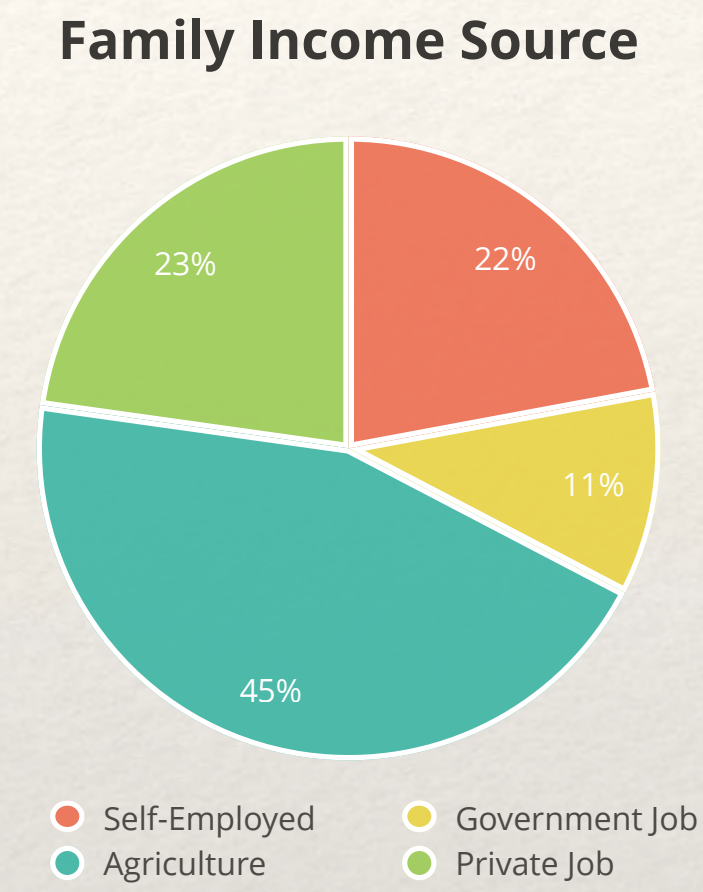
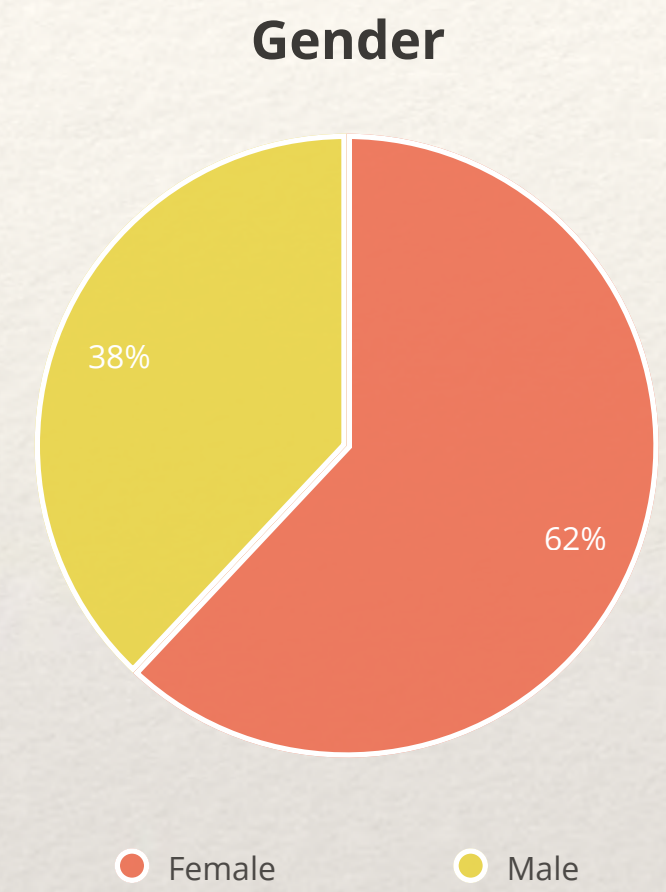
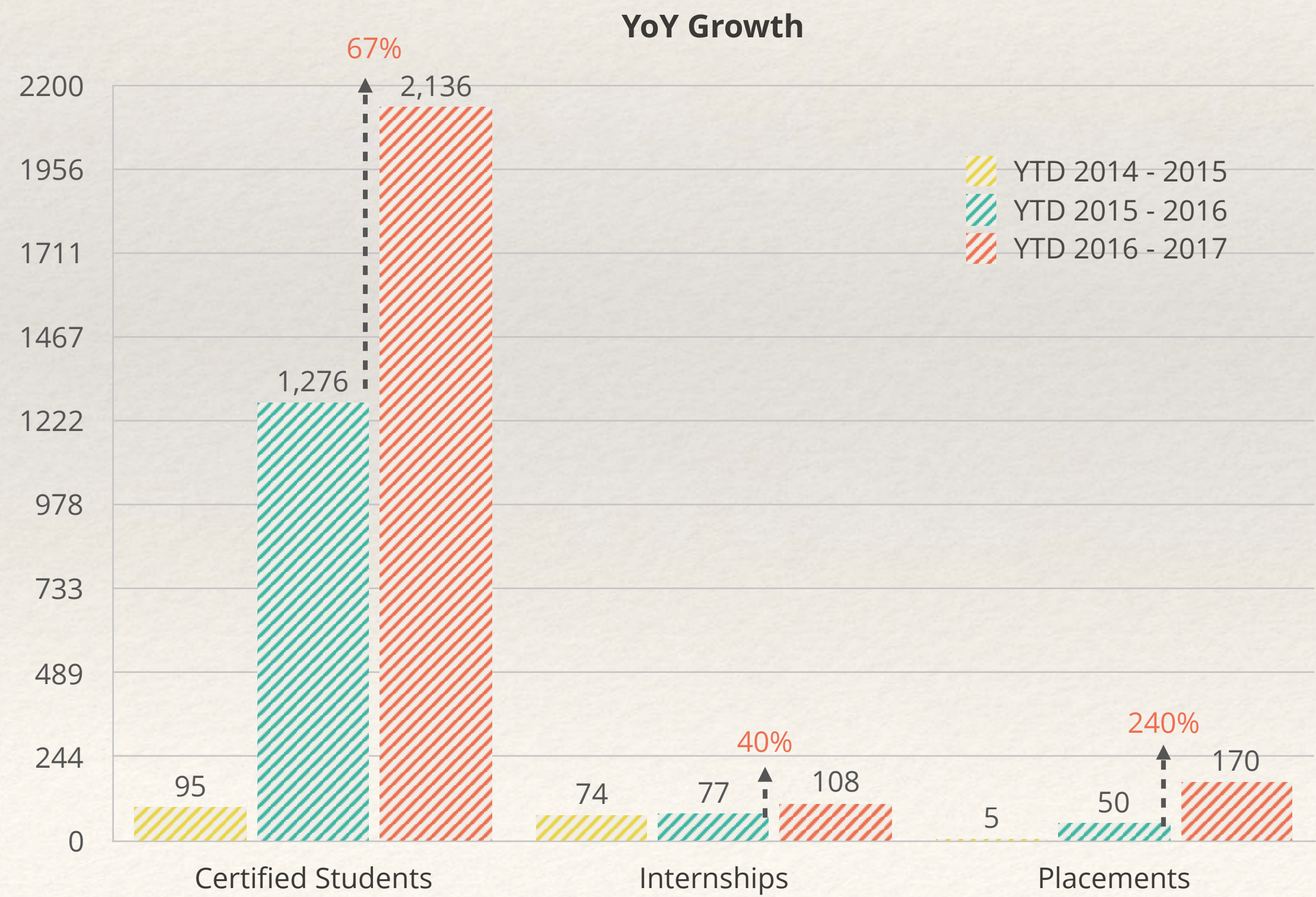
With just a quarter to go in the academic year, we are looking to end on a high note, working with more than 2000 students to improve their employment outcomes.

Thank you as always for your ongoing support,

The Medha Team

Metrics

	October 2016	November 2016	December 2016	Q3	YTD
Certified Students	148	375	305	828	2136
Internships	2	11	18	31	108
Placements	3	31	18	52	170





*Medha Area Manager, Shivangi, with Medha students
Deen Dayal Upadhyay University, Gorakhpur, Uttar Pradesh*

260 students certified across four educational institutions



16 batches complete digital literacy and 21st century skills training

13 Career Advancement Bootcamps (CAB) and three Technical Advancement Bootcamps (TAB) concluded in Lucknow, Sitapur, and Gorakhpur districts. The 260 students represent diverse backgrounds and educational institutions, from Jawaharlal Nehru Polytechnic in Mahmudabad, to Deen Dayal Upadhyay University in Gorakhpur, to City Women's College in Lucknow.

30 of the students have already started their internships and we will be working with the rest over the next quarter to help them secure internship and full-time opportunities with leading employers. We congratulate all our new Medha graduates, and welcome them to the **strong and growing network of 2,214 Medha Alumni!**

Deeper collaboration with growing retail sector



30 students placed with Pantaloons, Reliance Trends, and Lucknow Central

Over the last quarter, we have seen an increase in the number of students interested in and securing jobs in the growing organized retail sector. As PAN India brands like Reliance, Big Bazaar, and Shoppers Stop continue their expansion into the Tier II/III cities, the number of job opportunities in this sector continue to increase. And unlike the informal, mom-and-pop general stores, these companies offer better benefits and growth opportunities.

Medha has been working to strengthen its partnerships with the sector for the last few quarters, **launching an entry-level training program with V-Mart, signing a formal partnership agreement with Pantaloons**, and placing over 50 students into internships and full-time jobs across five retail companies.

High outreach and impact in Sitapur town



Medha places 100% of students into internships within two months in Sitapur

After completing six batches of more than 100 students in Mahmudabad, the Sitapur district team travelled 80kms to Sitapur town to start our work there. It didn't take them long to get things up and running, enrolling 150 students in less than two months across three educational institutions.

We have seen an overwhelming amount of enthusiasm and energy from the young women in Sitapur, **with a <10% drop-out rate, and 100% commitment to internships.** Of the 30 students who have completed CAB thus far, 18 of them have already started their internships, and the remaining students will start in February and March. They demonstrated incredible determination, getting internship permission forms signed by their parents in the first month. We are expecting to certify over 170 students in Sitapur by the end of March, and place at least 70% into internships and full-time opportunities.

Celebration of five years at Avadh Girls' Degree College



Medha grows from 12 to 300 students at first partner institution

Five years ago, Medha piloted its first Career Advancement Bootcamp (CAB) at Avadh Girls' Degree College (ADGC) with just 12 students. After an incredible and sustained amount of hard work and dedication, we recently **celebrated half a decade working together, and imparting 21st century skills and employment opportunities to over 300 students.**

The partnership has grown dramatically over the years, and now includes a **comprehensive Career Services Center on campus, as well as an add-on BCom Industry Integrated course we launched this year.** To celebrate, Medha organized 'Raabta' an event for Medha Alumni to share their professional journeys, as well as an opportunity for this year's graduating class to receive their certificates.

New partnerships with \$B Public Sector Units (PSUs)



Students gain unique exposure to Bharat Heavy Electricals & Diesel Loco Sheds

Medha recently **formed two unique partnerships with PSUs BHEL and Diesel Shed to increase exposure and work experience for our students in the highly sought after public sector.**

Five mechanical engineering students (pictured) visited BHEL's insulator plant, where they learned about the latest advancements in technology and automation, how the plant operates on a day-to-day basis, and the various career opportunities for students with similar backgrounds.

In addition, three mechanical and three electrical students from Lucknow Polytechnic will start one-month internships at Diesel Shed, working across various parts of the locomotive production process.

We would like to thank Mr. Shukla, HR Manager at BHEL, and Mr. Singh, Sr. DME at Diesel Shed, for working with us to forge these partnerships.

Human Resource Management System rolled-out



HR team takes important step towards automation

Medha recently rolled-out a cloud-based, Human Resources Management System (HRMS) to **better track employee data, improve the overall performance measurement system, and identify and create new learning and development opportunities.**

We are extremely thankful to Phillip (pictured with students from Arya Kanya Pathshala Inter College), a volunteer from Switzerland supported by Dalyan Foundation, for helping us get the system up and running and training our staff on how to use it.

The new HRMS will enable us to better manage our growing team in the years to come.



Medha CAB students
Avadh Girls Degree College, Lucknow, Uttar Pradesh

Focus Areas

Internships

With a small winter break at the end of December, Medha was focused on securing internships for eligible students looking to gain critical work experience. While an extremely difficult task aligning interest areas, geographic and timing constraints, and employer requirements, 73 students started internships in the quarter, while 31 completed, a 100% increase from last quarter.

Employee benefits

In an effort to continually become a better employer, Medha enrolled in the Provident Fund (a government-run pension fund) this quarter, and is now making matching retirement contributions for all its employees. We are extremely proud to offer this benefit to our employees and are looking to increase our overall benefits and 'perks' in the upcoming year.



New Partnerships

Academia



Industry



Supporters



Kamana builds her career in the growing IT Sector

Kamana Agnihotri

Master in Computer Applications
IGNOU, Lucknow
Medha Class of 2015

Kamana Agnihotri, an MCA graduate from IGNOU, has an aptitude for computers and wants to build her career in the growing IT sector. She enrolled in Medha's Career Advancement Bootcamp (CAB) in 2014 to work on her communication skills and 'try to come out of her shell,' as she put it. After a lot of hard work and determination, Kamana started gaining more confidence to interact with her Medha classmates and speak in front of the group.

After graduation in June 2016, Kamana joined UPTECH, an IT consulting and training company started in 1993. She is the youngest permanent faculty member and enjoys teaching advanced computer programming to young students. Apart from teaching, she is also responsible for managing exams and looks after after documentation and reporting.



Sapna joins real estate firm in the sales department



Sapna Singh Bisht

Bachelor of Arts

Maharaja Bijli Pasi

Medha Class of 2015

Sapna is a B.A. Graduate from Maharaja Bijli Pasi Government Degree College. She enrolled in Medha during her second year of college to develop her computer and communication skills. Along with her two brothers, Sapna lives in Lucknow, while her parents stay in their native village. She has always aspired to get a job in the city and be able to support her family who earns very little in a rural area.

During Medha, Sapna interned in the sales and advertising department of Advertising Solutions, a local ad agency in Lucknow. There she honed her sales acumen and learned how to build relationships with clients. After graduation, Sapna joined Golden Bricks Infrastructure, a real estate company in Lucknow, working in their sales and marketing division.

Press & Recognition

Chatraon ka college to career safarnama

Dainik Jagran, November 30th, 2016

<http://epaper.jagran.com/epaperimages2/30112016/lucknow/29lko-pg8-0.pdf>

Medha Raabta Event

Amar Ujala, December 1st, 2016

<http://epaper.amarujala.com/lc/my/20161201/05.html?format=img#>

Medha in Barabanki

Voice of Lucknow, December 18th, 2016

<http://voiceoflucknow.com/ArchivesEPaper.aspx>