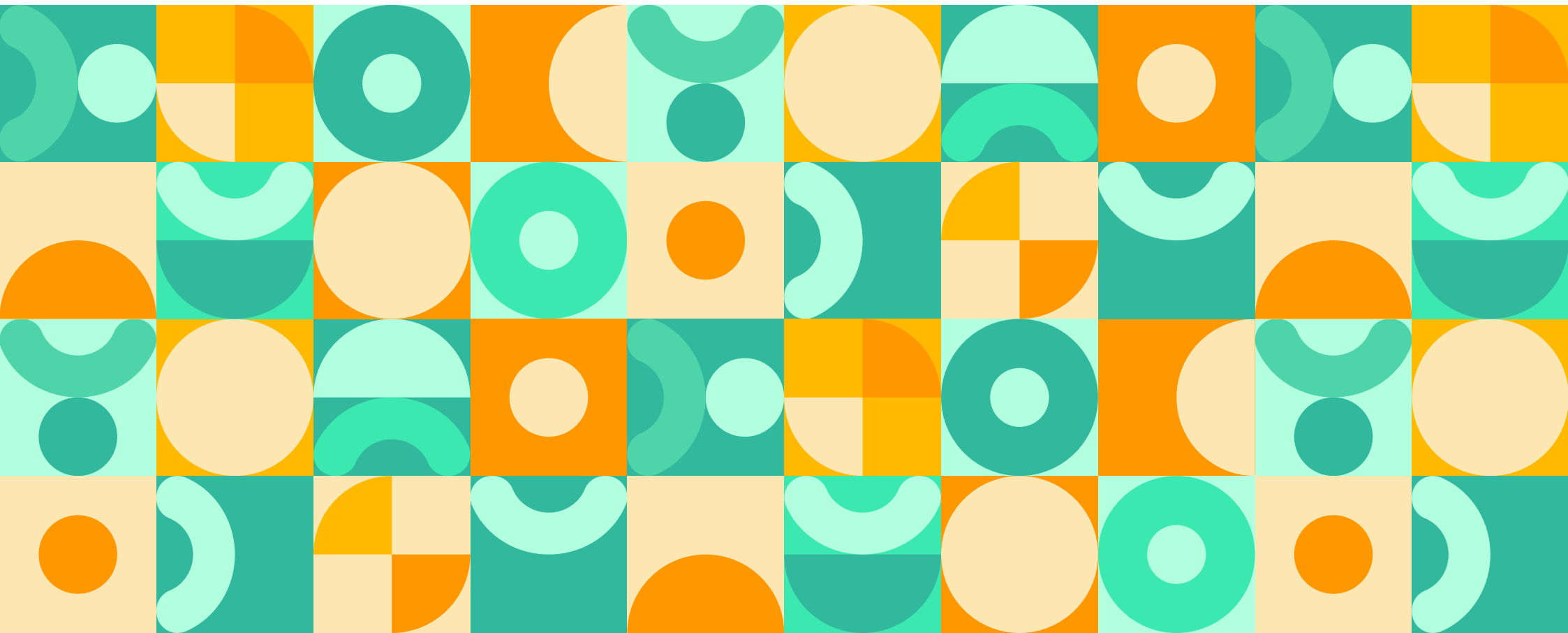



ANNUAL REPORT

2022 - 2023





The past year at Medha has been all about building momentum as we started a [major restructuring exercise](#) at Medha last year. We formed new departments, grew the team to twice its size, and set a goal of helping 1 million young people transform their lives by 2026. Naturally, scaling is not a one-time exercise. It is an ongoing process, and there's a huge learning curve involved.

We've been adapting to new changes, managing extended periods of settling in with equal parts fire and patience, and ensuring our ongoing commitments are respected – a kind of everything, everywhere, all at once.

During this year, we registered a total of **6,381 students** as a **part of our direct engagement** with students across different employability skills programs (including our innovations) over the year. Through our work with the system, we reached a total of **55,680 students**.



WE PARTNERED WITH TWO NEW STATE EDUCATION DEPARTMENTS (ONE IN A NEW STATE!)

- A five-year MoU with the Uttarakhand Workforce Development Project (UKWDP), Uttarakhand in February 2023 to improve the learning and employment outcomes of Industrial Training Institutes (ITIs).
- A five-year MoU with the Department of Secondary Education, Uttar Pradesh focused on social-emotional learning, 21st-century skills, career counseling, and technology.



AND BUILT A HOLISTIC FACULTY TRAINING MODEL TO BRING EXPERIENTIAL LEARNING TO MORE CLASSROOMS

The model called '**Continuous Professional Development for Faculties**' is spread over 65 hours and includes different stages of engagement like in-person training workshops, on-site support to faculty, refresher training, organizing peer learning communities, and conducting assessment and impact evaluation.





WE CONDUCTED OUR FIRST-EVER CORE PROGRAMS CONCLAVE IN THE SPIRIT OF RESUMING OUR FACE-TO-FACE ENGAGEMENTS

The entire core programs team along with other teams participated in this event held over three days in May 2022 and attended different sessions around program planning and implementation.



AND WORKED ON BUILDING MORE ROBUST DATA COLLECTION AND ANALYSIS SYSTEMS

We rolled out a new and improved version of our [Student Information System \(SIS\)](#) and tool for visualization called 'Metabase' to make our decision-making more data-driven. We started training our team members to become proficient in using these platforms and are looking forward to inculcating this data culture in the organization.





WE KICK-STARTED AN INITIATIVE TO FACILITATE KNOWLEDGE EXCHANGE IN THE ECOSYSTEM

The initiative called **Osmosis** aims to gather insights from different organizations working in the school-to-work ecosystem to build a shared knowledge base. We held a pre-Osmosis virtual meeting with leaders from 11 organizations and look forward to the next phase of this initiative



AND CELEBRATED THE JOURNEY OF YOUNG LEADERS WITH THE YOUNG LEADERS RETREAT

The young leaders retreat was organized to conclude the series of **Young Leaders Journey** events that we held throughout last year. It was a fitting conclusion to the series as 28 young voices from 18 organizations working in diverse areas like waste management, across 10 states participated in this two-day event and shared their experiences, challenges, and insights with the larger audience





WE PLANNED AN ORG-WIDE RETREAT AND QUARTERLY MEET-UPS TO NURTURE OUR CULTURE AS WE SCALE

This year, our major focus has been integrating new team members in the system and building their capacity. We have had quarterly meet-ups for System Adoption teams to plan out our scale journey, while an **org-wide retreat, Uttaryan**, in February to nurture and retain our culture as we scale. It helped us bridge the varying perspectives of new and old Medha while experiencing one of our core values: openness.



OUR ALUMNI ASSOCIATION GREW AND ENGAGED MORE YOUNG PEOPLE!

The Medhavi Association celebrated their **first anniversary** as they continue to focus on youth leadership, peer support and other community-level initiatives.











AND WHILE WE GREW, THIS YEAR CERTAINLY HASN'T BEEN WITHOUT ITS SHARE OF CHALLENGES

Incorporating almost 60 new people into the team (~ a 40% increase) led to new organizational design and people issues and put significant pressure on the support functions of Finance, Admin, and People. While we substantially increased our overall funding, the accelerated growth has put continued pressure on our ability to raise even more and effectively manage funds for a growing variety of programs, departments, and activities.



OPERATIONAL AND FINANCIAL STATS FOR SOME CONTEXT

	FY 2022 (April 21– March 22)	FY 2023 (April 22– March 23)
 States of operation	3	4
 Students reached	80,039	142,100
 Education departments	3	5
 Employer partners	3,691	4,387
 Team size	127	176
 Office locations	15	15
 Grants & Income	\$1,197,051	\$2,346,379
 Expenditure	\$1,229,731	\$1,741,656