**About Katalyst - DID YOU KNOW?**

Only 20% of senior roles are held by women in India. 41% of the Indian businesses surveyed have no women in leadership roles.

Source: Grant Thornton Report, 2018

80%

any job in the knowledge economy as per

the Annual Employability Survey 2019 by

Aspiring Minds.

Source: ET Online | Updated: Mar 25, 2019

**About Katalyst Alumni.**

Katalyst alumni occupy positions of seniority in prestigious MNCs and large Indian companies, both in India and abroad, as well as the Civil and Administrative Services

Katalyst alumni make informed choices about career, higher studies, marriage, and relocation “A high level of ownership, dedication, hard work, and maturity can be seen in Kamini Gohil. She is a high-potential candidate who focuses on work as compared to her peers. She takes responsibility and completes with condence.“

- Vaishali Gode, Head R&D, Marico Limited

**What is the impact of the Katalyst program on students' careers and personal growth?**

Third party evaluation conducted by Sattva, a reputed consulting firm

The median salary offered to Katalysts is 42.8% higher compared to other students. The average starting salary of a Katalyst is INR 7,50,000 per annum. 89% of Katalysts contribute financially to their households after getting jobs.

94% of Katalyst candidates reported high condence in their English communication.

100% of Katalyst reported receiving greater respect in their community. They also serve as role models to their siblings and peers and help make career-related decisions.

Employers feedback: About 94% of Katalyst candidates have met employer expectations, with the majority of 62.5% exceeding the same.

**What are the expected outcomes of participating in Katalyst program?**

Job Preparedness – Enhancing knowledge, skills and attitude

Economic Empowerment – Higher entry salary

Career Progression – Reaching senior leadership

Social Empowerment – Make informed choices

Citizenship – Giving back to the society

**What is the selection criteria for the Katalyst Program?**

Meritorious students pursuing professional education in STEM. Currently the cohort is from Engineering. For scholarship category: Annual family income of up to INR 5,00,000 and a thorough background verification is conducted through a proprietary process.

**What are the Interventions Katalyst provides?**

7 key area:

1. Mentorship
2. Proprietary Curriculum
3. Financial Assistance & Medical Insurance
4. Digital Enablement
5. Internships & Corporate Engagement
6. Placements
7. Counseling

**What does the mentorship program entail?**

One on one pairing with a mentor who is an experienced adult.

Two interactions per month, focusing on the holistic development of the Katalyst.

**What does the curriculum at katalyst program include?**

600 hours, 4 years, Blended Learning, 6 courses - 70+ Modules

1. Trailblazer Leadership Program
2. Ms. Karismatic
3. Career Climber
4. Technosaurus
5. Allrounder
6. Wordsmith
7. Communication Skills
8. Employability Skills
9. Emerging Technology
10. Field Exposure
11. English Language

**Katalyst’s story?**

Set up in 2007 with 10 young women, Katalyst now has chapters in Mumbai, Pune, Bangalore, Delhi, Hyderabad and Chennai having impacted over 2800 girls, with 1472 currently in the program. Katalyst is an initiative of Third Sector Partners, India’s leading executive search firm focused on socially relevant organizations. For more details see www.katalystindia.org

**What are the Objectives of Mentoring at Katalyst?**

1. Socio-emotional Support
2. Personality Development
3. Reading and Communication
4. Career Guidance and Support
5. Problem-solving and Decision-making

**Mentor Role and Responsibilities**

1. To be a role model, a trusted friend, and a guide to the student
2. Personality development of the mentee including the broad spectrum of aspects like self- confidence, self-awareness, positive attitude, and communication skills for holistic development
3. Help with profile building and resume writing, interview training, and aptitude test training.
4. Help solve different problems that the mentee faces in her personal and professional life

**What does the mentee get for doing MI at katalyst?**

A mentee gets Rs. 600/- for every Mentor Interaction (MI) subject to MI Outcome form being submitted up to a maximum of 9 interactions per semester

**What is the Mode Of mentor Meeting?**

Mentor meetings can be held on Google Meets, at college, mentor's office, or any safe public space.

**What are K program Expectations?**

1. Communication with center coordinator
2. Payment for laptop
3. Training attendance
4. Mentor interactions
5. Volunteering for Katalyst program and events
6. Leadership and participation in Extracurricular Activities

**What is Katalyst Commitment towards Katalyst?**

1. Mentor Handbook
2. Focus area document
3. Mentor whatsapp groups
4. Monthly meeting with katalyst team
5. 360 degree feedback mechanism
6. Quarterly mentor workshop/mentor engagement programs.

**Placements**

**What is Katalyst’s Impact?**1777 girls impacted, with 908 currently in the program 55% of Katalyst alumni have reached the managerial level with 12% already in senior leadership positions

The median salary offered to Katalysts is 42.8% higher compared to other students. The average starting salary of a Katalyst is USD 10,000 per annum.

**What is Katalyst’s recognition?**Katalyst has been recognised globally with multiple awards to its name, including:

1. Outstanding Support for Students, THE Awards, Asia
2. Championing Diversity Award, The PIEoneer Awards UK
3. Best Education Project (Gold), Global Good Awards UK

**What is Katalyst’s objective?**

1. To ensure that every Katalyst student gets placed in a prestigious company.
2. To raise the capacity of the Katalyst students to command a higher annual salary.
3. To enhance the employability of these girl students, thereby making their footprints in the managerial cadre of India Inc.

**Where are katalyst Alumni placed?**

Atkearney  
CISCO  
Godrej  
Goldman Sachs  
Google  
Intel  
Infosys  
Indian Oil  
John Dear  
JPMorgan Chase & Co.  
Mahindra   
Mastercard  
Morgan Stanley  
Siemens  
Tata Consultancy Services  
VISA

**What is THE KATALYST EDGE?**

Average starting salary of a Katalyst is INR 7,50,000 as opposed to the average starting salary of INR 3,50,000 that these girls would’ve got otherwise.

Over 55% alumni have already reached managerial level and 12% alumni are at senior leadership level.

**Ideal Example**

"Chaithra Bachegowda did her Masters in Embedded technology in Germany and now works with Texas Instruments in Munich, Germany. She is now a role model for her relatives and neighbors and they seek her guidance for academics and career opportunities."

**Assessment at Katalyst?**

1. To help you identify areas you need to improve on.
2. To let your mentors know how to best help you grow.
3. NOT to be competitive or difficult.
4. NOT to be an extra burden on your studies.
5. NOT to risk your place in the program.

Format of the assessment:

15 minute discussion with a trainer on Zoom.

You will:

•Deliver a brief presentation

•Review your past six months with Katalyst

•Discuss a news story

**What is the convention at katalyst?**

1. Panel discussions with Luminaries
2. Leadership and Team Building Workshops
3. Break-out sessions
4. Katalyst Awards
5. Cultural Performances

**Being a mentor, what more you can do for Katalyst?**

1. Apart from mentoring, you can facilitate connections with mentors for students.
2. You can also assist in securing internship and placement opportunities through networks and affiliations from your workplace and outside.

Enrollment  
  
**What is Katalyst's objective in enrollment?**

We wanted to evaluate the enrollment data sets of First-year students of the past three years and compare them against different variables like:

Refrigerator

TV

Mobile Phones

Washing Machine

Electricity Bill

House Furnishing

Bank Statement

**Questions?**  
What are the clear indicators to identify scholarship students?

Which are the markers that are affecting the decision making for scholarship category?

Are there any data sets that are redundant across the time frame?

**When will the training be conducted?**

Training will mostly be conducted after college hours, mainly on weekends and some holidays. We also arrange training during summer and winter vacations. We have designed the training calendar and spread it across 8-10 months of the year considering the fact that you will have assignments, holidays and internships. Please see the annual training calendar for 2020-21 on page 12.

**In which language are the training sessions held?**

English language will be the medium of instruction for all the training sessions.

**What do I have to bring for the training session?**

Always carry following things with you for training sessions:

* Laptop (Especially for technical training)
* Notebook
* Pen and Pencil
* Folder to carry handouts, notes

**What trainings will I be invited for?**

The training curriculum is designed in such a way that every semester you will study different modules. You will be invited for all the modules that you are supposed to study in the particular semester. It could be the case that what you studied in Semester 1 will have a direct link to another module in Semester 2.

**Do I have to attend all the trainings?**

Yes. You will be invited for all the trainings which are part of your curriculum calendar.

**Where will the training be held?**

Trainings would be virtual through online mode. On some occasions such as Field Visits, Outbounds, Corporate Visits we may organize the trainings in other locations. The Centre Team will inform you well in advance about the venue.

**How do I give feedback about training?**

You are requested to give your honest feedback about the training content, trainer and logistics at the end of the training session. The training feedback form is online and after each session the Centre Team will share the link with you which you need to access and submit your feedback. Do note that we value your honest feedback so you can freely let us know about your training experience. We will always keep your feedback anonymous, but take it very seriously.

**The training Module is for 16/32/48 hours. Can I just attend just one session and skip the rest of it?**

No. There are certain modules, esp. The ones in Technosaurus : Emerging Technology course which requires you to attend more than 8 hours of training. This means that you may have to come for training for consecutive 2/3/4 days to complete the Module. If you do not attend the first day, you won’t be able to understand the rest of the day’s training. Similarly, if you attend on the first day but drop out from further sessions, you will not gain knowledge about the entire module. We highly recommend that you take special efforts to attend such modules entirely.

**If I skip training, can I attend it again?**

We recommend that you attend the training along with your other batchmates when it is arranged. However, in some centers, a particular training is arranged more than once for another batch. You need to take permission from Centre Team to attend it at another location with a different batch.

**I have an emergency and I cannot attend training, though I confirmed my presence for the training. What do I do?**

If you have a genuine problem, you need to personally call the Centre Manager and inform her about your absence. You will need to write an email about your absence to the Centre Team if you confirm your presence and drop out at the last moment.

**Will I get a payout for attending training?**

Yes. You will receive **Rs. 8,100/-** for attending **100%** training in a semester. Your center team will keep a record of your attendance to calculate the bi-annual payout.

**Whom do I approach for more information about Training and Curriculum?**

You can first get in touch with your Centre in charge who will guide you further.

**Who are training implementation partners at katalyst?**

Katalyst partners with various national and international leading training organizations of repute to bring you the best training experience. The Training Partners are leaders in the field of education, language , soft skills, technical training and placements. Katalyst ensures that all training of Katalyst Curriculum is implemented by expert and experienced trainers who adhere to high quality standards. Following are our esteemed partners:

* Exult! Solutions
* IMS Learning Resources Pvt. Ltd
* Fund a Child in India
* Marks Training Institute
* TechieAid
* Design Centre

**About financial support at Katalyst?**

Financial Payout:Each Katalyst will receive FINANCIAL PAYOUT of Rs.10,000/- after their successful completion of 3 months in the program. This money must be used for educational need only.

After that each student is given a payout based on grades on a scorecard called E-Tonga based on the following criteria:

Academic performance,

Training attendance,

Mentor interaction,

Participation in extracurricular activities, leadership in college and outside and

Volunteering for Katalyst program

Training and support period is from July to June. Hence the half year or semester 1 would be from July to December and half year or semester 2 would be from January to June.

On an average 128 hours per year of training will be provided and students expected to attend. Hence for four years the training hours would be 600. However, it may be less in first year and fourth year and more in second and third year.

The minimum number of mentor interactions expected per year is 18 (over one year)

The students will be taken twice during the entire duration of the program to an annual convention to the place that the team may decide for three nights and four days while they are in the program.

Laptop Scheme

Katalyst provides new laptops to its students at a subsidized cost under the laptop scheme. Under the scheme, Katalyst would pay fixed amount ofRs. 20,000 (Rupees Twenty Thousand only) towards the laptop and the student would pay the balance amount.

Configuration: We will offer three configurations ranging from basic to high for students to choose as per their requirement. Some examples are mentioned below from the previous distribution list:

Processor

Memory

Hard Disk

OS

Core i3 7th Gen

4 GB

1 TB HDD

Windows 10

None

Core i5 8th Gen

4 GB

1 TB HDD

Windows 10

Eligibility: The new students will be eligible to receive this laptop after six months from the date of enrolment subject to a minimum attendance of 70% in the training provided by Katalyst Program.

Each student will accompany the program manager to the retail outlet to pick up the laptop and make the payment in cash and sign the receipt. She will also have to sign a declaration letter as given in Annexure A and submit to the center manager.

Medical Insurance – Each Katalyst student and her mother or female guardian will be given medical insurance every year till their graduation from the program. Currently the insurance coverage provided is Rs. 50,000 per year for each beneficiary.

Industrial Visit and Outbound: Students are taken on Industrial visits and Outbound to expose them to different manufacturing and service processes, know the human resource and material requirement, and understand the company culture. At times students may have to travel out of the city as most industrial units and factories are outside the city. Some of these visits are arranged by corporates as corporate workshops.

Guest Speakers: Leaders from various sectors and industries are invited to address the students and interact with them so that the students learn from their experience, challenges and successes as well as get general awareness.

Assistance with Internships: At Katalyst, we believe that practical experience is very important form of learning. An opportunity to do an internship makes students apply their academic learning and make them aware about the corporate life, culture, professional etiquette and expectations. Katalyst assists with internship through its corporate partners.

Annual Convention for Katalyst students: Every year, Katalyst organizes a national convention where students from all the Katalyst centers get a chance to bond with one another. They also get an opportunity to hear and interact with leaders from various sectors through panel discussion, and program supporters such as the mentors and donors. So far, the convention has been in Goa and Pune but the location may change going forward.

**Placements and Salary?**

The average starting salary (CTC) of Katalyst student batch of 2020 was Rs. 6.0 lakhs per annum. This has been increasing every year. The salary has been in the range of Rs. 4.5 lakhs per annum to Rs. 29 lakhs per annum.

| Katalyst | Company | Compensation (Rs. Lakhs p.a.) |
| --- | --- | --- |
| Rashmi V Bhat | Cisco | 29.0 |
| Bansi Derashri | Morgan Stanley | 25.0 |
| Sandhya Girish | Goldman Sachs | 23.0 |
| Snoviya Dcunha | SAP LABS | 20.5 |
| Aashi Agarwal | A.T.Kearney | 19.5 |
| Snehal Borse | VMware | 19.5 |
| Preeti Saini | Shadowfax | 19.0 |
| Sheethal Shivakumar | Toyokoh Inc | 19.0 |
| Aditi Gupta | A.T.Kearney | 15.5 |
| Mitali Chaudhari | Deutsche Bank | 14.4 |

Some of our students have done or are pursuing masters from IIM, IIT, Germany and USA. They have traveled internationally for projects as well.