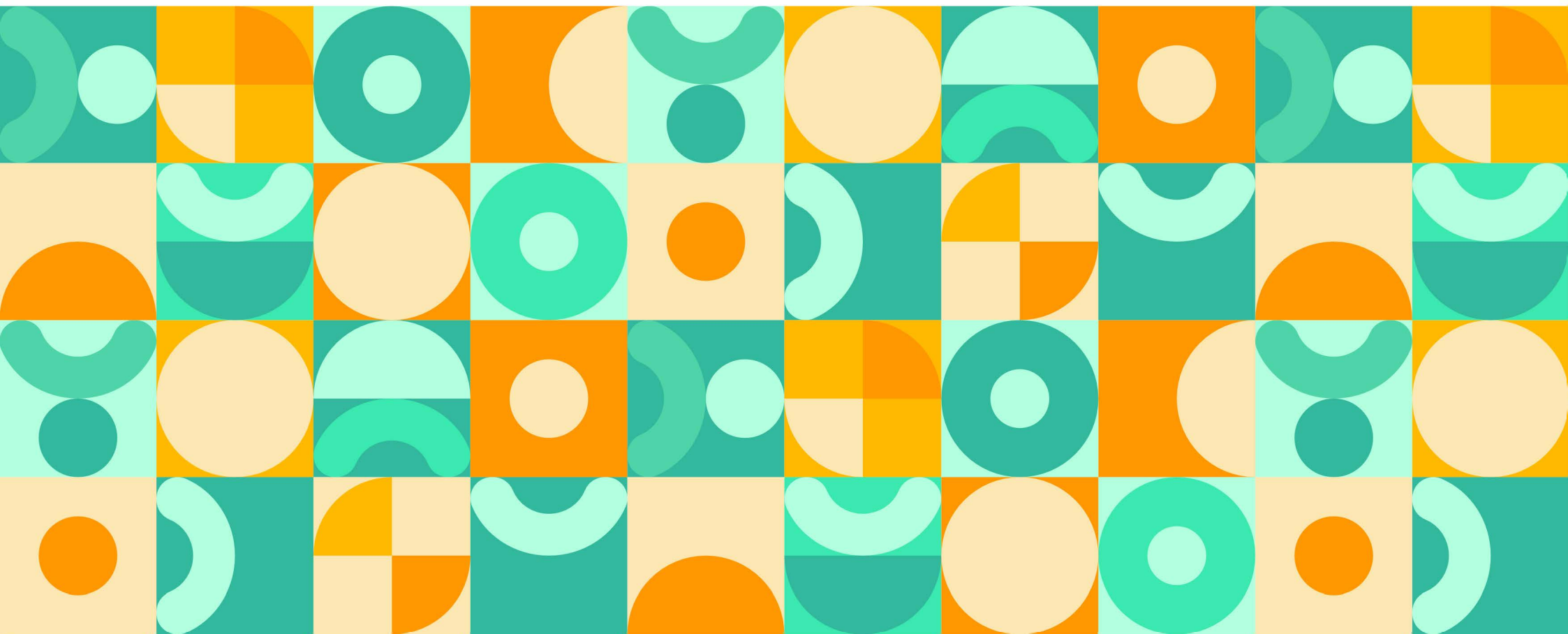
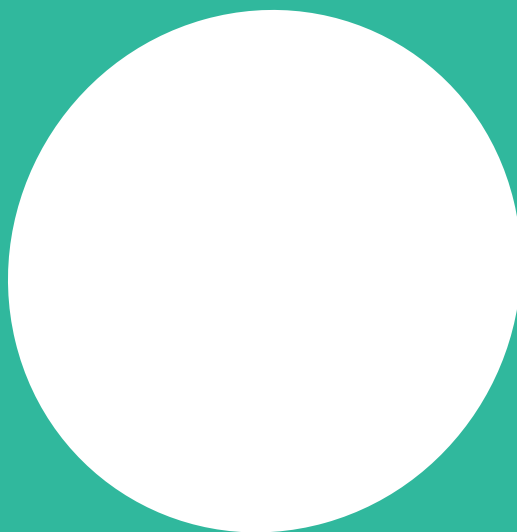


ANNUAL REPORT

2023 - 2024



EXCITING MILESTONES
WE ARE PROUD OF





EXPANDING OUR ADOPTION AT SCALE (WORK WITH THE GOVERNMENT):

We have started working with **four new education departments** this year (and one new state!) to improve learning and career outcomes for **150,000 young adults!**

- New five-year MoU with the Department of Higher Education in Haryana.



TESTING NEW PROGRAMS FOR DEEPER IMPACT:

We have been piloting three new programs and reinventing two of our stalwarts to enhance our per-student impact and meet our students' changing needs and aspirations.

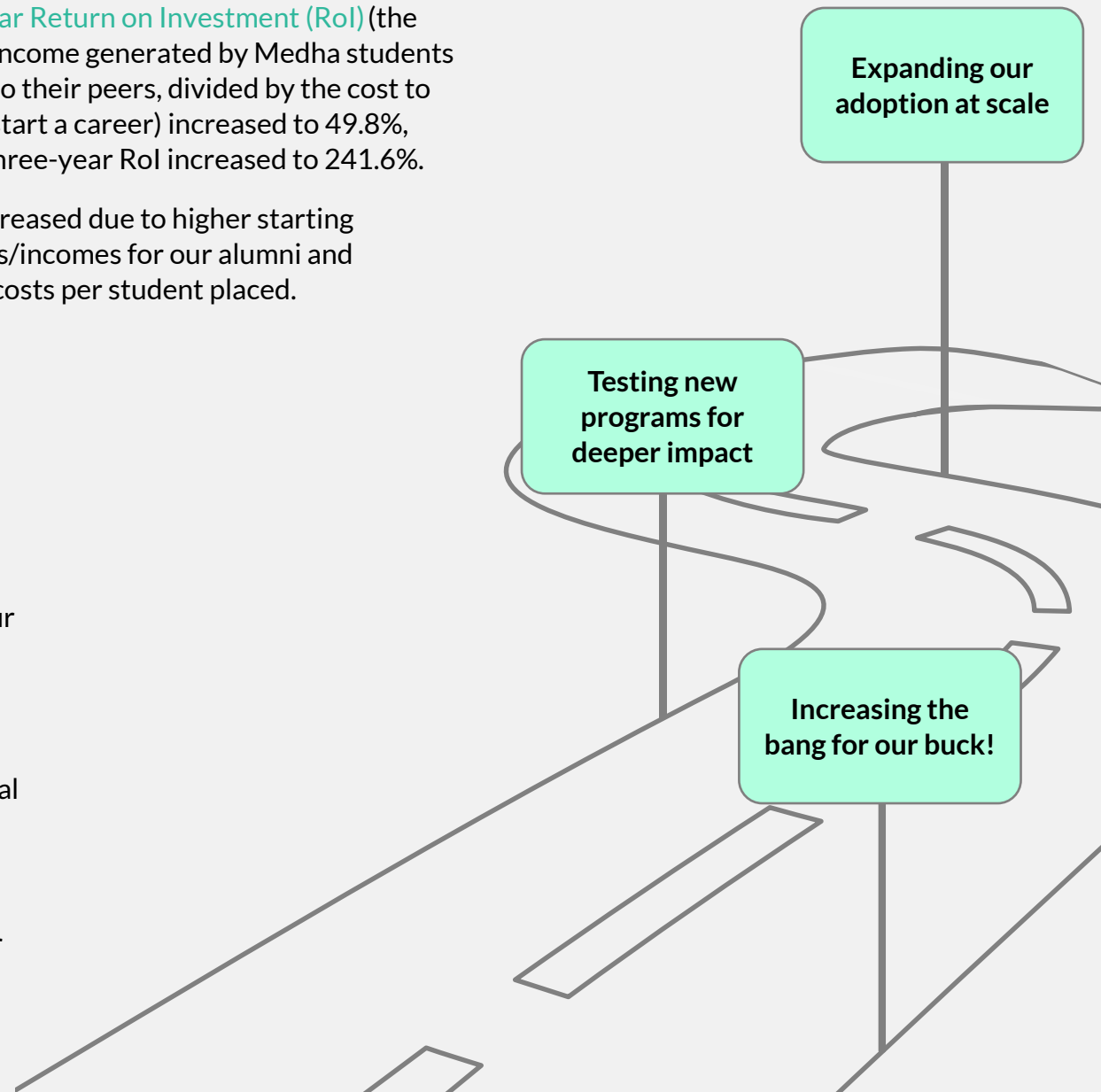
- **Swarambh** helps young people kickstart freelancing careers, **Svapoorna** builds self-reliance and career awareness in secondary school, and **YouthScape** 'seeds' the entrepreneurial energy in Tier II/III cities.
- Meanwhile, **Career Advancement Bootcamp (CAB)** and **Technology Advancement Bootcamp (TAB)** are undergoing makeovers with new designs, learning outcomes, and deeper impact.



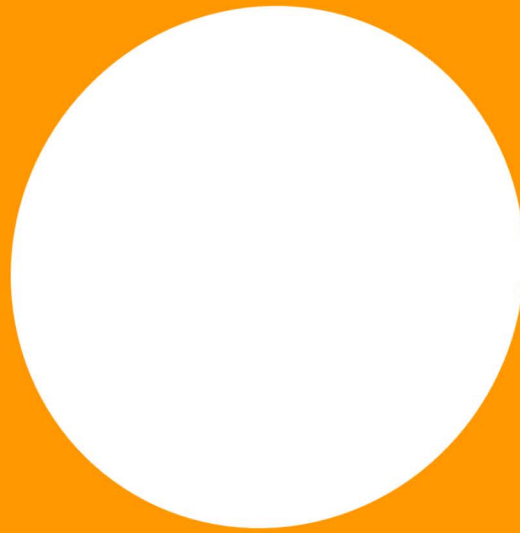
INCREASING THE BANG FOR OUR BUCK!

Our **one-year Return on Investment (RoI)** (the additional income generated by Medha students compared to their peers, divided by the cost to help them start a career) increased to 49.8%, while our three-year RoI increased to 241.6%.

- RoI increased due to higher starting salaries/incomes for our alumni and lower costs per student placed.



BIGGER THINGS WE
ARE WORKING ON



1.

REFINING OUR 'LEVERS FOR CHANGE' WITH THE EDUCATION SYSTEM:

Working with massive government systems is challenging. It means collaborating with dozens of officials, hundreds of educational institutions, and thousands of faculty members & students.

We are currently focused on trying to improve and build empirical evidence **for our interventions** on three key levers within the system - **continuous professional development (resources), bridging the industry/academia divide (mandates), and strengthening data-backed decision-making (accountability).**

If you are working across UP, Bihar, Haryana, or Uttarakhand or **would like to explore how we might work together with the system**, feel free to reach out to saurabh.rai@medha.org.in.

2.

SETTING A NEW BAR FOR DATA AND EVIDENCE;

In conjunction with **research partners and peers**, we are trying to add to the growing body of research and practitioner learnings around what works (and doesn't) in the school-to-work space in India, especially for young women and disadvantaged groups.

Our **upcoming Osmosis event** in Delhi aims to accelerate the conversation around how we collectively measure career readiness and preparation in today's rapidly changing world of work.

If you would like to **learn more about Osmosis** you can reach out to shubhra.gupta@medha.org.in.



3.

ACCELERATING OUR R&D LAB (CORE PROGRAMS):

As our work on a scale with the government has grown, one area we feel needs more investment is R&D. To us, that means **constantly innovating and improving our Core Programs** (direct service with students), so they create truly transformative experiences for the rapidly changing and diverse group of young adults we work with. If you or anyone you know is **passionate about the human-centered design process** and would like to contribute to our efforts in this area, please reach out to sadaf.siraj@medha.org.in.

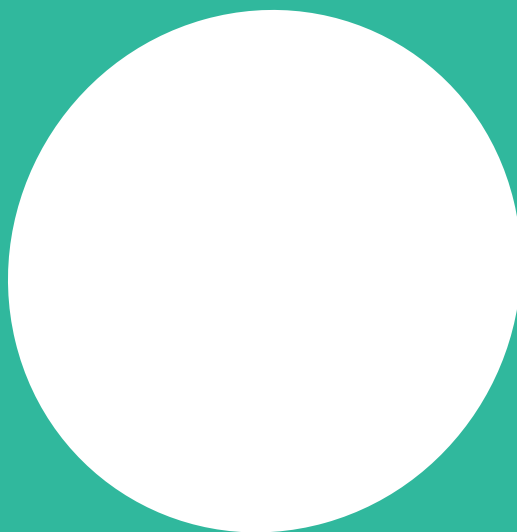
4.

GETTING EVERYONE MOVING IN THE SAME DIRECTION:

It's easy to say, 'do your job,' but that philosophy only works when everyone on the team sees the big picture and understands how 'their job' connects to the end goal. This is more than a full-time job and more than the responsibility of a few 'senior people.' We are close to 200 people now spread across four very large states. If you, or someone you know, has hands-on experience traversing this phase of organizational growth, we would love to learn from their experiences, specifically regarding **organizational design, culture building, and team alignment**. They can reach out to anubha.srivastava@medha.org.in.



SMALLER THINGS WHERE WE
COULD USE SOME HELP





DELHI OFFICE SPACE:

Like many, we are looking for a more permanent office space in Delhi that can accommodate 5-8 people on a regular basis. Please let us know if you have any ideas/leads.

We're very open to sharing! Reach out to simran.jain@medha.org.in.



COMMUNICATIONS HELP:

We are always looking for talented designers, writers, videographers, etc., who can help us better communicate our work on a full or part-time basis.

Reach out to jai.tewari@medha.org.in.



CONNECTIONS IN UTTARAKHAND:

We are new to Uttarakhand and expanding our work there. If you know anyone doing good work or supporting good work in the state, please let us know!

Reach out to nupur.raman@medha.org.in.

OTHER EXCITING LINKS IF THIS GOT YOU INTERESTED



New video on our work, thanks to our friends at [Ashoka](#)!



Recent blog posts on topics ranging from [emerging leadership](#) to building a [data-culture](#) to [strengthening the on-the-job training system](#) in the public sector education system.











Medhavi Association's latest newsletter, [Medhavi Magic](#), reflects on their first year of independence!



And of course, all the social medias to get more engaging and up-to-date content - [Instagram](#), [LinkedIn](#), [Facebook](#), [YouTube](#).

OPERATIONAL AND FINANCIAL STATS FOR SOME CONTEXT

	FY 2023 (April 22– March 23)	FY 2024 (April 23– March 24)
 States of operation	4	4
 Students reached	142,100	226,000
 Education departments	5	8
 Employer partners	4,387	4,723
 Team size	176	141
 Office locations	15	8
 Grants & Income	\$2,346,379	\$2,518,080
 Expenditure	\$1,741,656	\$1,914,624