



MEDHA QUARTERLY REPORT



Q1 FY 19-20

GET OUT OF YOUR COMFORT ZONE

27 Medha Alumni ventured to the hills of Uttarakhand in June as part of our [sixth Rubaru](#).

The learning journey was based on familiar themes from our Life skills Advancement Bootcamp – **Look Within, Speak out, and Face the World.**



START EARLY

We recently completed Phase I of a project-based life skills program for 9th standard students.

As part of our efforts to 'start early,' we aim to empower adolescents to voice their ideas and become proactive problem solvers. We look forward to continuing to learn and hopefully scaling this program in the years to come.



Techno Academic Senior Secondary School, Lucknow

I AM



- Gain confidence
- Work together
- Question assumptions
- Think analytically

I CAN



- Identify problems
- Build solutions

I WILL



- Implement ideas
- Map progress
- Set new goals

40

young professionals join the team

Medha welcomed new Student Relationship Managers (SRMs) from five states and more than 20 educational institutions to the team in June; bringing the **total strength to 125!**

Before getting into the field and working with students, the SRMs spent one month together for **Embark**, the first part of their [year-long learning journey](#) as new Medha facilitators.

'EMBARK' ON YOUR JOURNEY





ENGAGE WITH THE CURRICULUM



In collaboration with the [National Instructional Media Institute](#) (NIMI), an autonomous body under the Government of India, Medha is working to revise and expand [the existing Employability Skills curriculum](#) for Industrial Training Institutes (ITIs) across the country.

This collaboration is a culmination of our work the last three years delivering activity-based, 21st-Century Skills training across ITIs in Uttar Pradesh and Bihar; while in parallel incorporating our experiential learning approach into the curriculums' lesson plans and learning aids.

We are honored to be working with NIMI and other leading non-profits in the sector on this systems change initiative.



FORM PARTNERSHIPS

Medha recently signed a MoU to work with [Patna University](#) and its ten affiliated colleges. Through this exciting partnership with one of Bihar's oldest and most reputed educational institutions, Medha will bring its program to 3,500 undergraduate students across the city over the next three years. You can read more about the truly integrated model [here](#).



103% YoY increase in certifications

अंतिम पग



CELEBRATE SUCCESS

556 Medha Alumni were certified this quarter in अंतिम पग ceremonies across all regions!



DRIVE IMPACT

Medha believes in supporting its students long after they leave the campus. We recently launched a [mentorship program with Hindustan Unilever](#) to do just that.

During the high-energy, two-day orientation program in Lucknow, mentors from Unilever's Mumbai office and Medha Alumni from across Uttar Pradesh set personal and professional goals, planned their virtual meet-ups, and learned from each other's diverse life experiences!



COME TOGETHER

This year, Medha organized its annual offsite in the foothills of the Himalayas, by the bubbling blue waters of the river Ganga in Rishikesh. The team bonded over team-building activities facilitated by [UnLtd India](#), reflected on the highs and lows of the year gone by, and tried their hand at [whitewater rafting](#).



EMPLOYEE ENGAGEMENT			GOVERNMENT RELATIONS
FINANCIAL SYSTEMS			ALUMNI-LED ACTIVITIES
FUNDER ENGAGEMENT			STATE-SPECIFIC ROADMAPS
MICRO INNOVATION			'MID-MANAGEMENT' CAPACITY BUILDING
STUDENT EXPERIENCE			CROSS FUNCTIONAL COLLABORATION
ECOSYSTEM CONTRIBUTIONS			EXTERNAL VISIBILITY

REPEAT REPEAT

After months of strategic planning, we completed our [KOGMA](#) exercise for the upcoming financial year. This year we have identified the following 12 focus areas.

EKTA

CLASS OF 2018

DDU, GORAKHPUR

From a business family, Ekta faced a lot of pressure to join her father at work. Instead, she is on her way to launching her own business and picking up some important skills along the way.

[Read more](#) about Ekta's journey



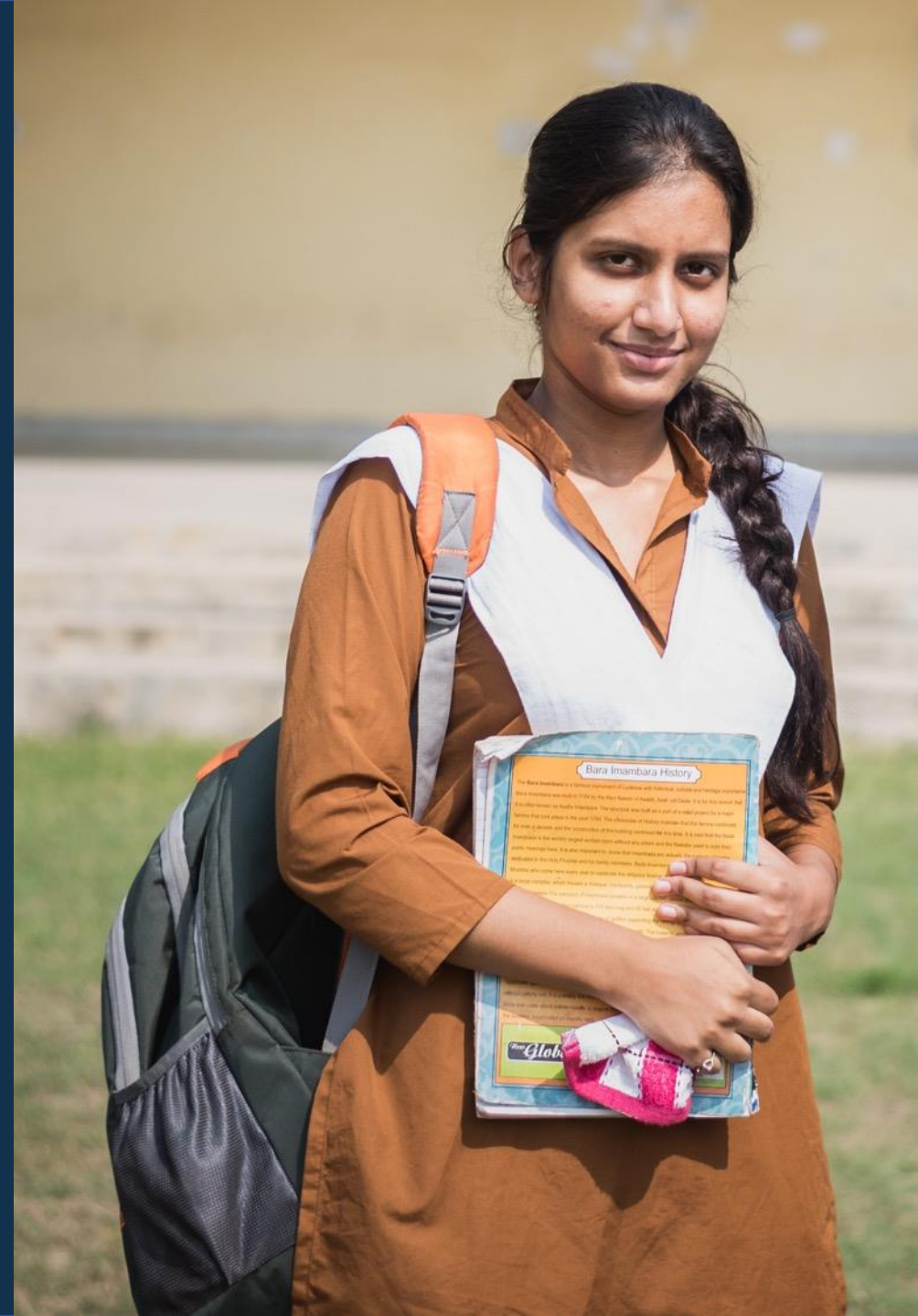
FAIZA

CLASS OF 2018

DDU, SITAPUR

"The hospitality industry always interested me. I often noticed how smartly dressed, immaculately groomed, and well-spoken people who worked in hotels were. It took me a long time to convince my parents to let me move to Lucknow for an internship with Taj Hotels, but over a year later, I'm now getting a Diploma in Hotel Management and hopefully will join Radisson Blu in Assam!"

[Read more](#) about Faiza's journey.



INDUSTRY PARTNERSHIPS

We formed several new partnerships this quarter with leading employers for internships, placements, industry talks, and exposure visits.



FOCUS AREAS

Our energy was spent working to excel in the following areas this quarter.

TEAM GROWTH

The team grew by close to 50% this quarter, from 85 to 125 employees. A full team effort was required to recruit, onboard, and integrate so many people into the system. It's inspiring to see the Medha culture welcoming new people with open arms.

POLYTECHNIC PLACEMENT DRIVES

With increasing work across polytechnics in UP and Uttarakhand, especially the [UP STPC project](#), we organized close to 10 placement drives and job fairs this quarter which brought more than 25 companies and over 1,000 job opportunities to students across these states.

FY20 PLANNING

Q1 is when the team, especially the eight department heads, are heavily engaged in strategic planning for the upcoming year. This year we revisited our KOGMA (Key Objectives framework) from last year and set some new aspirational goals for the year to come!

FUNDING SUPPORT

The turn of the fiscal year is also an extremely busy time for renewing forming new funding partnerships for the year ahead and beyond. This year, we are working with more than 20 CSR and domestic and global foundations.



<http://medha.org.in/>

