



MEDHA QUARTERLY REPORT

Q1 FY 20-21

STRONGER TOGETHER

These challenging times are a test for all of us. It's been heartening to see how our community of team members, students and alumni, and government and industry partners have come together over the last few months to support one another in ways we never envisioned when we started Medha ten years ago.

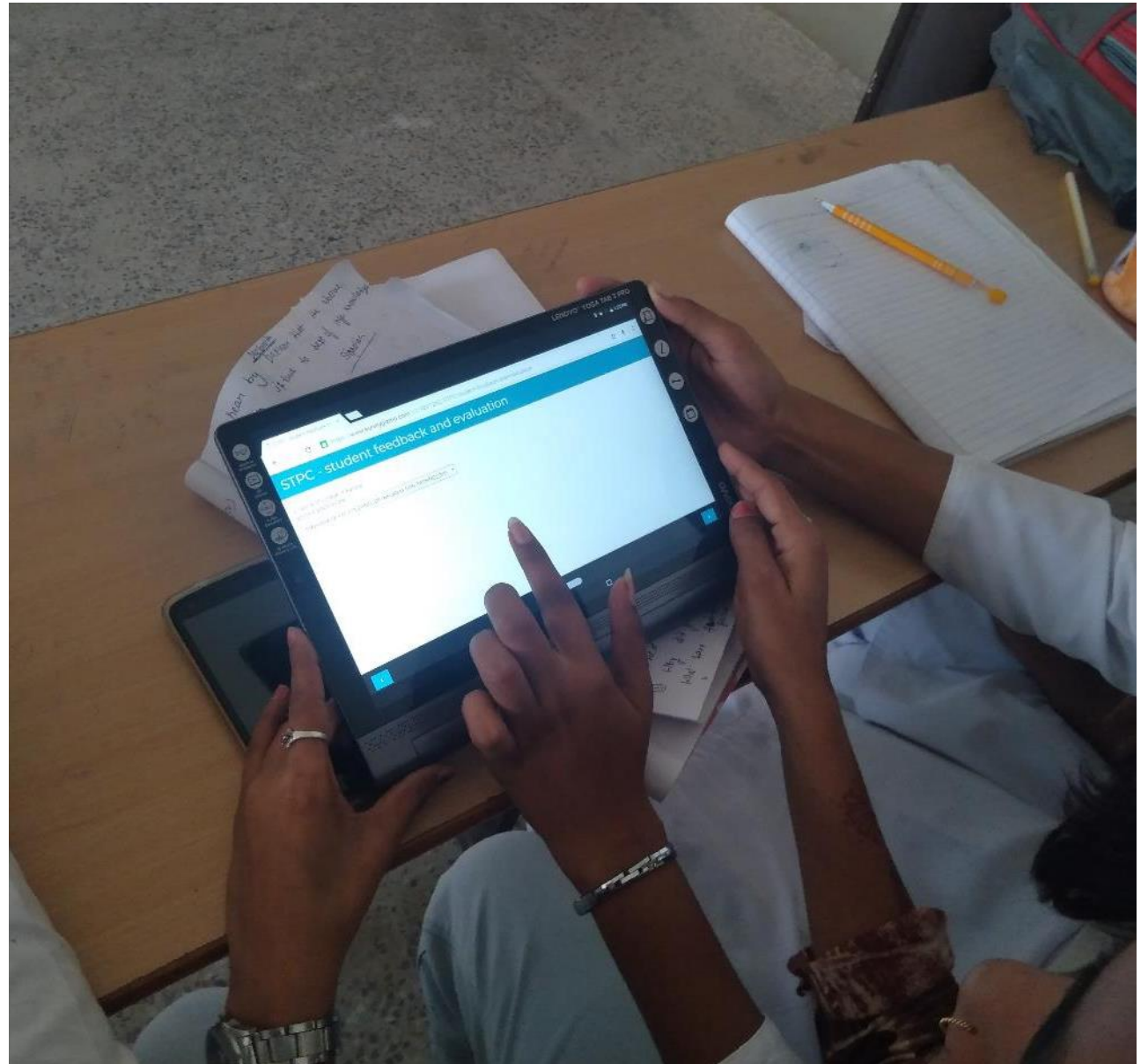
This quarterly report hopefully reflects that community spirit, and while it's certainly not 'business as usual,' we trust you will see and feel the Medha spirit and student-centric approach is alive and well during these trying times.



STAYING CONNECTED

Our priority when the pandemic hit was to ensure we stayed connected to our students and alumni and continue to provide support to them during this stressful and uncertain time.

Everything from our skill building modules, to internships and placements moved online in a matter of weeks, and we have been able to **engage over 11,000 youth** in the last four months with more than **2,600 hours** of experiential activities.



Our Workplace Exposure Talks (WoX Talks) went digital quickly and are now bigger than ever.

We conducted 17 virtual talks with industry experts – from journalists to bankers, entrepreneurs to government officials, who spoke to students on a variety of topics like entrepreneurship after COVID, financial planning, stress management and network marketing.

The WoX Talks have been viewed more than 11k times on our [YouTube channel](#)!

VIRTUAL WORKPLACE EXPOSURE



WoX Talks

ENTREPRENEURSHIP OPPORTUNITIES POST COVID-19

Speaker

Dr. Jay Prakash Verma,
Senior Assistant Professor,
Kejriwal Institute of Management

Date

23rd May, 2020

Time

12 noon - 1 p.m.

Platform

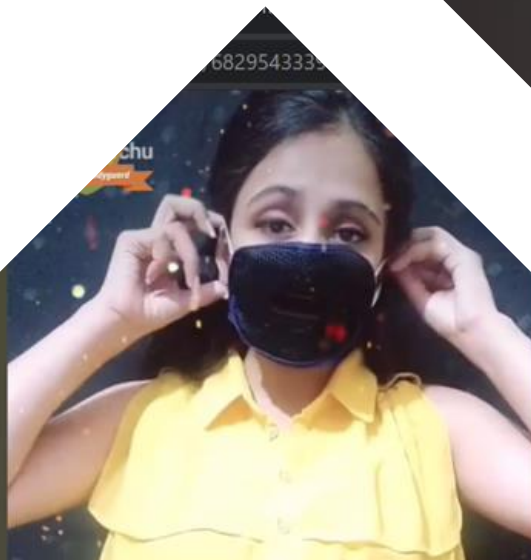
Medha YouTube Channel

With more than 25,000 youth spread across UP, Bihar, and Haryana, we leveraged the power of our student and alumni community to spread awareness about COVID prevention and safety.

We used [Instagram](#) and other popular social media channels to crowdsource content and launched a challenge called [#MedhaKeSipahi](#), which gathered more than **171k views of 160 videos** created by students and alumni in just one week!

We also ran a week-long Instagram Video Diary competition under the hashtag [#GharBaitheSeekho](#), where participants showcased their skills in diverse fields like DIY, art, technology, and fitness. **This campaign garnered another 35k views!**

AWARENESS BUILDING





KAJAL

CLASS OF 2020

SITAPUR

“On day one, I was nervous about using a laptop, to be honest, but now I can say that I can operate it well enough to not ask for help.”

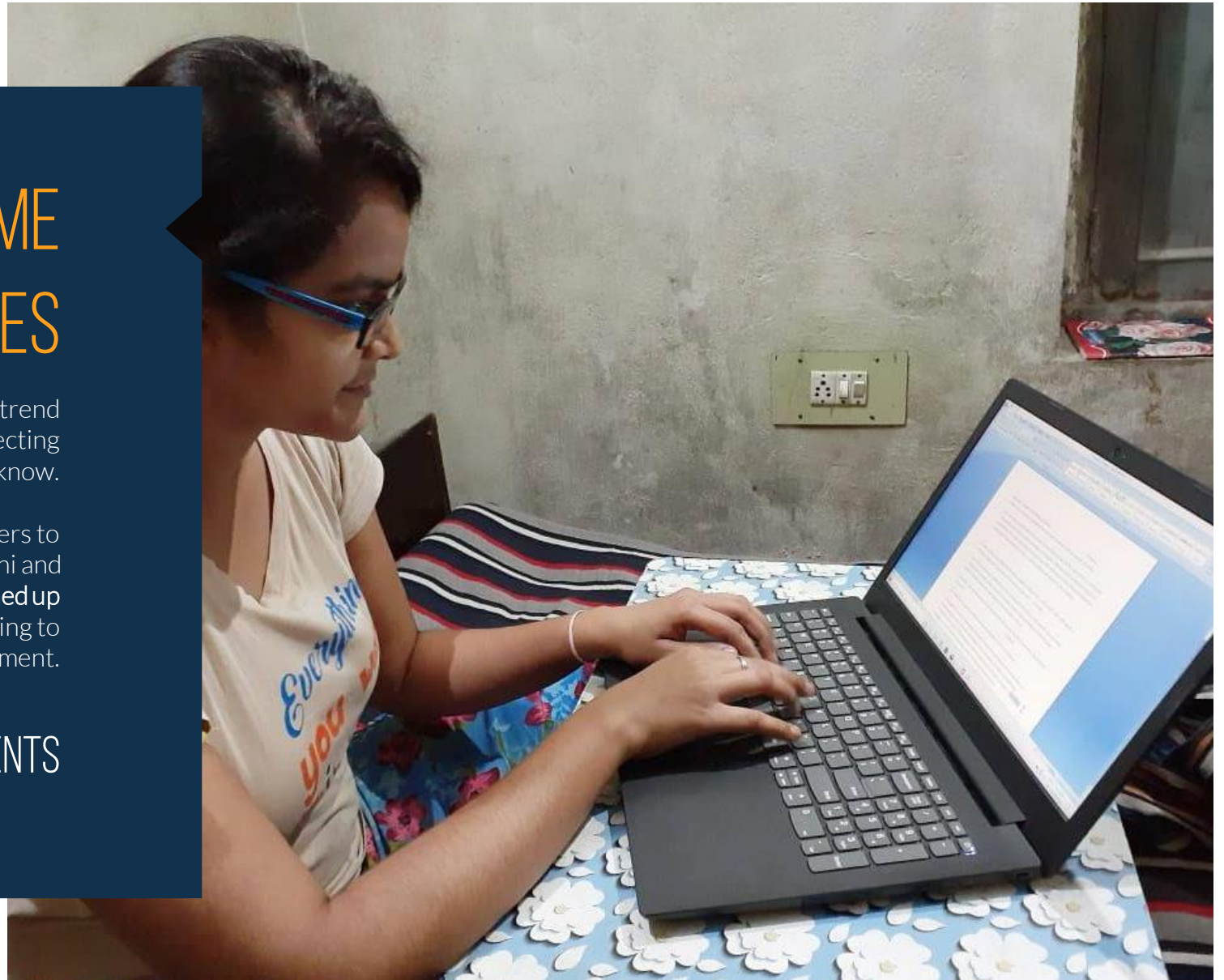
Meet [Kajal](#), an aspiring teacher, who knows that now more than ever, teachers need to stay up to date with the latest technology.

WORK-FROM-HOME OPPORTUNITIES

The pandemic has accelerated the work-from-home trend (WfH), with opportunities coming from unsuspecting places, like a small water heater manufacturer in Lucknow.

We have been working hard with our employer partners to identify such opportunities for our students/alumni and find the right fit. In the last two months, **we have lined up 156 WfH opportunities**, ranging from content writing to sales and fundraising to HR data management.

156 INTERNSHIPS AND PLACEMENTS



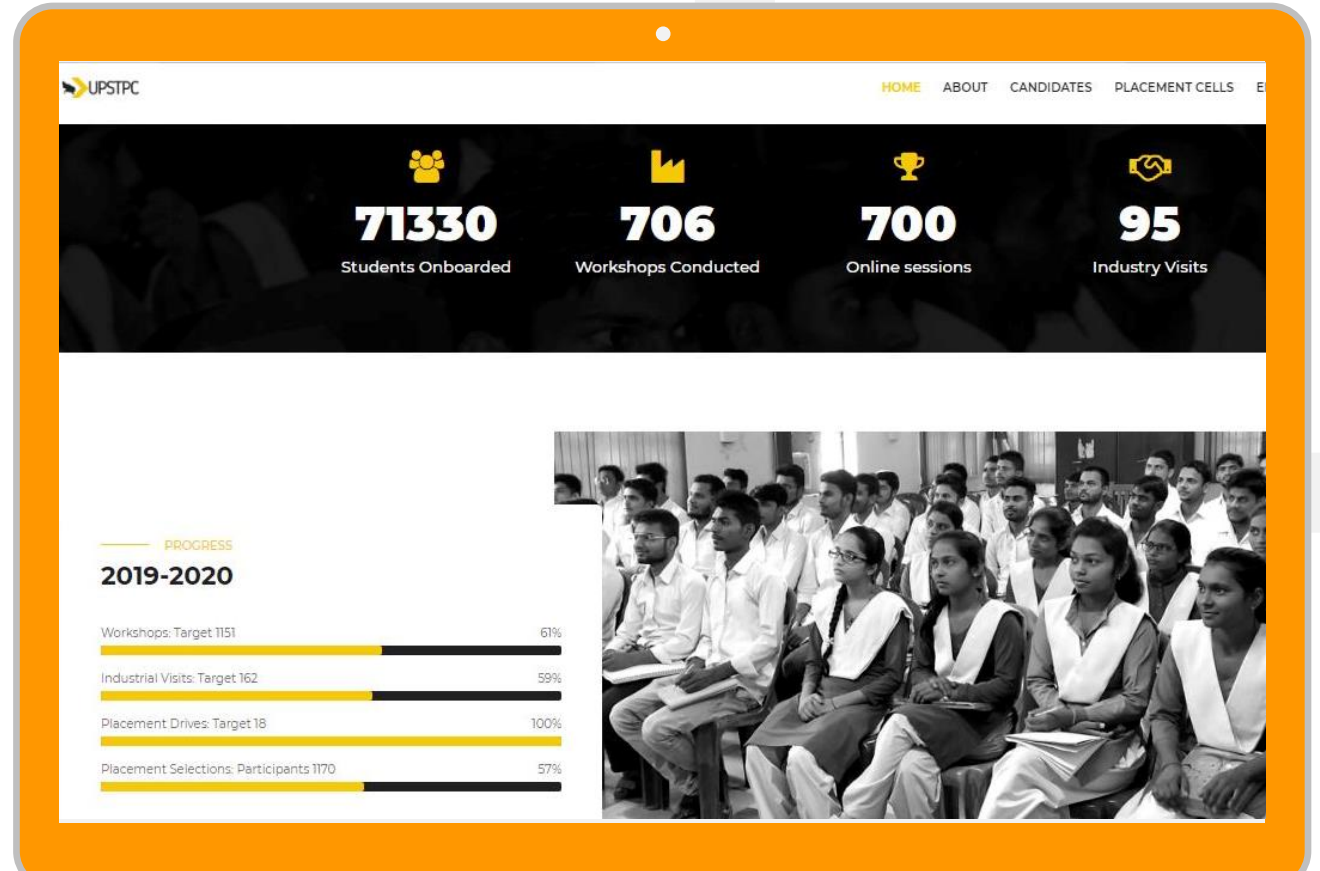


UPSTPC PORTAL LAUNCH

In association with [Tech4Dev](#), we recently launched an online portal for the [UP Department of Technical Education](#).

As part of our ongoing [State Training and Placement Cell](#) (STPC) project, the portal enables students to track training modules, register for placements, and join an alumni community of fellow diploma holders.

An open-source project, the portal will have far reaching impact on the broader school-to-work ecosystem.





STORIES OF CHANGE

We are honored to be featured this quarter in [UnLtd India's Stories of Change](#) series, highlighting how Medha has adapted to the pandemic and country-wide lockdown, and continues to support young people during COVID-19.

STORIES OF CHANGE

Medha: Enhancing Employment Outcomes during COVID-19

By UnLtd India | April 20, 2020 | No Comments

The Indian education system has certain limitations. The biggest being the lack of focus on equipping students with essential life skills such as leadership, self-awareness, and teamwork. The lack of such skills is the widening gap between securing a good job and unemployment.

Understanding this reality, Christopher Turillo and Byomkesh Mishra, former colleagues at SKS Microfinance in Hyderabad, teamed up to start Medha in Lucknow, Uttar Pradesh. Medha is an NGO that engages students in an **experiential learning** experience to help them develop 21st-century life skills and significantly improve their employability.

To date, the team has worked with over 15,000 students from 100 educational institutes to enhance their skill set, provide internship and employment opportunities with 1000 reputable employers.

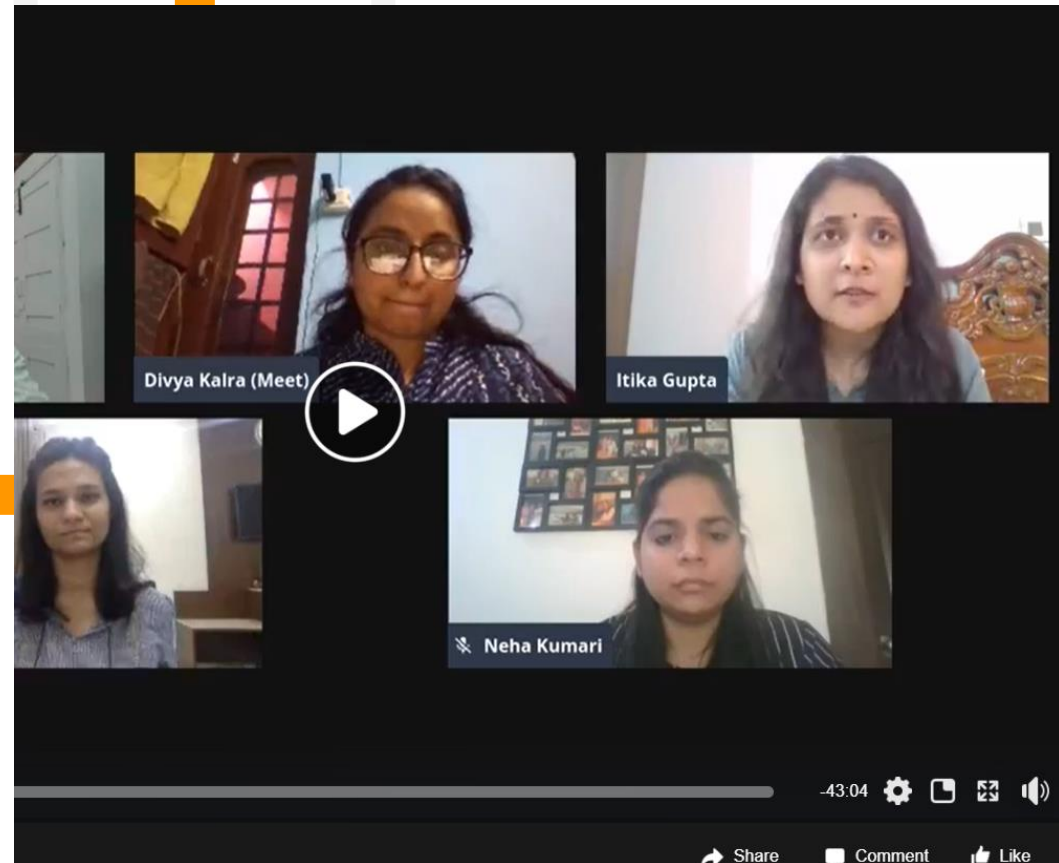


Meet

'MEEET'ING WITH THE EXPERTS

[Meet](#) is a new mobile application incubated at Medha. It aims to bring greater transparency to the local job market.

The Meet team has been hosting [live video streams](#) on Facebook every evening where they share information on the latest fellowship and work from home opportunities.



#meetlive with CMGGA Team

 **Meetworks** was live.
about 2 months ago · 

 Follow



Chief Minister's Good Governance Programme Team आपको हरियाणा सरकार के साथ काम करने के फायदे, तरीके और challenges के बारे में बता इसके इलावा CMGGA क्या है, कैसे apply कर सकते हैं, कौन apply कर सकता है, जैसे मुद्दों पर भी चर्चा होगी।

#cmgga #fellowships #haryana #governance #work #india

  23

9 shares 311 v

 Like

 Comment

 Share

Comments

Up next

Most relevant ▾

View 8 more comments



Chandra Shekhar · 40:46 What is the maximum age limit CMGGA application

Like · Reply · 6w



Alok Upadhyaya · 40:04 Hi Saumya, How our work experience matters in selection process, application or during fellowship?

Like · Reply · 6w



Chandra Bhushan · 12:45 इसको ज्वाइन करने के लिए बने कॉन्टेक्ट या डिजिटल डिवाइस का उपयोग करना है

Write a comment...



AINAN
CLASS OF 2017
GORAKHPUR

[Watch](#) Ainan's story and [Live Chat](#) to be inspired by his Janta Fridge initiative in his hometown of Gorakhpur!





Our partner, the [Haryana Skill Development & Industrial Training department](#) (DoSDIT) has adapted quickly to an online learning environment – creating and sharing over 160 hours of employability skills lesson plans with **more than 50,000 students** over WhatsApp in the last month. We have been helping them design and track these lesson plans, as well as working with Government Employability Skills Instructors to adapt to this new way of skill-building.

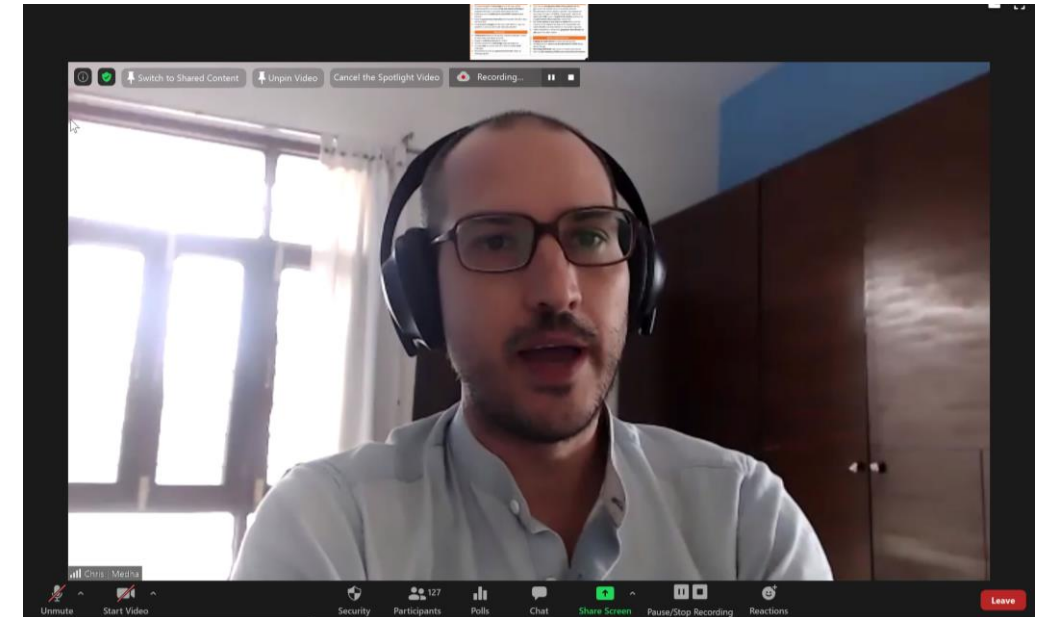
You can find a recent case study we published on the great work the department has been doing during the lockdown [here](#).

ALUMNI CONNECT

We are continuously working to stay connected with all our alumni during these tough times.

We conducted **four virtual [Rubaru Reunions](#)** for 90 alumni in the quarter. These Medhavi were all part of experiential learning journeys to different corners of the country last year and came together online to bond and reminisce about their Rubaru experiences and plans for the future.





Medha's co-founder, Christopher Turillo, recently spoke at two ecosystem events, one hosted by [Dasra](#) & [HSBC](#) on [resilience in the development sector](#), and one by [IEFG](#) about [innovation in education under Covid-19](#).

Later this July, he will also be addressing experts and practitioners at the [India EduFuture Summit 2020](#), discussing the challenges, solutions and the way forward for delivering quality education.

ECOSYSTEM

SHARING

The background image is a blurred photograph of a workshop. In the foreground, a person's hand is holding a white paper. On the paper, there is a logo for 'medha' which consists of a stylized tree with human figures as branches. Below the logo, the text reads '2nd annual Medha Education Employment Workshop (ME2E)', 'A joint workshop of Academia and Industry', and '2020'. In the background, there are other people, a water bottle, and some papers on a table.

VIRTUAL EMPLOYER ROUNDTABLE

Medha organized its first online employer roundtable for participants from Ayodhya! The roundtable was held with 9 employers from the region, representing five different sectors. 78 students from our partner educational institutions in Ayodhya participated - Jhunjhunwala Degree College and Raja Mohan Girls Degree College.

The interactive session focused on COVID-19 and its impact on the future job market. Employers shared their experiences and how they are adapting, while students learned how they can better prepare themselves for the future. One clear learning was that work-from-home is on the rise, and young people need to prepare themselves with the skills and ability to work remotely.

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.

STAYING CONNECTED

With the country shut down, the biggest priority this quarter was staying in touch with our students and alumni, providing ongoing skill building and career counseling support, and helping them manage the stress and anxiety we are all facing during this time.

COMING TOGETHER IN NEW WAYS

The current times have called for team building in entirely new ways. We have focused on keeping the spirits high and exchanging knowledge with each other – holding regional huddles across locations, conducting peer sessions on self-motivation, well-being, and time management, and even hosting a weekly ‘games night.’

ENERGIZING THE COMMUNITY

The Medhavi community doesn’t need much help from us, but when we could we injected a bit of energy with social media campaigns, competitions, and peer support to keep the spirit alive and well.

CREATING AWARENESS

We actively responded to the pandemic by spreading awareness, counseling students building resilience. We reached out to over 3,000 students to orient them on various health guidelines from the Ministry of Health as well as conducted sessions on mental health, physical distancing, and quarantine practices.



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



MEDHA QUARTERLY REPORT

Q2 FY 20-21



LET'S GET DIGITAL

Like many, Medha has adapted quickly to the changes brought on by the pandemic.



Online modules



Contactless registration



Work-from-Home opportunities



Virtual Workplace Exposure Talks



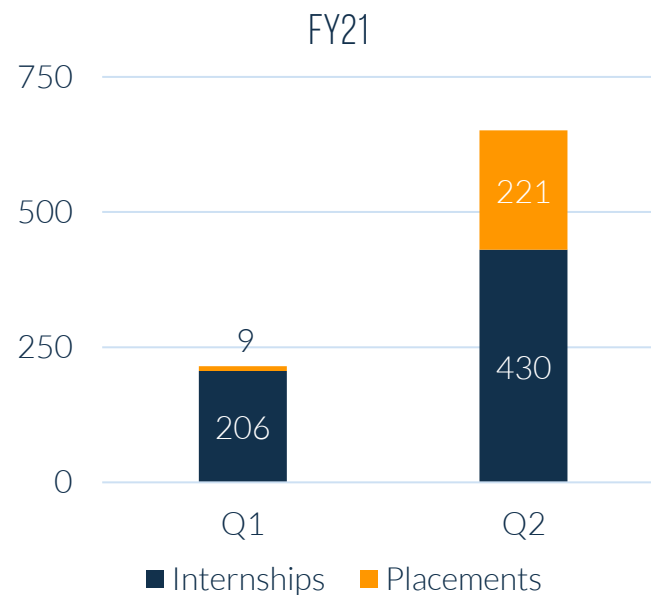
Online alumni services



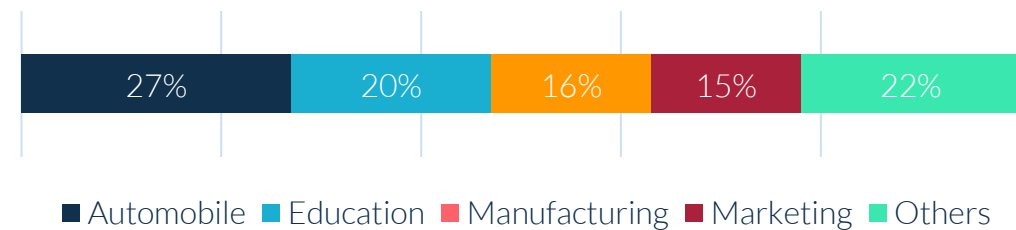
Virtual Training of the Trainers

SILVER LINING

Despite the challenging economic situation, we are pleased to have provided full-time placements and internships to 651 students in Q2, 52% of whom are young women.



JOBS BY SECTOR



82% Work from Home



KANEEZ

CLASS OF 2020

FAIZABAD

Kaneez did not have a laptop to start her internship. [Learn](#) how she overcame this and other obstacles to gain real world experience during the lockdown.

GUIDING PRINCIPLES FOR 2020

The COVID-19 crisis prompted Medha to draw from its field experiences and prepare [a roadmap](#) for these uncertain times. These guiding principles serve as a framework for goal setting and tactical decision making on the ground.





With support from [La Caixa Foundation](#), Medha recently launched [Swarambh](#), a program to unleash a new generation of self-reliant youth, by connecting them to freelance networks, platforms, and opportunities where they can build their skills and earn a livelihood.



INTRINSICALLY MOTIVATED



As part of our [ongoing partnership](#) with Haryana's [Department of Skill Development & Industrial Training](#) (DoSDIT), Medha recently certified 21 Employability Skills Instructors (ESI) as star performers. These highly motivated facilitators will become master trainers of the NCVT Employability Skills curriculum. They were chosen based on:



Classroom
performance



e-learning initiatives



Initiatives outside
classroom



Peer learning

FUTURE AGRIPRENEURS

Young agri-graduates from Ayodhya aspire to change the face of farming with their entrepreneurial ideas.

[See](#) how Medha is working to support them on this exciting journey.

medha
YOUTHSCAPE
AYODHYA
AGRIPRENEURSHIP - THE FUTURE OF FARMING
In association with
Acharya Narendra Deva University of Agriculture & Technology

महा कनेक्शन
Medha Connect



SHIVAM CLASS OF 2016 GORAKHPUR

[Watch](#) how Shivam has grown from student, to entrepreneur, to teacher with his company, [S.Art](#), and associated collective that helps local artists earn an income from their creative talents.





REIMAGINED LEARNING

alokit

ATMA
AN ACCELERATOR FOR EDUCATION

life
LEADERSHIP
FOR EQUITY

medha

DREAM
& DREAM

Learning Curve
LIFE Skills Foundation

Pratham

MILLION
SPARKS
FOUNDATION

Saajha

QUEST
ALLIANCE

CENTRAL SQUARE
FOUNDATION

NalandaWay

AKANKSHA

Medha recently participated in an [Education Circle](#) facilitated by Sattva to reimagine education in the light of the COVID pandemic and beyond.

The outcomes and recommendations from the collective can be found [here](#).



ADOPTION AT SCALE

We are excited to announce a renewed partnership with [EdelGive Foundation](#).

Over the next three years, we will work together to improve the school to work transition for 250,000 young people across the North and Eastern part of the country.

Stay tuned for more updates on this exciting, system-level partnership.

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.

PILOTING ECAB

We tested the online version of our [Career Advancement Bootcamp](#) with more than 60 students across three locations to ready it for wider adoption.



STAYING CONNECTED

We reimagined our [alumni engagement activities](#) for the online world as well, enabling us to reach out to more alumni than ever before.



REDESIGNING PROCESSES

The virtual world forced us to rethink our existing processes, move our [registration process](#) online, and adapt our M&E systems.





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



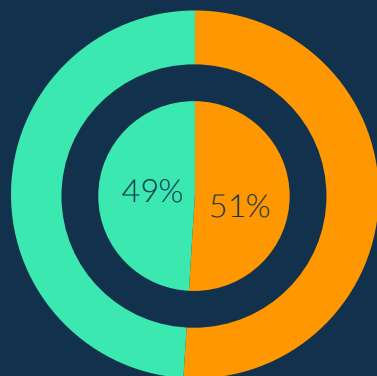
MEDHA QUARTERLY REPORT

Q 3 F Y 20 - 21

ZOOM IN

Career Advancement Bootcamp (CAB), our flagship module, was shifted online earlier this year. We've seen incredible uptake in just six months:

Gender-wise registrations



■ Females ■ Males

3,131

Registrations

150

Batches

4,500

Hours of programming





STEM THE RECESSION



5G, Internet of Things, Cloud Infrastructure - the future of tech is here, and [VVDN Technologies](#) in Noida is all over it. From product engineering to manufacturing, they are producing cutting edge tech for some of the world's largest companies.

That's why we were excited when they told us they wanted to hire hundreds of young women. We quickly organized a placement drive across [government polytechnics](#), and more than 400 Electronics, Electrical, IT, and Mechanical Engineering diploma students were selected into quality control, production, manufacturing, and mechanical operator roles.



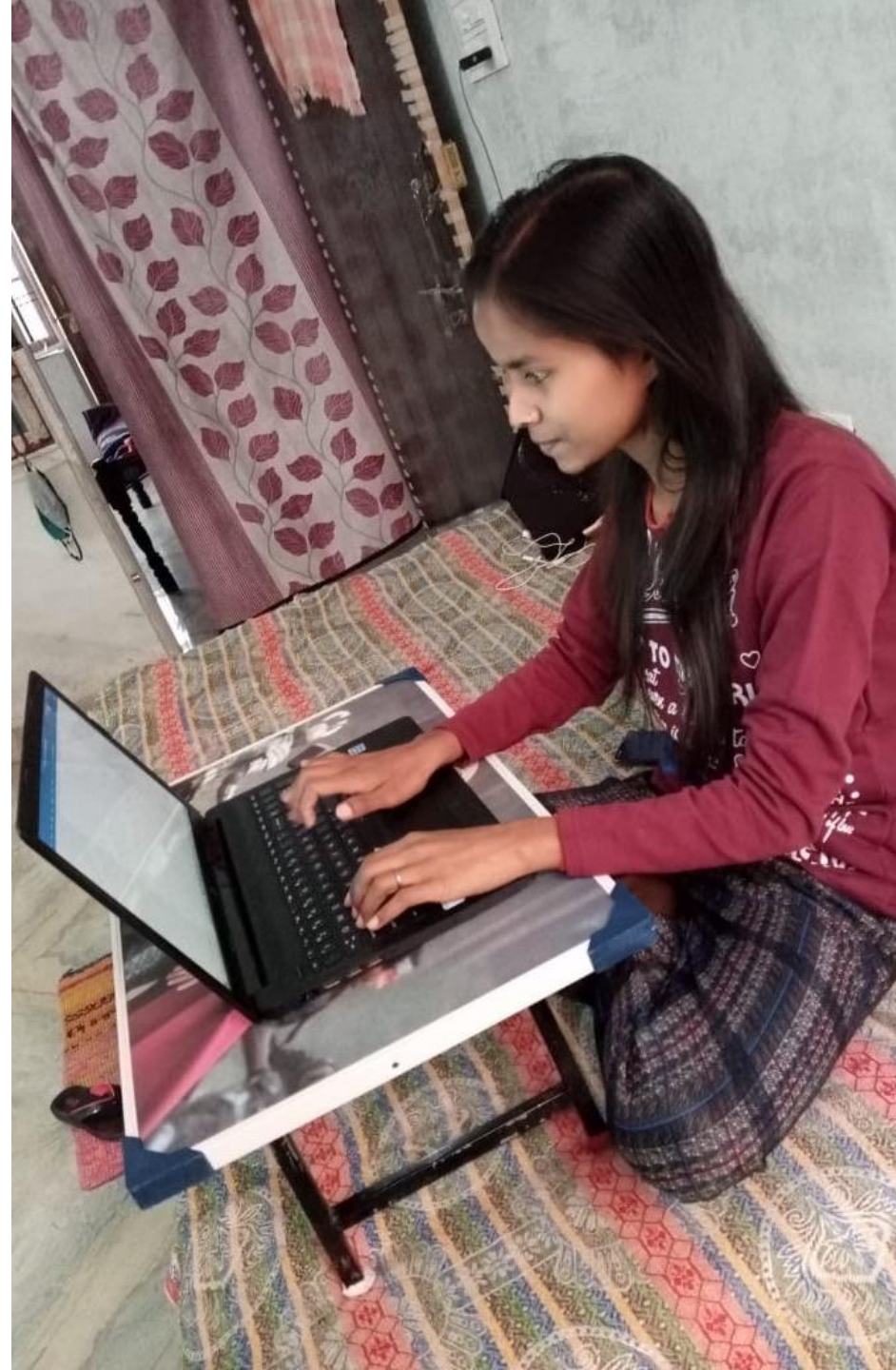
430

Women start tech-based jobs in Q3

Born in Lucknow, Nisha describes herself as a confident person. While pursuing her final year of BA, Nisha was prompted to enroll in eCAB by her friends and says that it was one of the best decisions that she has ever made! She enjoyed the sessions so much that she maintained a 100% attendance and tells us that she has witnessed considerable improvement in her communication skills since she joined the program.

Describing her overall program experience, Nisha tells us that the guidance through the program had quite an impact on her and the career counseling sessions with her facilitator opened her up to a multitude of career possibilities beyond UPSC.

Currently, Nisha is interning in the Lead Generation Department of Mission [Swavalamban](#), an initiative of SIDBI. She was extremely eager to take up this internship and has been issued a laptop by Medha to facilitate her work. The project requires her to speak to people from different demographics, understand their business ideas, and build the organization's database.



NISHA
CLASS OF 2020
BARABANKI



BRING IDEAS TO LIFE

The startup ecosystem is growing in Bihar. To encourage new ideas, and help young people take their first steps on the entrepreneurial journey, we held the inaugural [e-Youthscape](#) in November in collaboration with [Patna University](#) and [Atal Incubation Center](#).

The early-stage [ideas](#) focused largely on meeting local needs – from mushroom farming to poultry shopping.

Stay tuned for our next eYouthscape in Uttar Pradesh – [Tech Jugaduon Ki Khoj](#)

1,200

Applications

63

Shortlisted Ideas

3

Winners

FIND YOUR GUIDE

Be a Mentor (BEAM) – another new initiative conceived during 2020 officially kicked off this quarter with an action-packed orientation program.

In partnership with [FICCI Flo](#), the ‘mentorship’ program aims to:

- Increase agency over key life decisions
- Expand professional social capital
- Improve overall self-efficacy

20 working women have been matched with 20 Medha alumnae for an initial period of six months.

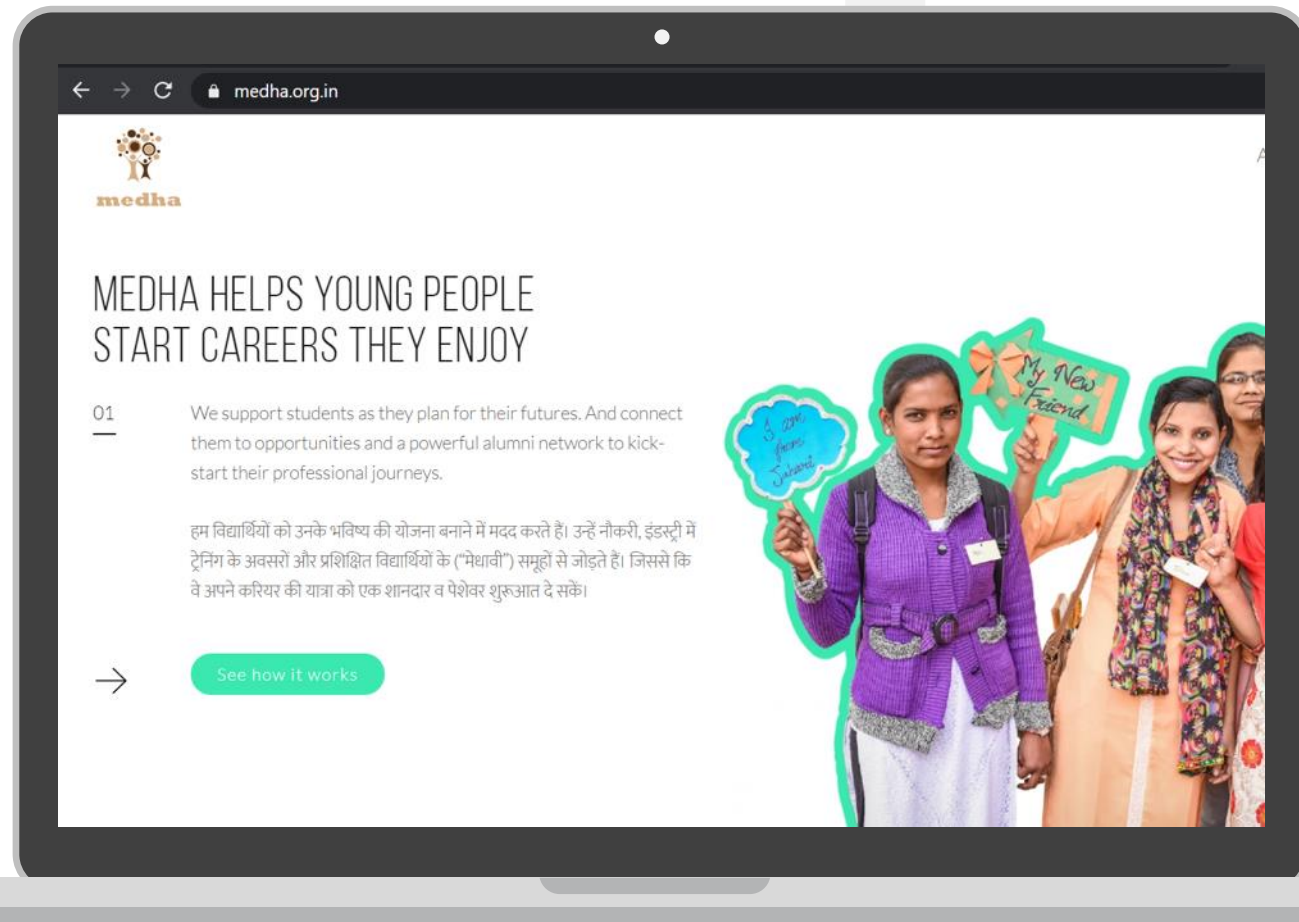


TURN A NEW PAGE

Our [website](#) finally got a shiny new makeover!

We hope you find it more engaging and informative.

You can check out our [blogs](#), [learning materials](#), and sign up for our newsletter now!



SCHOOL'S OPEN!

With 9th – 12th students heading back to school in November, we jumped on the opportunity to scale-up [Svapoorna](#) this year; our SEL program focused on building resilience and grit to overcome the inevitable challenges of life.

Students have been loving the group-based activities around goal setting, problem solving, and idea pitching.





Facilitation Advancement Bootcamp (FAB)
that is, not the teenage catch-phrase from the
mid-2000's.

We conducted two FABs this quarter with 43
educators from [Patna University](#)
and [Mahatma Gandhi Kashi Vidyapith
University](#).

We worked with faculty members to:

- Improve their technical know-how and
online teaching skills
- Incorporate more experiential learning into
their day-to-day lesson plans
- Increase awareness about the latest trends
and aspirations of their students

THAT'S FAB!





DECADE DONE AND DUSTED

Ten years ago, Medha started with a mission to better prepare youth for life after school.

From 11 students in one Lucknow college to 50,000 youth across 400 educational institutions in three states, it's been quite a journey!

We're excited and proud of the impact we've had — but there's lot more to do!

Thank you to all our supporters, partners, and well-wishers who have enabled us along the way — here's to another 10!

Shambhavi, a recent graduate, is highly influenced by the Indian Army. She was an NCC cadet during her college years and proudly shares her pictures in uniform with us.

Before starting her Combined Defence Services Examination preparation, she wanted to learn about conducting herself in a professional environment. She enrolled in Medha's eCAB and learned about workplace ethics, teamwork, and conflict resolution. She tells us that her most memorable sessions were on interview preparation.

Currently, she is interning at an NGO, Youth Dreamers Foundation (YDF), which aims to strengthen the next generation with easy access to quality education. Under her project, Shambhavi has to build awareness among school students about a scholarship for meritorious students who wish to pursue graduate studies.

A very enthusiastic, disciplined, and committed person, Shambhavi is one of the few who don't follow the crowd! We wish her the best in all her endeavours.



SHAMBHAVI
CLASS OF 2020
PATNA

FOCUS AREAS

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

PROGRAM DESIGN

With the successful launch of eCAB, we turned our attention to a new and improved version of eTAB, our digital literacy bootcamp.



CAREER AWARENESS

We organized over 80 [virtual career talks](#) this quarter, reaching over 1,900 students!



PLACEMENT DRIVES

We held our first large-scale virtual placement drive, where 35 companies gave more than 100 offers to students.



INDUSTRY PARTNERSHIPS

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



Deloitte.



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





MEDHA QUARTERLY REPORT



Q 4 F Y 2 0 - 2 1

AN EVENTFUL YEAR

With the pandemic impacting everyone in our community, we focused on supporting our students, alumni, and team members in ways that were aligned with our mission and strengths over the course of the financial/academic year.

We are proud of the new milestones, experiences, and stronger sense of purpose we have gained. And look forward to a hopefully brighter year ahead!

3
NEW PROGRAMS

181
EXPERT-LED
TALKS

11,279
STUDENTS

2,836
PLACEMENTS

256
NEW EMPLOYER PARTNERS

66%
WFH JOBS AND
INTERNSHIPS

₹11,100
STARTING
SALARY

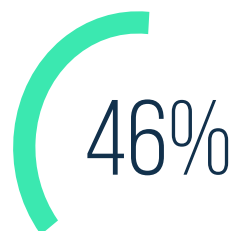
MIND THE GAP

Moving our programming largely online enabled us to reach a lower-income and more rural segment of students this year, despite concerns over the digital divide.

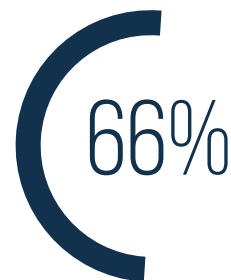
At the same time, low-income students levelled the playing field and earned <5% less than their peers from higher-income backgrounds.



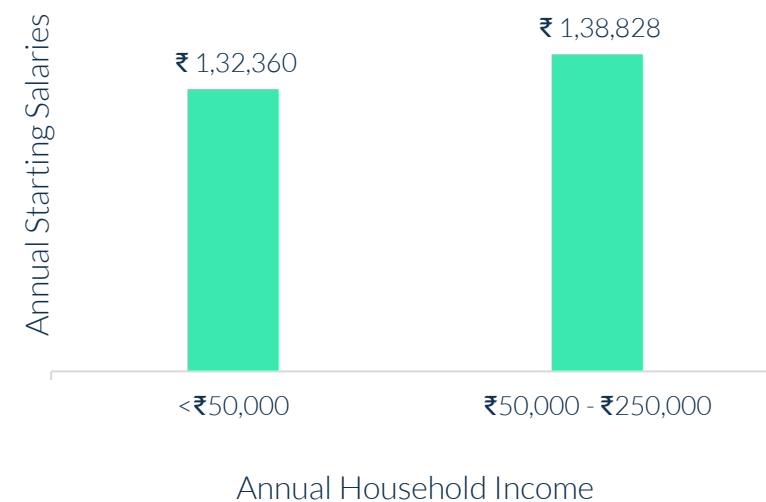
Students with an annual household income <₹50,000 (\$685)



FY20



FY21



45% of Medha's alumni are from technical backgrounds.

Our fourth eYouthscape, [Tech Jugaruon Ki Khoj](#), gave ITI and polytechnic students in UP a chance to bring their ideas and innovations to life!

Check out how [Ajay's](#) smart home device makes automation more affordable.

TECH IT OUT





HARYANA HAPPENING

We entered in a new partnership with the [Dept. of Higher Education](#), Haryana, to support their capacity building efforts across the state's colleges and universities. We will be improving curriculums, conducting faculty trainings, and assisting with the implementation of a Learning Management System for digital delivery.

This new partnership is an expansion of our work in Haryana, where we have been [supporting the Department of Skill Development and Industrial Training](#) for the last two years.

NEED OF THE HOUR

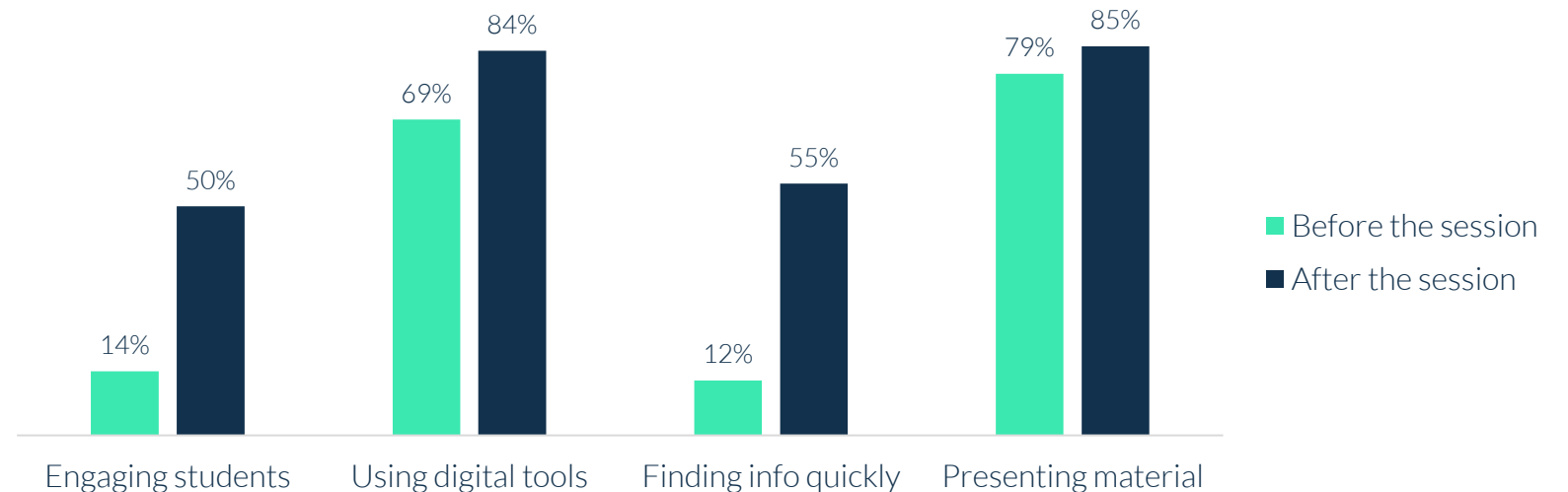
We all know how challenging online learning has been this year.

As part of our work with educational institutions and departments, we have been working to better equip faculty members to engage students in the virtual world.

We trained close to 100 teachers last year across UP and Haryana.



Reported improvements by participants





YOUNG LEADERS' CONCLAVE

As always, our alumni stepped up the challenge this year in a big way – proving relief services in their communities, teaching kids in their communities as formal education practically stopped, and being there for one another when things got really tough.

We thought one way we could support them without getting in the way was to organize a few [Young Leaders' Conclaves](#) with like-minded organizations. The platform really took off last quarter and we will be expanding it next year with the support from our long-term partner, [EMpower](#)!

Harshit, pictured on the right, a Medha alumnus who participated, shared:

"I used the first lockdown to learn new skills and enhance my knowledge. I wanted to set an example for others that we can turn this time into an opportunity."





POOJA

CLASS OF 2020

"I have wanted to be a professional photographer for a long time. Now I am a product, portrait, and wedding photographer, which helps me buy new gadgets to expand my business."

Pooja is currently pursuing a B.Com from Ishwar Saran Degree College, Prayagraj. However, her dream is to build a fulfilling career as a freelance photographer.

With Medha's module [Swarambh](#), Pooja feels she has taken her first step into the freelancing world. Through the program's structured phases, she has learned the finer details about freelancing. She connected with a photography mentor and explored online projects on various freelancing platforms. She developed the skills required to conduct field research and identify potential markets. After being introduced to e-commerce platforms like Amazon and Flipkart, she has done product photography for few microenterprises selling their products online.

In the year 2020 alone, Pooja has built an impressive work portfolio. She has collaborated with multiple media channels on photography projects, worked on a video-editing project with ZEE Education on YouTube, and clicked a cover for a local newspaper magazine. She has also covered two weddings as a professional photographer in her city.

Armed with the knowledge and skills that she has gained during Swarambh, Pooja is all set to conquer the world with her brand new DSLR camera!



FACE-TO-FACE IS GOOOOOO

Shortly before the second wave, our annual alumni festival – [Atrangi](#) – hit the road to Haryana!

Alumni from across the state participated to showcase their unique talents, meet fellow alumni, and have some fun in an otherwise challenging year!

We look forward to more face-to-face events in 2021/22.



Our [Alumni Community Center](#) in Kanpur got some TLC this quarter before lockdown.

An open space for alumni to make new friends, meet peers and mentors, and of course just hang out!



CREATE YOUR
OWN SPACE

Born and brought up in Barabanki, Anurag is a highly self-motivated individual and a go-getter. He comes from a family of five - his father, who is now retired; his mother, who is a homemaker, and his two brothers.

Anurag is currently in the final year of B.A. and wants to become an IAS officer. Anurag enrolled in Medha's eCareer Advancement Bootcamp to further develop his communication skills and prepare himself for a professional environment. The sessions that had the most impact on him were about effective communication.

Anurag recently secured an internship in SIDBI's [Mission Swavalamban](#), which aims to alleviate poverty by fostering self-employment and boosting livelihoods.

Besides his internship, Anurag also tutors students of CBSE, ICSE, and ISC. He teaches one of his students free of cost because he understands the value of giving back to society. Youth like Anurag, with a deep sense of service, interest in academics and sports, are sure to make country's workforce stronger. We wish him luck in all his future endeavors!

ANURAG CLASS OF 2020





PRACTICE WHAT YOU PREACH

Medha is now a certified [Great Place to Work!](#)

As an organization that is always advocating with industry to 'be a better employer,' we are proud of the validation as a great place to work.

**Great
Place
To
Work®**

Certified
MAR 2021-FEB 2022
INDIA

FOCUS AREAS

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

PROGRAM INNOVATION

This year has given us space to pilot a number of [new modules and programs](#). This quarter, we tested some final tweaks before the end of the year.



TECH, TECH, TECH

Managing a remote team of 130, delivering online learning to over 6,000, designing a new SIS, it's been a busy quarter building and managing our growing tech.



INDUSTRY EXPOSURE

We continue to line up experts to interact with our students and share their valuable experiences. We conducted 28 [WoX talks](#) this quarter.



INDUSTRY PARTNERSHIPS

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





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

