

KATALYST

CREATES

IMPACT

Key takeaways from study conducted by Sattva, funded by JP Morgan



ABOUT KATALYST INDIA, THIRD SECTOR PARTNERS, AND SATTVA.

Katalyst India is an award-winning NGO that stands for the economic empowerment of women. The four-year program prepares young women in STEM for leadership roles through a blend of unique development interventions. Set up in 2007 with 10 young women, Katalyst now has chapters in Mumbai, Pune, Bangalore, and Delhi and has impacted the lives of over 1400 girls.

Third Sector Partners (TSP), founded in 2005, is a pioneer in Executive Search, exclusively, for social impact organizations focused primarily at the senior management and Board levels.

Sattva Consulting is a mission-driven organisation focused on scalable solutions for social impact.

STARTING SALARY OFFERED TO KATALYSTS IS 43% HIGHER THAN OTHERS.

Among engineering graduates, the mean salary expectation is INR 4.2 lakhs for Tier 1 cities. The current average salary offered to Katalysts is **INR 7 lakhs**.

The median salary offered to Katalysts is **43%** higher at **INR 5 lakhs** as compared to INR 3.5 lakhs offered to control cohort.

The average change in income in Katalysts' families is **16%** higher.

In 2019, only 52% of engineering graduates who completed their course were placed. The placement rate for Katalyst for the year 2020 was **85%**.

100% of Katalysts were placed within 3 months of graduation, compared to only 88% in the control cohort. Among Katalysts who are currently undergoing their graduation course (final year), **38%** have already been placed.



**PLACEMENT
AND COMPENSATION**

69% OF KATALYSTS OUTPERFORM THEIR PEERS ACCORDING TO EMPLOYERS.

Katalyst Interventions are in alignment with the employer demands. Technical skills, problem-solving and communication skills are top 3 priorities in terms of candidate's skill requirement for employers.

94% of Katalysts have at the least met employer expectations in all aspects, with the majority of **63%** exceeding the same.

Katalysts get promoted to mid-management positions **within 2 years**. **22%** of Katalysts are working in mid and senior managerial roles which is significantly higher than the control cohort of only 6%.

56% of Katalysts reported that the program helped improve application of skills on the job.



**EMPLOYABILITY AND
PERFORMANCE IN THE WORKPLACE**

78% CANDIDATES WHO HAVEN'T UNDERGONE KATALYST PROGRAM REPORT SKILL INADEQUACY.

100% of Katalysts reported being aware of skill relevant job opportunities compared to only 47% among the control cohort.

94% of Katalysts reported high confidence in their English communication.

The managerial and leadership skills enabled the students to take lead in college events. About **67%** of Katalysts led events as coordinators and **36%** led various college activity clubs.



**SELF-CONFIDENCE
AND AWARENESS**

100% OF KATALYSTS RECEIVE GREATER RESPECT IN THEIR COMMUNITY.

100% of Katalysts reported receiving greater respect in their community. Their family supports their career choice and are positive about the future. They also serve as role models to their siblings and peers and help make career-related decisions.

89% of Katalysts reported being able to contribute financially to their households after getting the job, 6.5% higher than the control cohort.

100% of Katalysts take part in financial decisions at home, 6.2% higher than the control cohort.



**SOCIAL
EMPOWERMENT**