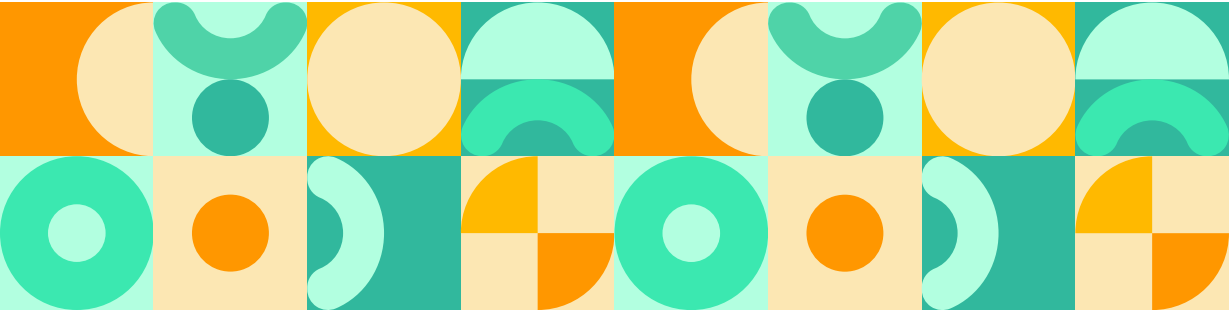


MEDHA'S ANNUAL REPORT FY25

**Unlocking more career pathways and real
opportunities for 1 million young people!**



Our Alumni's Letter to Their Future Self

Dear Future Me,

I remember sitting down to write this and feeling like words were not enough. There was a time when everything felt uncertain. Coming from a rural background, opportunities seemed far away, almost meant for someone else. I carried doubts about my education, my choices, and whether I truly belonged in spaces that felt bigger than anything I had known.

When I moved to Gorakhpur for my graduation, I was still searching for direction. I did not have clear answers, only questions about what I could become. Somewhere in that phase, I found a space that nudged me to pause and reflect. In that journey, I came across Medha, which became a mentor and guide for me. It helped me see possibilities where I once saw limits, and gave me the confidence to start imagining and building a future of my choice.

And with that growing confidence, I secured an internship, something I had only heard of before. It gave me clarity, real world exposure, and a sense of direction. For the first time, I could see how my skills could translate into opportunities, and how I could begin shaping my own path. I am now excited to explore different possibilities, to learn continuously, and to step into spaces that once felt out of reach. As you read this in the future, I hope you are not afraid to dream bigger. I hope you continue to choose paths that challenge you, excite you, and help you grow.

There will be moments of doubt, but do not let them define your direction. Keep learning, keep trying, and keep moving forward towards pursuing rewarding careers of my choice.

With hope, dreams, and determination,

Anshika Tripathi, Medha Alumni, Gorakhpur.

Our Outreach



431,223

Students Reached



5,375

Employer Partnerships



5,720

System Actors Trained



8

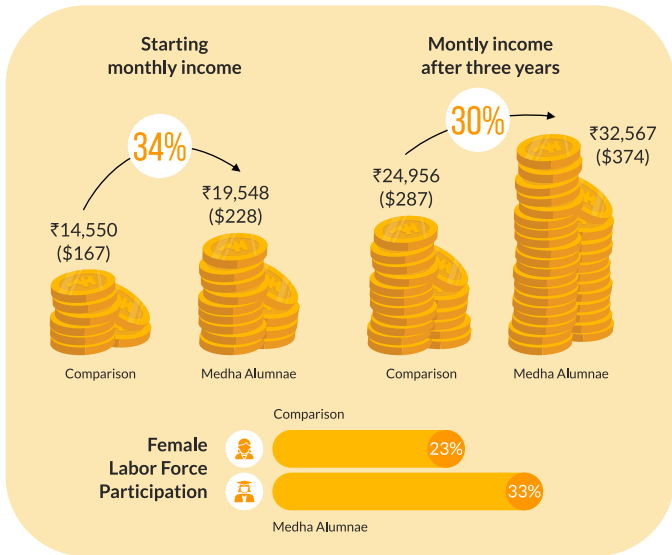
Govt. Partnerships

Career Progression

Our RCT with J-PAL finds Medha alums have improved career plans, awareness, and readiness.

Index	Components	From control
Career Planning	Describe how you will achieve your career goal?	13%
Career Awareness	Used a job portal in the last 12 months?	15%
Career Planning	Do you have a resume/know how to prepare one?	27%
	Have you completed an internship?	15%

Career Progression



Economic Independence & Agency



FROM 'I DON'T KNOW' TO 'I HAVE GOT THIS!'

**Career preparation journeys begin
with clarity, not just classes.**

"I was confused about my career path, but exploring and experimenting with new fields helped me realize my passion for sales and marketing. Today, I've started my journey in this field with confidence."

- Gera Mohak Harish, CAB, Kanpur.



We created continuous learning pathways, ensuring students enter the workforce confident and real-world ready!

Bridging Learning through Digital Access

Our LMS became a bridge for thousands of students to access self-paced, practice-oriented content.

Expanding Exposure Beyond Classrooms

From climate-smart farms in Uttarakhand to sustainable practices in Bangalore, students experienced how innovation is solving real-world problems.

From job fairs to career pathways

Local job fairs evolved into targeted hiring events, offering role clarity, salary insights, and growth pathways.



We also strengthened the support structures that surround students, helping them make more informed career decisions.

Bridging the Student-Parent Gap

Piloted in Jhansi and Lucknow, 'Parent Purna' fostered open dialogue among parents, students, and teachers, helping young people pursue informed career paths.



Building faculty capacity as Career Guides

Through targeted bootcamps, we enabled system actors to embed experiential learning and scale support across technical and vocational education systems.



Embedding a Gender Lens Across Our Work

Through the Co-learning Collective, our team deepened its capacity to challenge gender barriers, enabling gender-forward placement support for young women.



What began as a curriculum pilot is now a scalable model embedding Social-Emotional Learning and 21st-century skills early in life!



Making SEL a Core Part of Schooling

In 2024, Svapoorna moved from idea to institution becoming a fixed part of timetables in 664 government schools across 18 districts in Uttar Pradesh.



Driving Delivery at Scale

Tested with 137 students, a facilitator handbook provided clear flows and success indicators, ensuring consistency and enabling facilitators to focus on learning.



Strengthening what works Work

We'll create more ways for students to share their thoughts beyond just writing, support facilitators as partners, and set fixed class periods to maintain rhythm.

Career Progression

FROM 'FIRST JOB' TO 'FIRST BIG MOVE!'

**Career success isn't just
placement—it's progress.**

"I started with small internships, and today I'm at a managerial level while also running my own business. Every step taught me something valuable that shaped my career journey."

– Saksham Yadav, CAB, Agra.





We created early earning opportunities through internships and freelance work, giving students real exposure to the labor market and equipping them for better growth.

Students Switched Jobs, Not Just Started Them

Beyond placements, students transitioned to better roles, with some achieving over 60% salary growth, signalling early career mobility in a stagnant youth job market.

Brining Remote Work to Campus

Launched in April 2024, the Workstation Initiative connected Gorakhpur students to paid remote work by addressing travel, financial, and device constraints.

Enabling Freelance and Startup Risks- And It Paid Off

From launching agri-businesses in Jhansi to trying gig work through a gamified, mentor-driven program, students stepped into the world of freelance and entrepreneurship.

We worked closely with institutions and faculty to make career progression a sustained, structured part of the student journey not just a one-time event.

Embedding Placement Support into Systems

60+ placement drives across three states led to 7,500 offers from 165+ companies, now institutionalized through placement calendars and employer databases.

Driving outcomes through Dual System of Training(DST)

Our renewed partnership with the Haryana Government is enabling 20,000 students across 22 districts to access on-the-job training and placements.

Female Students Securing National Placements

Girls from Bihar entered male-dominated roles at Tata Tech and Webtech, with parent and alumni support, shifting community beliefs.



FROM 'ALLOWED' TO 'IN CHARGE!'

**Because talent is everywhere,
opportunities should be too.**

"Being able to earn through my skills helped me become independent and support my family. It showed me that building skills can open doors to meaningful work."

- Astha Dubey, TAB, Gorakhpur.



We open high-growth career paths beyond subsistence by strengthening career resources and industry partnerships.

We conducted an internal study to understand which alumni are achieving economic inclusion (₹30,000/month or >\$12/day) and what factors influence this.

QUANTITATIVE FINDINGS

Overall income level achievement

28% of Medha alumni earn >₹30,000/month (\$12/day) within five years of graduation.



QUALITATIVE FINDINGS

Two choices stood out among alumni who reached economic stability faster:



Geographical Mobility

Willingness to relocate leads to better career growth.

Early Workforce Entry
Starting early and learning on the job (internships/apprenticeships) improves bargaining power.



From Students to a Movement: Young People Leading the Way

This year, Medhavi grew from being a network to becoming a movement, a thousand young people, mostly under 25, shaping stories of leadership, sisterhood, and self-belief. Across small towns and big dreams, they took charge of their own journeys and their communities.



Youth Leadership at Scale

60 young leaders stepped up as Eka trainees and city heads, leading projects, and fundraisers that reached 700+ Medhavis across India.



Women rewriting norms

Across 8 regions, young women led conversations on gender, health, and rights, travelling independently and finding role models in each other.



Agency in action

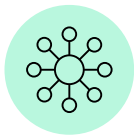
Through immersive journeys like Swaang, Safarnama, and Rubaru, members explored identity and choice.

This year, we co-created solutions, built partnerships, and strengthened public systems to expand opportunities for youth.



Co-Creating with Industry & Peers

Through Manthans, 50+ industry leaders, founders, and CSOs co-designed solutions—like “Neighbourhood Guardian Investors” to shift biases around youth careers.



Launching Career Centres as Hubs

Our Gorakhpur Career Centre became a launchpad helping 2,400+ students build skills, 1,000+ gain work experience, and boosting placements by 60%. ([Safarnama](#))



Connecting Youth with Industry

Events such as freelancer's jamming and Young Innovators Conclave created spaces for students to network, showcase talent, and explore unconventional paths.



Advancing Life Skills Integration

As part of the Life Skills Collaborative, we are training youth champions, creating campaigns, and embedding life skills in communities with support from leading global partners.



Partnering with Government

With Haryana's INR 100M co-investment in ITIs and polytechnics, Medha strengthened its role as a system partner, aligning policies and budgets for youth services.



Mainstreaming Work-Based

Three Pathways to Employment Summits engaged 150+ industries and 300+ system actors, advancing work-based-learning across technical and vocational systems.

“Highlights from the Year!”



Behind the Scenes – The Team

People First: Medha is shaped by a deeply cared-for, mission-driven team.



160 people across eight regions, 15% are Medha alumni, and over 50% of our leadership are women.



Marked our 14th Foundation Day with the theme Ubuntu- I am because we are -celebrating collective care and shared purpose.



Introduced Rahat, our first wellness workshop, wellness Wednesdays and Unwind with Ekta that creates informal spaces to relax, connect, and recharge together.



Peershala enables colleagues to teach and learn new skills from one another, while Voice It Out Week encourages reflection and open feedback.

“Hear from Our Industry Partners”



“With our association with Medha, we nurture young talent and help them become more confident and workplace-ready.”

Pankaj, Senior HR Manager, Haldiram.



“I have had the opportunity to train capable young interns, and it’s rewarding to see their confidence grow over time as part of our partnership with Medha.”

Raahul, Co-founder, CodeGesture, Gorakhpur.

Shaping What's Next...

We've made strong strides, but the next chapter is about pushing further. Our emerging priorities signal where the biggest opportunities lie—and now, the task is to turn early ideas into bold, concrete action.



Making Jobs Work for Students

Smarter matchmaking focused on growth roles backed by timely student readiness nudges (interviews, LinkedIn, skills) to improve conversions and employer satisfaction.



Advancing Evidence & Innovation

Prioritize evidence-building to strengthen government partnerships and rapidly test core programs.



Building Technology Platforms

Support departments in tracking and validating internships, industrial training, and on-the-job learning.



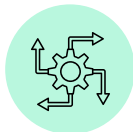
Investing in Team Capacity

Enhance recruitment, project management, data, communications, fundraising, and policy advocacy skills across the team.



Expanding Faculty Capacity

Launch a blended digital platform for faculty, TPOs, and principals to scale career guidance and capacity building.



Driving the Next Strategic Shift

Shape and fund our next-level strategy-deepening government adoption, scaling innovation, and expanding impact.

Medha Financials

	RECIPTS					
	FY20	FY21	FY22	FY23	FY24	FY25 ¹
Grants (\$)	1,005,709	1,927,585	1,159,151	2,296,863	2,459,445	3,018,500
Income (\$)	15,328	6,550	13,569	31,183	9,142	8,535
Interest (\$)	23,440	23,609	24,330	18,332	49,493	55,634
Total (\$)	1,044,477	1,957,745	1,197,051	2,346,379	2,518,080	3,082,669
Total (₹)	77,427,113	144,677,406	90,137,956	19,26,61,236	20,77,41,658	25,58,61,527

¹ Committed & Projected

	EXPENDITURE					
	FY20	FY21	FY22	FY23	FY24	FY25 ¹
Program (\$)	1,042,186	1,069,911	1,150,976	1,668,558	1,830,038	23,49,927
Administration (\$)	66,447	75,539	75,955	61,541	74,545	98,944
Others (\$)	17,685	4,059	2,799	11,556	10,040	24,736
Total (\$)	1,126,319	1,149,509	1,229,731	1,741,656	1,914,624	24,73,608
Total (₹)	8,34,94,084	8,49,48,752	9,25,98,806	14,30,07,393	15,79,56,485	20,53,09,434

¹ Projected



Join us

to realize an India with equal career opportunities
for youth; irrespective of gender, class, or caste.