

# IMPACT SUMMARY

## 2025



## Our Approach:

Medha works to transform the career journeys of youth across India. Our mission is to realize an India with equal career opportunities for youth, irrespective of gender, class, caste, or religion. Through empirical research and ongoing alumni tracking, we see clear evidence that our approach drives earlier workforce entry, higher earnings, and greater economic independence.

### External empirical studies:

In addition to our internal data and impact systems, we regularly work with evaluation firms to conduct empirical studies with counterfactual data on the impact of our programs:

J-PAL RCT on Career Advancement Bootcamp  
([Midline](#) and [Endline](#))

Sambodhi study on vocational education  
([Baseline](#) and [Endline](#))

J-PAL RCT on Gov. instructor program  
([Study Design](#))

### In-house studies:

Annual longitudinal study on alumni career outcomes  
([Alumni Connect](#))

Program review on freelance livelihood program  
([Swarambh Review](#))

Evaluation of Haryana's Dual System of Training  
([DST Study](#))

## We track the following key indicators:

1

### CAREER PREPARATION

%Δ of young adults with greater SEL, 21st-Century Skills, and Digital Competency

%Δ of young adults with improved career plans, awareness, and readiness

%Δ of young adults with increased workplace exposure and experience

2

### CAREER PROGRESSION

%Δ of young adults who pursue education or training

%Δ of young adults who start earning income

%Δ of young adults with increased income

%Δ of young adults with increased career satisfaction

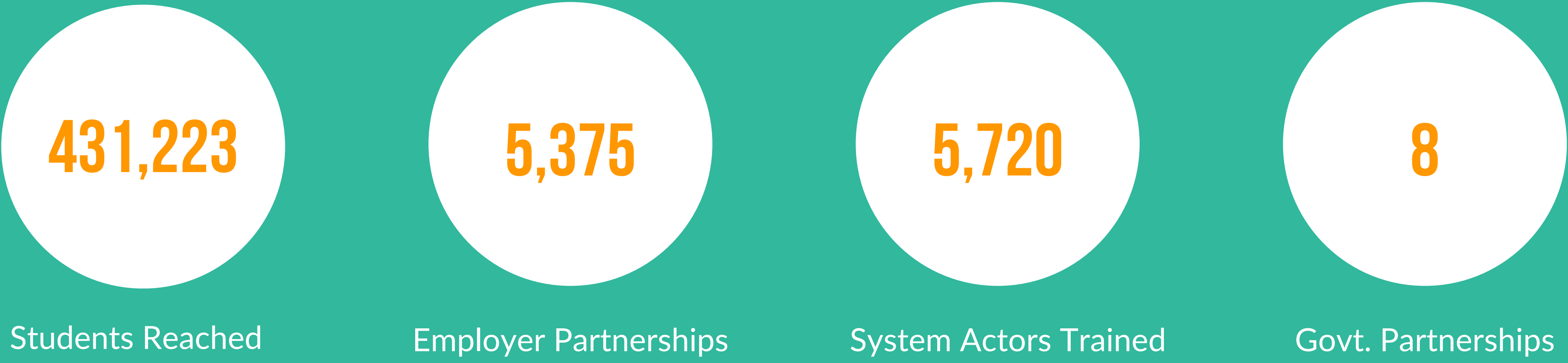
3

### ECONOMIC INDEPENDENCE AND AGENCY

% of young adults who reach an income level beyond basic subsistence (e.g. \$12/day / ₹30,000/month)

% of young adults who have greater agency in their personal and professional lives

# Our Outreach



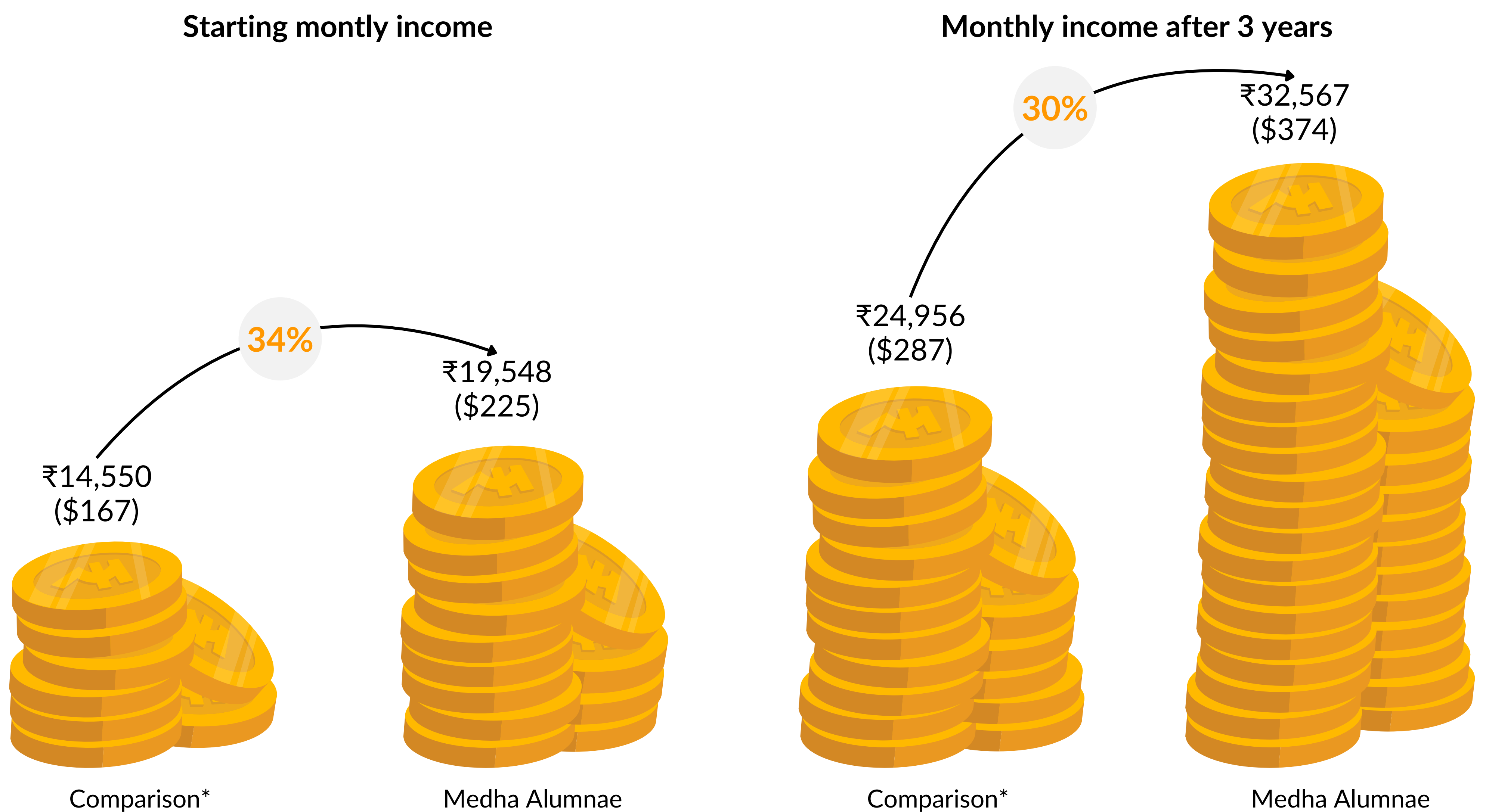
# Our Impact

## 1 CAREER PREPARATION

Our [RCT](#) with J-PAL finds Medha alums have improved career plans, awareness, and readiness

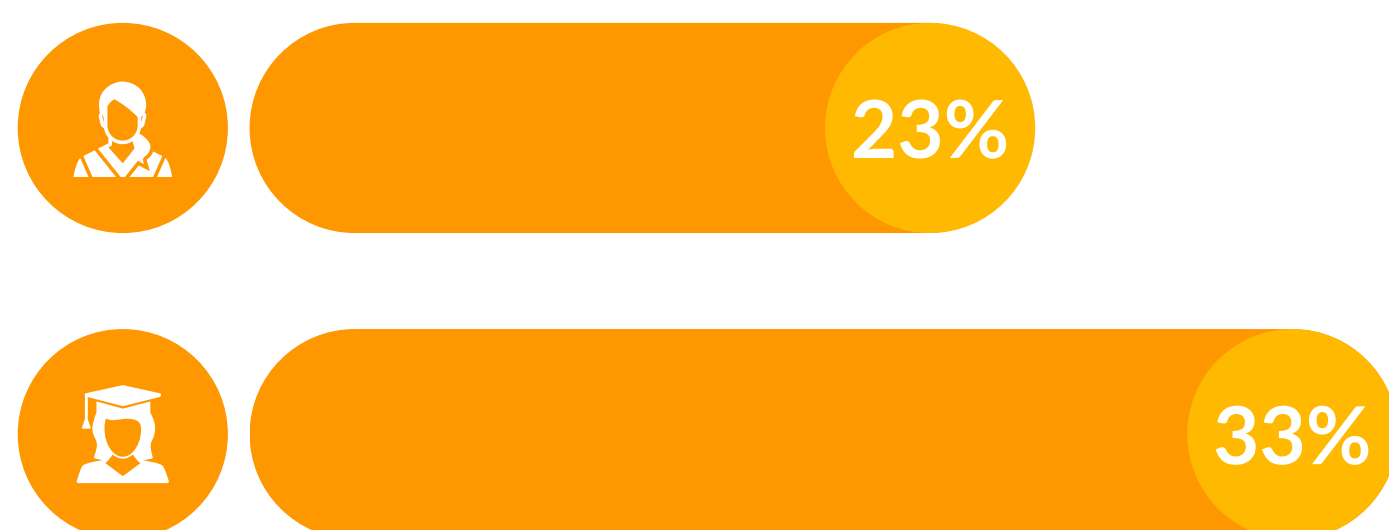
INDEX	COMPONENTS	Δ FROM CONTROL
<div>CAREER PLANNING</div> <div>Standard Deviation 0.253</div>	Describe how you will achieve your career goal?	13%
	Have an alternative career goal?	10%
	Articulate a career goal?	7%
<div>CAREER AWARENESS</div> <div>Standard Deviation 0.165</div>	Used a job portal in the last 12 months?	15%
	Do you have any work experience?	9%
	Understanding of private sector opportunities	2%
<div>CAREER READINESS</div> <div>Standard Deviation 0.559</div>	Do you have a resume/know how to prepare one?	27%
	Have you completed an internship	15%
	Mock interview performance	12%

## 2 CAREER PROGRESSION



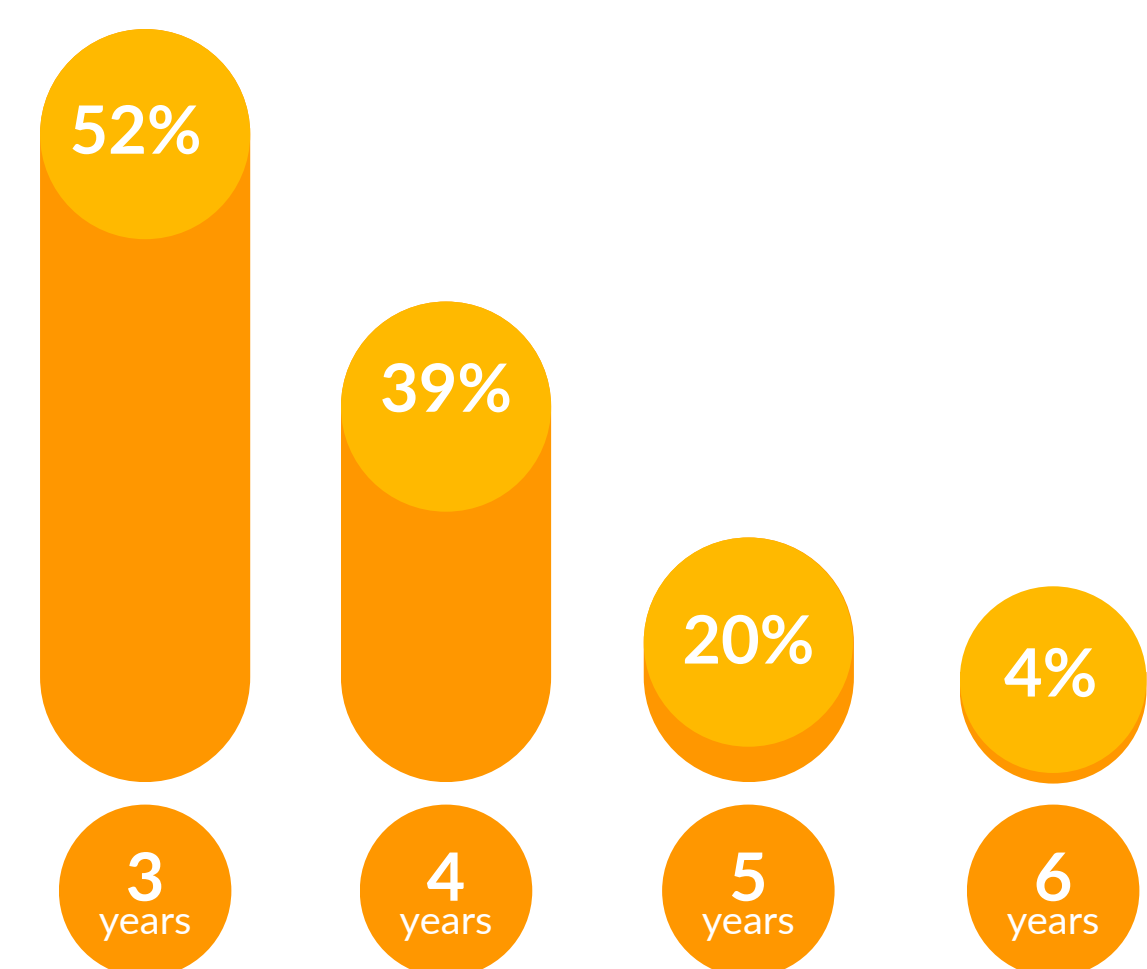
### Female Labor Force Participation

Comparison\*



Medha Alumnae

### Gender Wage Gap



Years since graduation

## 3 ECONOMIC INCLUSION & AGENCY



Income: Medha Alumni – Medha Alumni Connect, 2024, Comparison - [PLFS 2023-2024](#) (UP,HR,UK,BH, 21-22 and 24-25 year olds, regular, salaried.)

While analyzing income data for the 2021 cohort, we identified three high salaries that skewed the average monthly income. These outliers—though valid—are not representative of the broader group's earning pattern.

After removing these 'outliers,' the average monthly income for the 2021 cohort is ₹32,567. This provides a more accurate picture of the cohort's income and aligns with the median and majority of reported salaries.

FLFP: [J-PAL RCT endline](#).  
Gender income gap: Medha Alumni Connect Survey, 2024.  
Economic inclusion? [McKinsey Global Institute, 2024](#).