



# MEDHA QUARTERLY REPORT



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Q1 FY 22-23

# KEY METRICS

FY 22-23 started on a positive note as we impacted more than 2,300 young women and men through our direct interventions and [System Adoption](#) work with the Gov.

We hope this exciting start and momentum will carry us through an exciting [year of change](#) ahead.



**2,311** Youth enrolled



**30%** YoY increase in starting monthly salary of Medhavi (Alumni)



**86%** YoY increase in placements and internships



**67%** Of placements secured by women

A group of approximately 15 students are standing in a circle on a grassy lawn, holding hands. They are dressed in casual attire, including jackets and sweaters. In the background, there is a large, modern university building with many windows and a central entrance. The sky is clear and blue.

# HERE WE GROW AGAIN

Medha has started working in a new state this year - Madhya Pradesh.

A batch of students from [RSV Agriculture University](#), Gwalior, started their Medha journey by joining our boot camp to learn new skills and become a part of our growing Medhavi (alumni) community.

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# POST-COVID PICK-UP

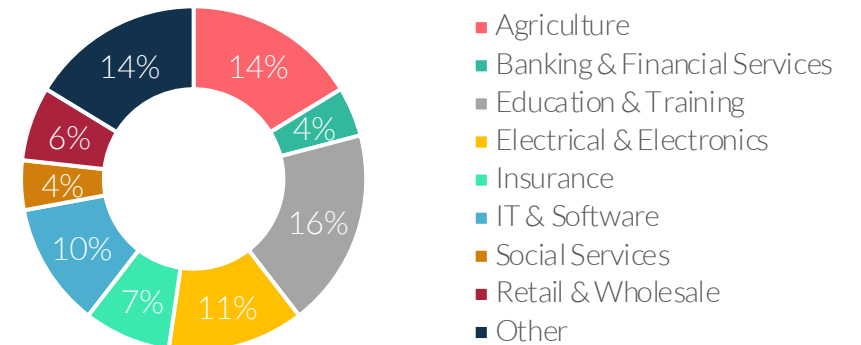
It is heartening to see a significant increase in Medha alums starting their careers post-COVID.

These newly employed Medhavis have joined diverse industries in companies like [Accenture](#), [Bank of India](#), [Bharti Axa Life Insurance](#), and [Gail Gas Limited](#).



**86%** YoY increase in students joining full-time jobs and internships

Jobs by Industry

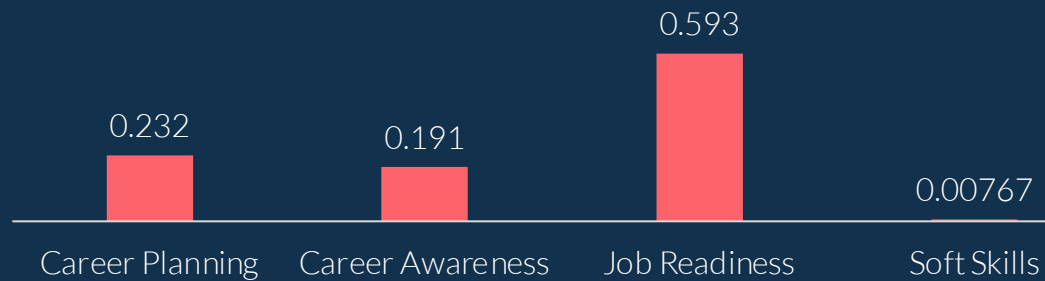


# WHAT THE NUMBERS SAY

Medha has been conducting an [RCT with J-PAL](#) since 2018. The study analyzes the effectiveness of Medha's Career Advancement Bootcamp (CAB) on young women's career preparation and progression.

As per the [midline findings](#), CAB leads to significantly higher career planning, awareness, and readiness skills.

You can read the complete midline report [here](#).



\*standard deviations compared to control group





# MEDHAVI HIT THE ROAD (AND HILLS)

Rubaru is an [Alumni Learning Journey](#) that brings selected Medhavi (Medha Alumni) from all regions together to get them out of their comfort zones and continuously challenge themselves. These lucky Medhavis visit a different location each time to experience new ideas, explore themselves, and bond with a new group of friends!

And this 9<sup>th</sup> Rubaru took place after two long years made it even more exciting!



# THOSE WHO MEDITATE TOGETHER STAY TOGETHER



Medha's team met outside their laptop screens after a very long time!

The two-day event was bustling with long-due hellos, reconnecting, and some calming mindfulness sessions with [Sadia](#) from Innerspace.

Akansha is deeply passionate about Physics. She always felt drawn to the subject and has excelled in it through school and college. Now, working as a Physics teacher, she is the sole breadwinner in her family.

Two years back, Akansha had completed her B.Ed (after completing her master's in Physics) and joined a public school as a teacher. However, she had to discontinue work to care for her father for medical reasons.

Akansha believes that joining Medha during her B.Ed helped her personally: she improved her confidence and public speaking and picked up professional etiquette for her teaching career. She adds, *"Observing my facilitators, learning to use activities and interactive tools gave me a perspective on how to hold a student's attention, which is essential."*

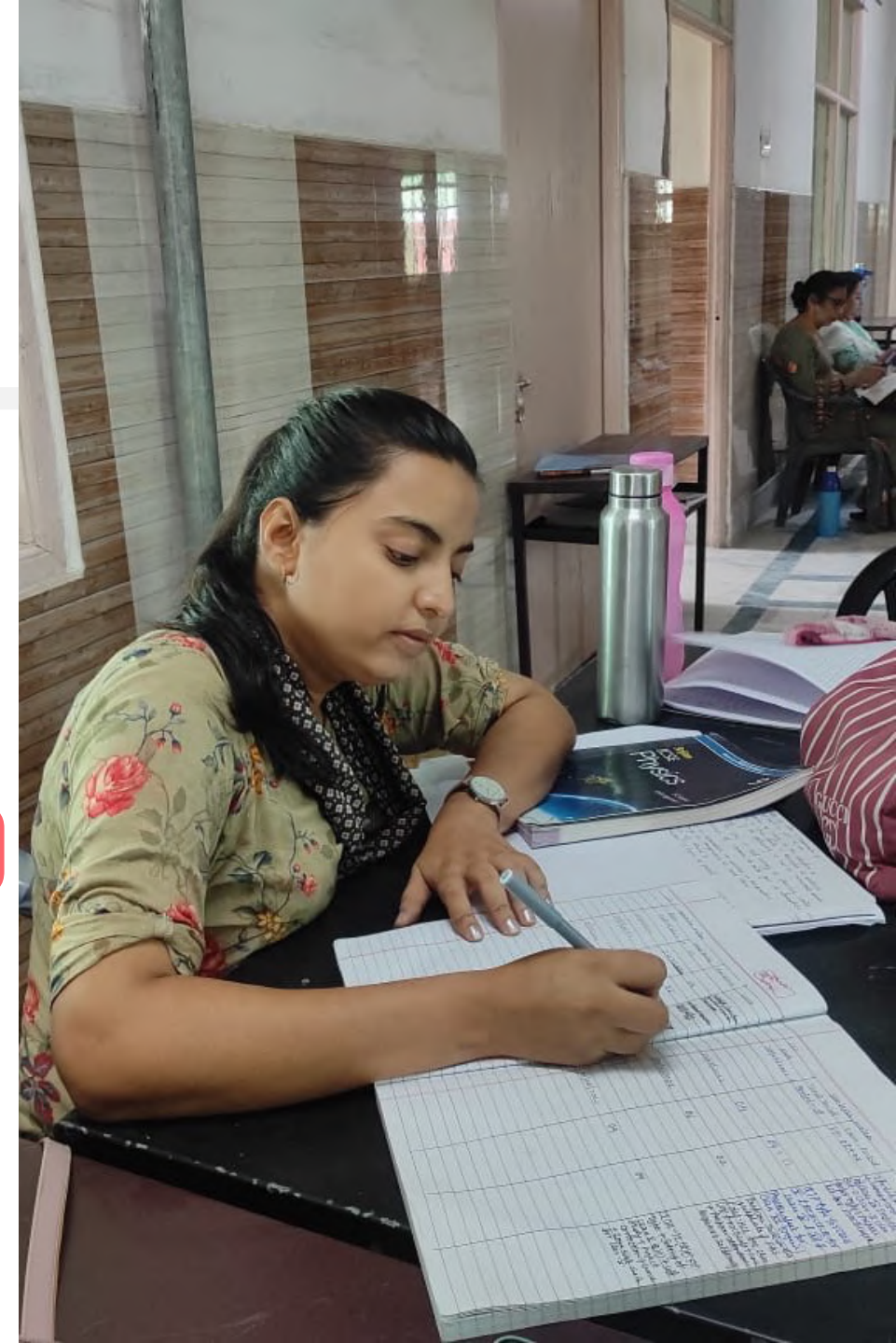
Akansha is now working at Acme Public School in Kanpur as a Physics teacher for secondary school students. She shares her fantastic interview: *"It's one thing to have expertise in your subject. But having the presence of mind not to let your weakness overcome you - in my case, command over language - was a meaningful lesson from Medha that I used in the interview!"*

Akansha shares how her father wants her to aim for a secure government job. So, along with working, she's preparing to be a government teacher. She has cleared UP TGT\* and is waiting for a school to be allotted by the Government.

\*UP Trained Graduate Teacher Exam.

*"To be a good educator, I need a lot of confidence to stand in front of students - to engage and share my knowledge with them. I learned a lot about this at Medha."*

## AKANSHA KANPUR CLASS OF 2019





# NEW AND 'OLD' PARTNERS

We are proud to have formed new partnerships with [Axis Bank Foundation](#) and [Mulago Foundation](#) in the last year.

And it's always nice to work with old partners again after a gap of multiple years. That is the case with the [Michael & Susan Dell Foundation](#) and [The World Bank](#), who we have started working with again this year.





# ADOPTION AT SCALE



For one million young people to start rewarding careers of their choice in the next five years, we need to accelerate and support the systemic changes happening in the education system.

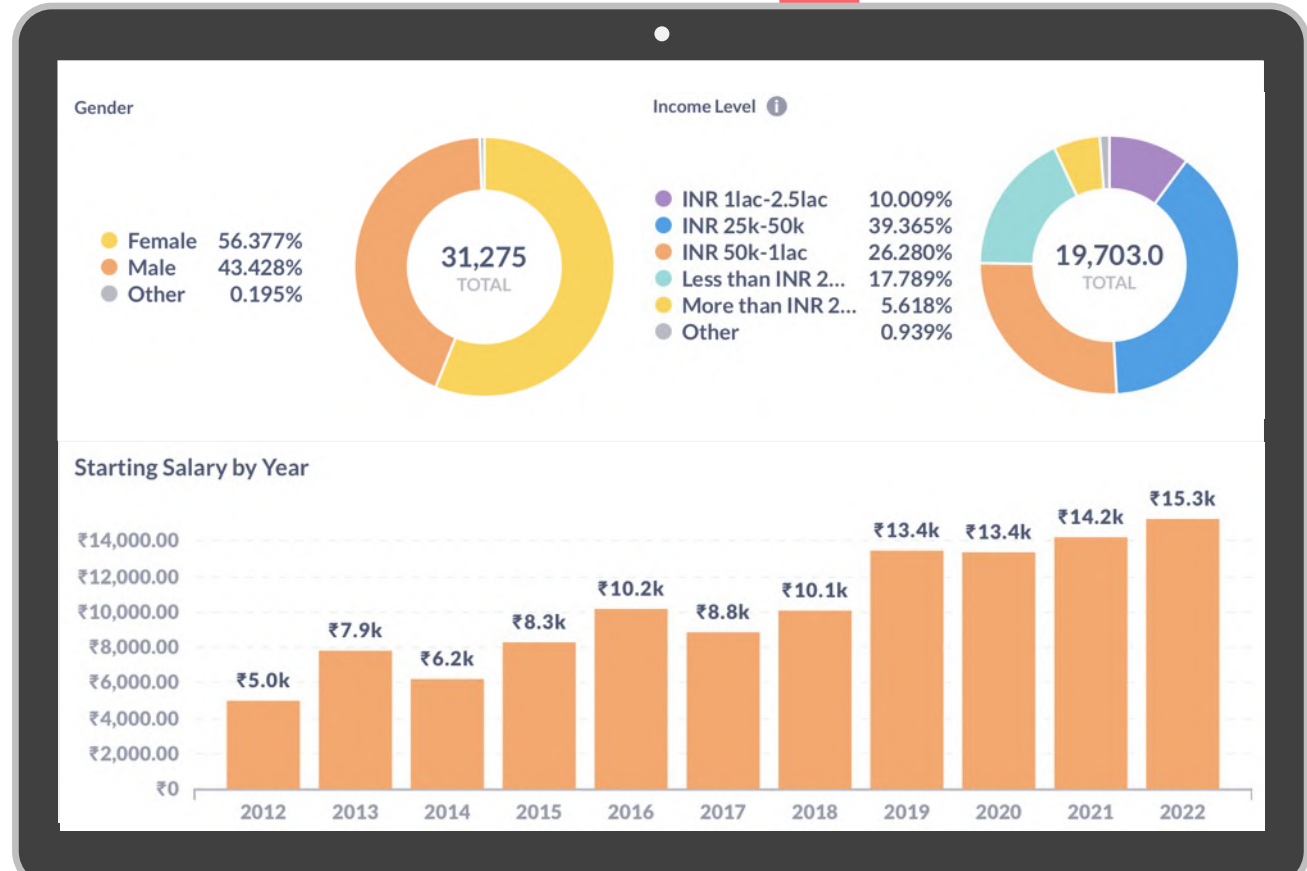
Working with state government education departments, bring experiential learning, 21<sup>st</sup> Century skills, and workplace exposure and experience to the hundreds of thousands of students studying in government ITIs, Polytechnics, and Degree Colleges.

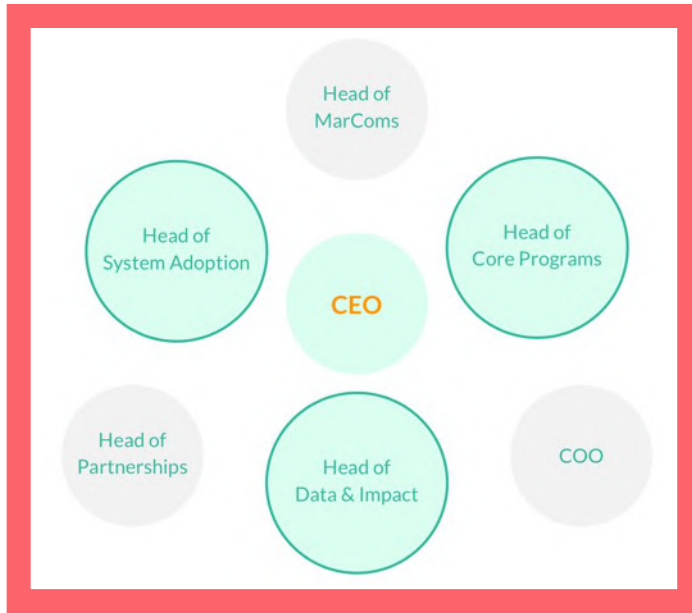
We are excited to announce we recently renewed our partnership with the [Department of Technical Education](#) in Uttar Pradesh for five years and have expanded our work with the [Skill Development and Industrial Training](#) Department (SDIT) in Haryana.

# DATA DRIVEN

One of Medha's goals this year is to make more data-driven decisions.

To that end, we launched a v3 of our cloud-based Student Information System (SIS) and built a new visualization platform on [Metabase](#) to analyze and learn from what the data is saying in real-time.





# MEDHA V2.0



#### Deepen the impact of our core programs

Provide students with a transformative experience that gives them the skills, exposure, and experience to change their professional futures. Nurture a community of peers and mentors to support one another's interests and passions on the path to career success.



#### Drive greater adoption at scale

Work with existing system actors to elevate the learning experience and career opportunities in India's heartland. Partner with education departments, industry, and peers to deliver Medha's approach at scale.



#### Build a stronger evidence base to champion change

Advocate for more significant investment in and encouragement of young people to pursue careers of their choice. Strengthen the regional evidence base and collaborate with peers to advance the agenda on holistic skill and career development.

As a part of our updated strategy to achieve our [Next Decade of Impact](#)...

We have worked hard the last few quarters to reorganize and realign the team to achieve our strategic objectives.

# DO IT ON YOUR OWN



Our Medhavi family of close to 20,000 Medha alumni now has its own, [independent association!](#)

Governed and managed entirely by Medha alumni (Medhavi) and led by [Shireen Rizvi](#), an alum from our first batch. The independent association will serve the growing and changing needs of the community as it continues to expand in size and geographic reach.

# JOIN OUR GROWING TEAM OF 160

We added 46 people to the team since April 1<sup>st</sup>,  
but a few critical roles remain open.

Click [here](#) and learn more and pass them along!



Young Leaders' retreat was held to celebrate the year-long [Young Leaders' Journey](#) of 28 community leaders from 18 organizations. This two-day retreat got them together to share their experiences and engage with the other leaders to understand the strength of the united youth forces.

Through the [Young Leaders' Journey](#), the Medhavi Association aims to create an ecosystem where youth can express their leadership, catalyze their growth, and act as changemakers.

# YOUNG LEADERS UNITE



Laxmi from Ayodhya holds a diploma in electronics from Government Girls' Polytechnic. She works with [eCom Advisor India](#) as their digital consultancy department's executive. She has always been fascinated with technical subjects, both to learn and teach.

Laxmi did not make many friends when she joined college. *"In my first year, I did not score well, nor did I participate in other activities. I knew I needed to change something but did not know how," she says.*

When Laxmi attended the Medha classes, she realized she usually had something to say but did not know how to say it. She built that confidence and learned about presenting herself professionally for interviews. She polished her ability to be a team player, too. Laxmi started to participate in various college events since then.

*"There was a storytelling session where we had to present the story visually. I learned how certain elements could be communicated without words and how in a team, people can have different ways of perceiving the same visual thing."*

Currently, in a job role different from her subject, Laxmi decided to enter the IT sector. She researched the field's growth potential and job market longevity. She enjoys learning something new daily, from working on the backend to marketing her company to a new customer base. During the pandemic, Laxmi started a [YouTube channel](#) to engage her classmates and juniors in interactive learning of lessons. In the future, she wishes to complete her B.Tech and grow in the field of IT and teaching.

*"I wanted to do something for myself. Not just for financial independence, but something that would help me grow and discover myself."*

# LAXMI BAREILLY CLASS OF 2021



# INDUSTRY PARTNERSHIPS

This quarter, we formed several new partnerships 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.

## SYSTEM ADOPTION

Our projects with the [Uttar Pradesh](#) and [Haryana](#) governments to impact 100k+ students a year picked up steam this quarter.



## HIRING & ONBOARDING

We added 46 people to [the team](#) this quarter! The most ever in Medha's 11-year history.



## GOAL SETTING FOR FY23

We worked hard to develop OKRs for the entire team based on our [new strategic priorities](#).





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

