

## Introduction

Posspole Catalyst, launched by *Posspole People Pvt Ltd* in collaboration with Europe's 01Edu (by co-founder of 42, **Nicolas Sadirac**) is India's **FIRST** peer-driven, **AI-native** product innovation platform.

Overcoming outdated, rote-based education, **Posspole Catalyst** replaces teachers and textbooks with real-world challenges, peer learning, and project-based mastery.

It immerses learners in the future of tech—equipping them to think, build, and solve like innovators from Day 1.

This isn't just an education model; it's an engine designed to shape entrepreneurs, coders, and creators who are globally competitive, product-ready, and AI-literate.

What sets Catalyst apart is its deep integration into Posspole's full-stack innovation ecosystem—spanning design, compliance, manufacturing, and global go-to-market. Learners tackle live challenges across healthcare, defence, telecom, energy and more, while corporates access a pipeline of battle-tested talent. Backed by a

upcoming *Posspole Corporate Venture Capital* arm and built for scale, Catalyst is redefining what it means to learn, build, and lead in a product-led, AI-driven future.

It's not a school. It's a launchpad for India's next generation of global product creators.

## **Posspole Catalyst Vision:**

### **Nation-Building Through Innovation:**

To create **1500 Global Product Creators** every **2 years** from India — **Product Innovators** who build high-impact, AI-native solutions in Defense, Healthcare, Aerospace, Space, Telecom, Energy, and more — shaping the **world's** future.

## **The Model**

- **1 flagship center** in Bengaluru (250 learners) – 100 % owned by Posspole
- **10 Posspole Catalyst Centres** of each 125 learners across India via JV with top universities & accomplished business houses (carefully selected from among 50)
- Posspole Catalyst's products are designed to address humanity's grand challenges — from access to clean health to defense-grade

cybersecurity, from climate resilience to inclusive finance

- Significant wealth creation for learners, investors, partner institutions and contribution to national GDP

### **Posspole Catalyst Center:**

A Next-Gen Learning and Innovation Hub.

- Empowering 125 learners per center through peer-driven, gamified tech learning.
- Designed for impact, scale, and industry alignment.
- Joint certification and degree pathways with Indian and international universities.
- Targeting 90% placement into Posspole product ecosystem, tech companies, startups, or entrepreneurial ventures.

### **How the Best Are Selected: A Two-Step Talent Filter**

At Posspole Catalyst, brilliance isn't assumed—it's revealed. In collaboration with OIEdu, our selection process is designed to surface raw, untapped potential and forge it into world-class talent. No CVs. No coding experience required. Just mindset,

grit, and the will to solve.

## **STEP 1: The Cognitive Gauntlet – 90 Minutes to Stand Out**

Candidates face two intense, gamified online challenges—testing memory, logic, and learning agility. It's a meritocratic filter that transcends background, language, or education. Multiple attempts are allowed, but only the best score stands. This step ensures only the most adaptive and sharpest minds proceed.

## **STEP 2: The Piscine – 4 Weeks of Real-World Combat**

The top scorers enter the “Piscine,” an immersive, 4-week bootcamp with no teachers and no lectures—only peer-led problem solving, real-time collaboration, and unrelenting projects. From weekly checkpoints to weekend group missions, learners are pushed to innovate, adapt, and persist. Only the most resilient, curious, and collaborative move on to become Catalysts.

This isn't an entrance test. It's a transformation gateway. By the time a learner completes this

journey, they've already proven themselves to be a product thinker, problem solver, and high-potential innovator—before writing a single line of production code.

*"The future Catalysts build here will be felt in homes, hospitals, battlefields, cities, and lives. Every project is a step toward creating safety, security, purpose, and possibility for millions."*

## **Opportunity & Vision**

India's digital economy is accelerating rapidly, with an ever-growing demand for agile, job-ready tech talent. Traditional education models are outdated, expensive, and inaccessible to a large part of the population.

**Posspole Catalyst** offers a future-forward solution that is:

- Scalable, inclusive, and tech-powered.
- Based on skill and outcome-driven pedagogy.
- Designed to bridge the industry-academia gap effectively.

## Current Challenges

To prepare talent for the **product innovation space**, the following challenges must be addressed:

- **Skill Gaps in Emerging Technologies:** Most candidates lack proficiency in AI, domain-specific tech stacks, and systems thinking essential for product roles.
- **Lack of Real-World Exposure:** Academic environments rarely provide hands-on experience solving real business problems.
- **Innovation Mindset Deficiency:** A culture of risk-taking, experimentation, and creativity is missing in traditional education.
- **Industry-Academia Mismatch:** Curriculum often lags behind real-world requirements by several years.
- **Absence of Product Ecosystems:** Most learners are unaware of product lifecycle stages, user-centric design, and scalable architecture thinking.

• **Posspole Catalyst** addresses these challenges head-on by embedding innovation, domain immersion, and product-building rigor at its core.

## Program Highlights

- **Beyond Full-Stack:** Training AI-powered, domain-aligned developers for Aerospace, Healthcare, Defense, Climate Tech, and more.
- **Duration:** 24 months.
- **Real-World Projects:** 55+ hands-on challenges.
- **Domain Specialization:** Final 6 months in a sector-specific track.
- **Model:** No classrooms, no traditional teachers. Peer-led, project-based learning.
- **Pathways:** Direct access to jobs, freelancing, startups, or further higher education.

## Who Can Apply to Posspole Catalyst?

**Posspole Catalyst** is built on the conviction that *talent is everywhere* — it simply needs the right platform to emerge. Our program isn't just for coders or graduates. It's for **builders of the future**, regardless of their background.

Here's an expanded, strategic and inclusive profile of **eligible candidates**:

## 1. Students from Any Background

- With or without **formal academic passes**
- From **any stream** — Science, Arts, Commerce — and any **educational board or institution**.
- Final-year students seeking **industry-ready transformation** before graduation.

## 2. Working Professionals & Career Shifters

- Professionals stuck in outdated roles wanting to **pivot into tech and AI**.
- Engineers, analysts, or managers who want to **upskill into product innovation**.
- Individuals from **non-tech sectors** like operations, sales, logistics, or education, with a **desire to reinvent**.
- IT Bench Employees - Awaiting deployment, underutilized, or stuck in outdated tech roles to **re-skill in AI, domain innovation, and product design**

## 3. Retired Defense Personnel

- Veterans with strong discipline, systems thinking, and leadership.
- Posspole Catalyst offers a structured, **technology-led second career track**, especially in **aerospace, defense tech, and**



**security AI.**

#### **4. Healthcare & Frontline Workers**

- Doctors, nurses, lab technicians, or medical reps looking to **transition into healthtech, med-tech design, or AI in diagnostics.**
- Particularly suited for **domain-specific product roles** in healthcare innovation.

#### **5. Women Re-Entering the Workforce**

- **Graduates, homemakers, or mothers** looking to restart or pivot into a **high-impact tech career.**
- Supported through flexible learning models, inclusive ecosystems, and real project mentorship.

#### **6. Dreamers & Creators from Any Walk of Life**

- **Dropouts, freelancers, and self-learners** who've built, hacked, or experimented outside traditional systems.
- Passionate youth from Tier 2/3 cities, with **hunger to innovate** but **no formal tech exposure.**
- **Artists, designers, architects** looking to

expand into **AI-integrated creative tech.**

## 7. Global Talent & Immigrants

- NRIs, global learners, or cross-border professionals aiming to **embed into India's growing tech and product ecosystem.**
- Anyone who sees India as a launchpad for **global product innovation.**

## 8. Aspiring Innovators, Founders & AI Builders

- Those with a **burning desire to build software-intensive, AI-native products.**
- **Founders, Future Founders, CTOs, and product leaders** seeking hands-on experience in high-stakes, real-world problem solving.

**In Essence:** Any Candidate who has **intent, curiosity, and perseverance.** No degree. No background. Just passion and the **WILL** to create.

Posspole Catalyst **ignite** product creators, innovation thinkers, and ecosystem builders.

## Strategic Investment Invitation:

Posspole Catalyst, is proud to invite the reputed

corporate houses and universities to become a Strategic Investment Partner in a groundbreaking national mission—to build India's most agile, globally competitive talent and product ecosystem.

This partnership is not just an investment in infrastructure—it's a stake in reshaping India's product economy.

*"Each product born at Catalyst will serve not just a market, but a mission — engineered for safety, built for prosperity, and scaled to uplift communities at the base of the pyramid."*

## **Investment Models for Strategic Partner**

As a Strategic Investment Partner, Corporate house and Universities can choose to:

### **1. Full Investment Model**

- Full sponsor the Learners
- Revenue share for 3 years from Post School's global talent deployments and consulting

### **2. Co-Investment with Universities**

- Collaborate with reputed academic institutions.
- Share capital and operational cost and roles.

- Access high-quality Learners and placement pipelines.
- Play strategic role and share revenues with universities

## **Why Corporates and Universities?**

With your strong academia and industrial base, commitment to innovation, and strategic networks, you are uniquely positioned to amplify the reach and impact of Catalyst—both nationally and globally – participating in nation-building through innovation. These are not just centers—but Catalysts.

## **Business Model**

### **Flexible Sponsorship-Based Fee Structure**

The Posspole Catalyst program offers three flexible models of sponsorship and fee payment:

#### **1. Student-Sponsored Model – 5 %**

- Students pay the full fee
- After successful course completion, students are free to pursue jobs, startups, or further education without any obligation.

#### **2. Corporate-Sponsored Model – 15 %**

- Corporates sponsor selected students.
- Students are directly deployed into the corporate's workforce upon completion.

### **3. Posspole-Sponsored Model – 80 %**

- Posspole sponsors the student's full education.
- Upon graduation, students are deployed:
  - To Posspole Ecosystem, corporates on a **long term, contractual basis**, or Into **consulting and freelance international projects**, managed by Posspole group.
- This model leverages Posspole's global network and product consulting ecosystem.

## **Roles & Responsibilities**

### **Posspole**

- Creation, Development & maintenance of tech learning platform
- Day-to-day operations and learner selection
- University tie-ups, certification, and curriculum
- Branding, marketing, and outreach (under Posspole Catalyst)
- Mentor onboarding, domain project design & internships
- Job pipeline via corporate partnerships

- Financial management and fee collection
- Continuous learning and IP development
- Build and operate the business consultancy services

### **Strategic Partner (Jaykay Enterprises – Quest)**

- Build a funnel of 4166+ candidates for selection (only 3 % get qualified in the selection process)
- Offer financing to learners in need
- Drive government partnerships, grants, and policy support
- Enable placements via Corporates, PSUs, Unicorns, Entrepreneurship Global Network
- Support regional operations, outreach & scalability

### **Performance-Driven Joint Venture**

- Transparent governance with performance-linked returns
- Outcome-based success metrics: learner progress, placements, and revenue
- Quarterly reviews and operational accountability

The inaugural launch of **Posspole Catalyst**

**Centres** by 27th September 2025, with participation from distinguished dignitaries representing the,

- Government of India
- State Governments
- Skill Development and Higher Education
- Global academic collaborators
- Fortune 500 innovation leaders
- Strategic venture partners
  - marking a **defining step** in India's journey towards becoming the **Global** hub of **AI-native product creation**.

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