



AVASANT
FOUNDATION

2021 ANNUAL REPORT



SOCIAL IMPACT

Who we are

**Avasant
Foundation**



The Avasant Foundation mission is to enable emerging regions to realize their potential. In partnership with leading foundations and institutional donor agencies, we provide deserving youth access to skills training and education with the goal of job creation in the digital economy.



AVASANT
FOUNDATION

**Avasant
LLC**



Avasant LLC is a leading management consulting and IT advisory firm focused on translating the power of technology into realizable business strategies. Led by an experienced team of advisors which prides itself on delivering high value engagements through industry focused innovation and flexible client-centric solutions.

AVASANT



AVASANT FOUNDATION

Our mission is to improve lives and communities by empowering youth in emerging economies through education, employment and entrepreneurship.



Message from leadership



Avasant is a leading management consulting firm focused on translating the power of technology into realizable business strategies. At our company, great importance is placed on the empowerment of people. This is made possible through our non-profit venture – the Avasant Foundation. Avasant has aligned the core of its corporate strategy with the Avasant Foundation in a cumulative effort to improve lives and communities by empowering youth in developing economies through education, employment, and entrepreneurship. As we slowly emerge and recover from the adverse effects of the pandemic, the Avasant Foundation continues to carry out its mission by supporting the achievement of the Sustainable Development Goals (SDGs).

The Foundation overcame the limitations brought on by COVID-19 in 2021 and will continue to make significant impact in 2022. Skill development training programs will continue to create employment opportunities for disadvantaged youth, hailing from socio-economically challenged backgrounds. To date, over 25,000 lives have been impacted through Avasant Foundation's poverty eradication efforts. As we continue to embark on these life-changing projects, it is my pleasure to share the achievements of the Avasant Foundation thus far.

Sincerely,



*Kevin S. Parikh - Avasant Foundation Chairman
and Avasant Global CEO*

2021 marked a year of continuous achievements. In the face of the pandemic, the foundation continued to find success through creative and innovative ideas and effectively graduated 120 candidates. We are grateful that we were able to both continue existing skills development training programs in Guyana and The Bahamas and begin a new entrepreneurial program that positively impacted the lives of socio-economically challenged youth.

While the Avasant Foundation thrives on innovation, none of our accomplishments would be possible without the knowledge of Avasant consultants and our global initiative partners who have been tackling youth unemployment via Impact Sourcing programs for decades.

In our annual report, I am pleased to share Avasant Foundation's impact and footprint. We remain as committed as ever to advancing the UN's Sustainable Development Goals (SDG's) and empowering youth through inclusion and opportunity in the digital economy.

Sincerely,



*Chitra Rajeshwari - Avasant Foundation Executive
Director*

Achievements



25,000+
Impacted



2,000+
Graduates



35+
Leading ICT
employers actively
support AF Impact
Sourcing initiatives



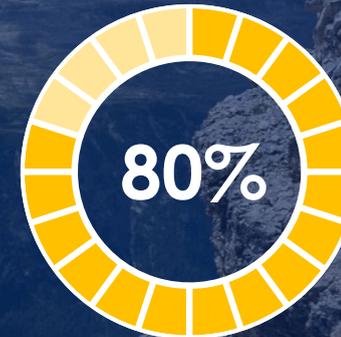
9+
Countries Served including
The Bahamas, Guyana,
Jamaica, Haiti, Kenya,
Trinidad & Tobago,
Uganda, Ghana, South
Africa, India



Trainees believe that AF
trainings met or
surpassed expectations



Trainees secured
ICT/BPO employment
within two months of
graduation



Retention rate over
two years



Support the
achievement of
SDG 1-4-5-8-10 & 17

Why we succeed



We leverage **private and public partnerships, relevant national and international stakeholders, and local teams** to deliver training and assist in job placement

We leverage Avasant expertise in the industry through our **Avasant Associate Engagement Program** to develop and update training content and select modern technological tools to meet international education standards.

We work to **create opportunities for improving lives and communities** by empowering youth in emerging economies.

We leverage Avasant's expertise and global business relationships to create employment opportunities for youth.

Our Approach

Innovation & Excellence

Opportunity Creation

Sustainability & Development

Global Program Partners



JAMPRO
TRADE & INVESTMENT JAMAICA



The ROCKEFELLER
FOUNDATION



AMERICAN
INDIA
FOUNDATION



THE
WORLD
BANK



USAID
FROM THE AMERICAN PEOPLE



Our commitment to sustainable development goals

SUSTAINABLE DEVELOPMENT GOALS



Avasant Foundation commitment to SDG

1 NO
POVERTY



The core mission of Avasant Foundation is eradicating poverty; 25,000+ lives impacted

4 QUALITY
EDUCATION



2,000+ students graduated from Avasant Digital Skills Training programs

5 GENDER
EQUALITY



65% of graduates from Avasant Foundation Skills Training are female

8 DECENT WORK AND
ECONOMIC GROWTH



90-95% of graduates from Avasant Digital Skills Training are employed

10 REDUCED
INEQUALITIES



Avasant Foundation focuses on engaging candidates from socio-economic challenged communities

17 PARTNERSHIPS
FOR THE GOALS



Partnerships are a crucial part of Avasant Foundation's training programs. Our partners include educational institutions, government entities, and the private and public sector

We value biodiversity, both for what it provides to humans, and for the value it has in its own right.

Environmental

Impact sourcing is the sustainable solution to creating employment for underserved youth in the digital economy.

Social

Governance

Avasant's Associate Engagement Program is the platform for associates to contribute towards the foundation mission.

Global Compact memberships



As a UN Global Compact member since 2011, Avasant has aligned its corporate vision and business practices with the ten principles of the Global Compact which spans issues such as human rights, labor laws, environmental concerns, and anti-corruption. Also, Avasant has assisted multiple governments in creating frameworks for the development of IT and BPO industries by creating enabling frameworks of standards, policy and human capital. These engagements have earned Avasant global appreciation for its philanthropic efforts, such as recognition in the Vault Consulting Survey 2016.

HUMAN RIGHTS



Avasant is committed to the UNGC principles 1 through 6 and 10 as they relate to human rights, labor practices and fighting corruption. Our commitment to labor principles spans across our supplier base and employees, which includes ensuring no use of child labor or forced or bonded labor in the value chain.

FAIR TRADE LABOR



Avasant is transparent in its management and commercial relations. It is accountable to its stakeholders and respects the sensitive and confidential nature of commercial information supplied. We focus on the social, economic and environmental wellbeing of marginalized small suppliers.

ENVIRONMENT AND SUSTAINABILITY



Avasant undertakes environmentally friendly initiatives and sets annual targets which it shares regularly with its employees and stakeholders. Avasant also strives to reduce its carbon footprint by minimizing travel to client locations and promoting video conferencing.

International Association of Outsourcing Professionals



Avasant Foundation and IAOP have worked jointly on bridging the gaps between talent development and the scarcity of a qualified workforce. The foundation provides education in soft and digital skills to youth with limited prospects for formal employment. By connecting service suppliers with our alumni, Avasant Foundation has demonstrated to industry stakeholders the suitability of impact sourcing to solve the talent shortage.

Avasant Foundation's Executive Director, Chitra Rajeshwari, has made significant contributions to these efforts including chairing IAOP's Women's Empowerment, Leadership and Diversity chapter, maintaining active membership of the CSR and Impact Sourcing team and serving as a judge judge for 2020s Global Impact Sourcing Award.

Also, Chitra has made the list of HCL's Red ladder 2022 UNSTOPPABLE WOMEN and was finalist in the IAOP Award RED LADDER WOMEN IN OUTSOURCING. This category recognizes senior leaders who created innovative solutions and have shown leadership during the pandemic, thus, driving the sourcing team's performance to meet the management's long-term expectations in moving from transactional procurement to transformational procurement.

“ Not only does she chair the Women's Empowerment chapter, and chair it well, but she is incredibly involved, and it is her destiny to promote impact sourcing as she works tirelessly in that respect ”

- Debi Hamill, CEO of IAOP

Accolades

2018 - Avasant Foundation is the first recipient of IAOP and the Rockefeller Foundation's Global Impact Sourcing Award as an influencer. The foundation has received the award every year since.

2019 - Avasant Foundation Executive Director, Chitra Rajeshwari recognized by IAOP as "Member of the Year."

2017 - Chitra Rajeshwari is the Lead Chair for the IAOP Women Empowerment Leadership and Diversity Chapter.

2015-2016 - Avasant Foundation receives the CGI recognition two years in a row for the Avasant Digital Youth Employment initiative in Haiti.

2015 - Avasant Foundation gets a grant from the Rockefeller Foundation for their DJA (Digital Jobs Africa) Initiative and works for promotion of Impact Sourcing.



2018 - Kevin S. Parikh honored by American India Foundation (AIF) for his contributions to educational and job creation programs for deserving youth across emerging economies.

2018 - Avasant Foundation Executive Director, Chitra Rajeshwari awarded Gold in the *Transformational Sourcing Relations* leadership category at the Stevie Awards for Women in Business.

2016 - Kevin S. Parikh is a founding VIP member of Womensphere, a not-for-profit for women advancement.

2015 - Avasant Foundation is recognized by the Clinton Global Initiative (CGI) for the high impact and growth of its Avasant Digital Youth Employment initiatives in Jamaica.

Footprint in the Caribbean- Overview



THE BAHAMAS – The foundation and IDB Lab are executing a Digital Skills and Employment Opportunities for the Displaced Workforce program which aims to train 500 unemployed and underemployed Bahamians.



GUYANA- The foundation, in conjunction with the Inter-American Development Bank, is delivering Digital Skills Training for over 200 youth in Guyana. Currently, we have graduated 120 students.



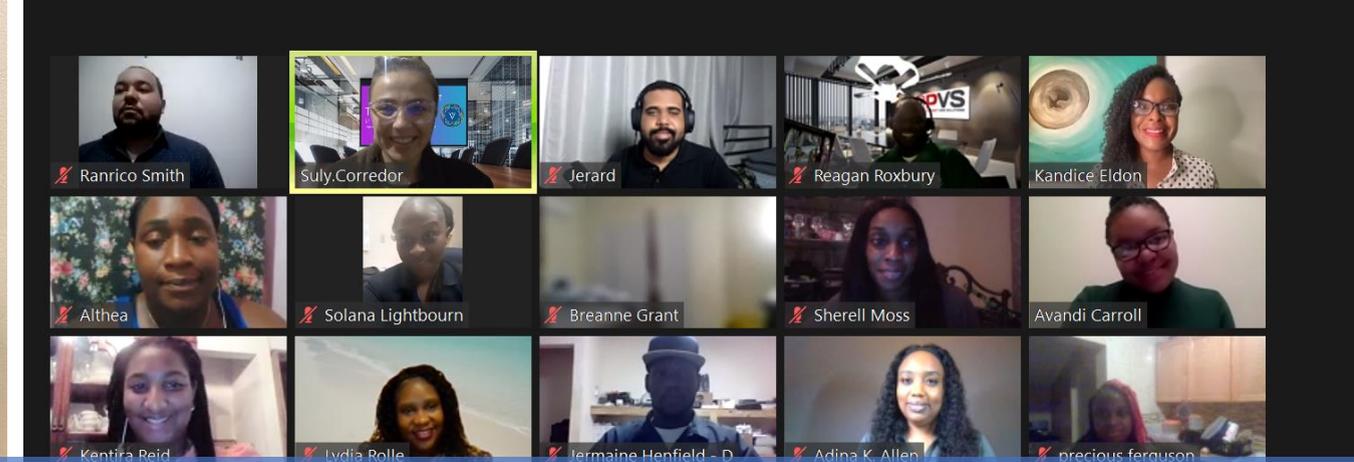
JAMAICA – 1. The Foundation Digital Skills Training program has graduated 800+ deserving youth from disadvantage backgrounds. Over 93% of trainees secured employment with leading IT/BPO service providers within three months.
2. The Train the Trainer program provided 25 master trainers with digital skills training for the global services sector in Jamaica.



HAITI - Avasant Digital Youth Employment Initiative skills training graduated 30 deserving youth from disadvantaged backgrounds. 100% of graduates secured employment in Haiti between service providers NATCOM and Digicel

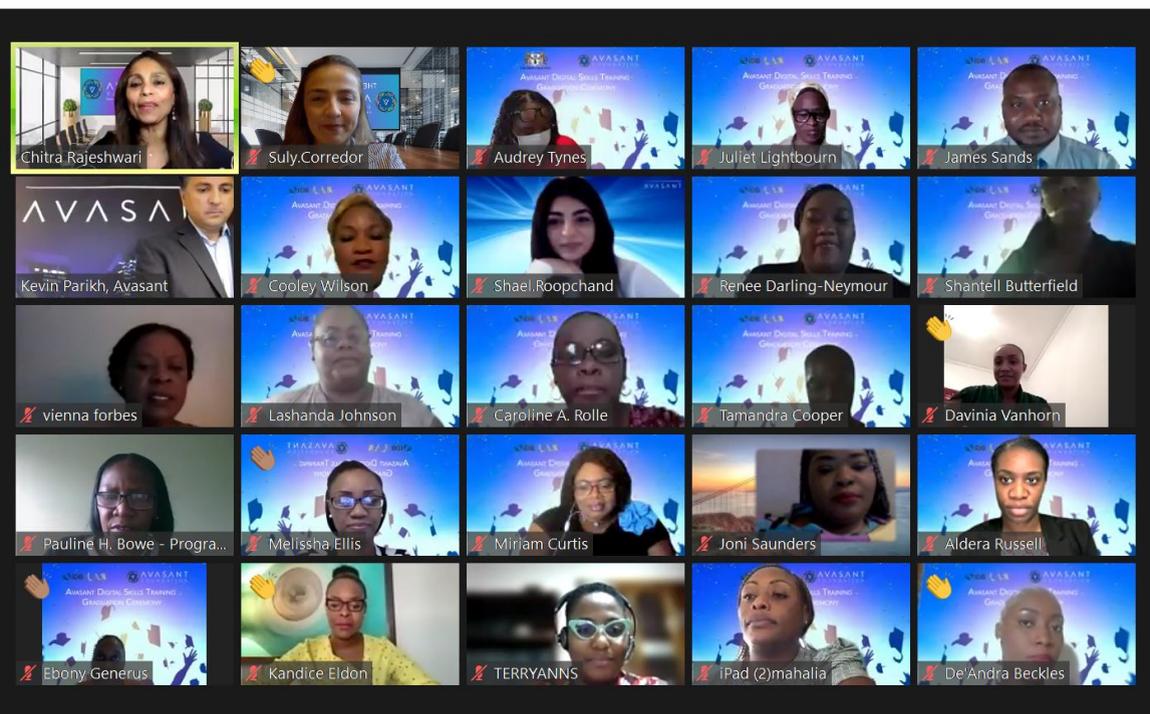


TRINIDAD AND TOBAGO - 50 youth completed the Global Skills for Digital Services program funded by the IDB. Over 90% of trainees secured employment after completing training. Avasant hired three graduates as interns



The Bahamas

Digital skills and employment opportunities for the displaced workforce



Avasant Digital Skills Training

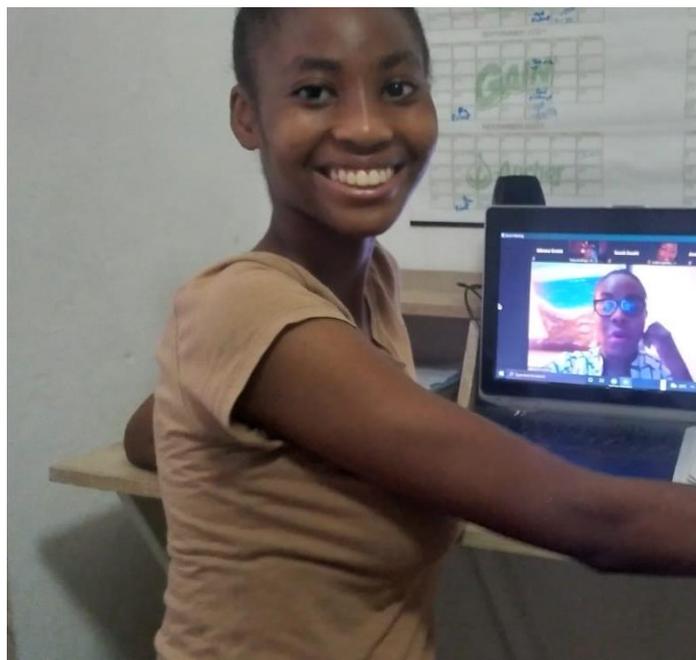
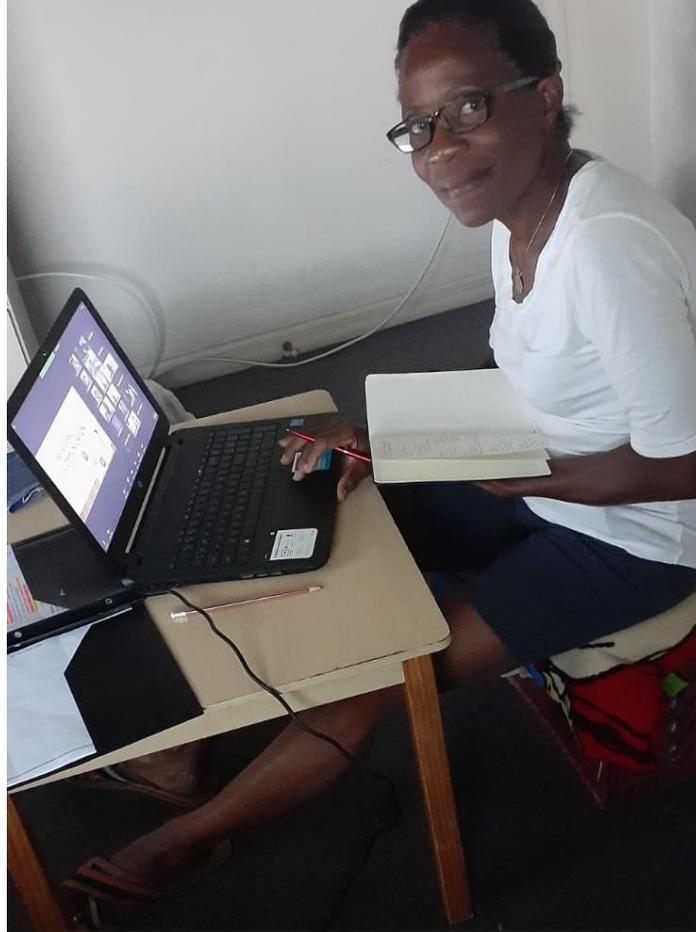


The Avasant Foundation launched its Digital Skills Training program designed to help workers in the Bahamas displaced by Hurricane Dorian and the subsequent COVID-19 pandemic. The program, designed by the foundation, has helped unemployed and underemployed young people build technological skills in high demand in the current global economy. Over 3 months, in a high pace training, over 100 Bahamian have mastered skills in project management, Microsoft 365, data analytics, and agile development. The first cohorts graduated in November and next cohort is expected to be completed in March. Eventually, the foundation will award 500 fully funded scholarships.

The program uses online learning tools and concentrates on the following areas: re-skilling and up-skilling the at-risk workforce; mentorship designed to help transform business operations and adapt to market conditions as the economy re-opens; and training of digital skills to promote individual entrepreneurship opportunities.

Also, during the third quarter of 2021, the foundation expanded its training offer. A specific program on entrepreneurship was launched to assist small to midsize enterprise (SME) owners to boost business competitiveness. The training included modules in fundamentals of digital Skills, bookkeeping, marketing, electronic payments, finance and hiring, and business basics.

The project seeks to catalyze the growth of the digital economy at a critical point in the country's economic and digital transformation. The project is designed to allow beneficiaries to use their skills to digitally transform existing business models or launch their own innovative business models.



Partnerships



Department of
Labor

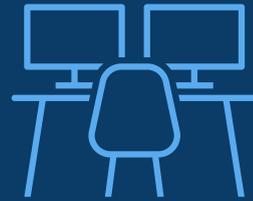
242 Jobs

The Impact



9

Regions

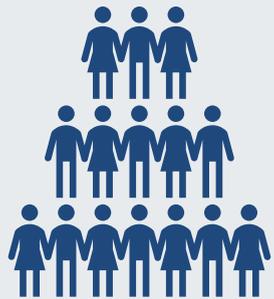


70%

Job placement



Retention Rate



50

Candidates



2

Cohorts in 2022



25

Students per Cohort

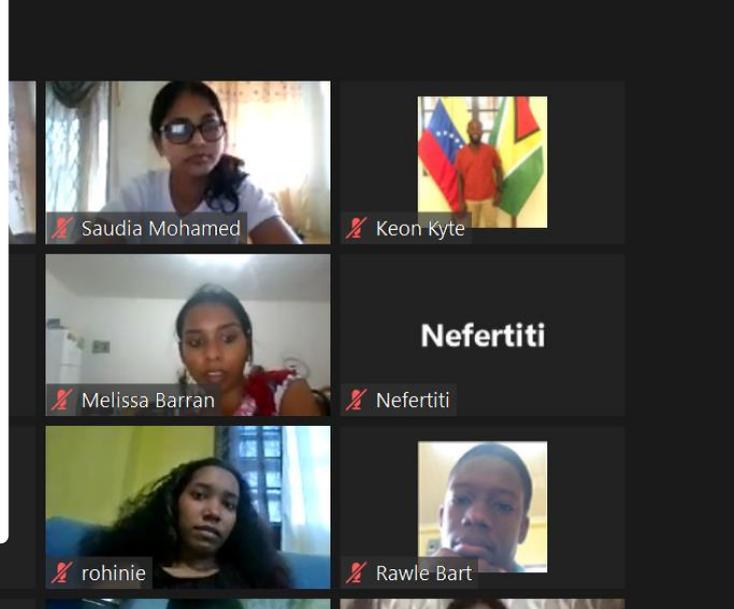


Female participation





O. Bobb Paul J. Harris Rishanna Lambert



Saudia Mohamed Keon Kyte
Melissa Barran Nefertiti
rohinie Rawle Bart



Guyana

Digital skills training for youth in Guyana



AVASANT FOUNDATION

DIGITAL TALENT & THE WORKFORCE OF THE FUTURE

AVASANT FOUNDATION DIGITAL SKILLS TRAINING ORIENTATION - COHORTS 5 & 6

KEVIN S. PARIKH
CHAIRMAN & CEO
AVASANT



Avasant Digital Skills Training

The Foundation has created a digital talent pool in Guyana and deployed a digital skills training model that supports narrowing the labor skills gap. This is particularly important given the economic and social transition that the country is currently experiencing.

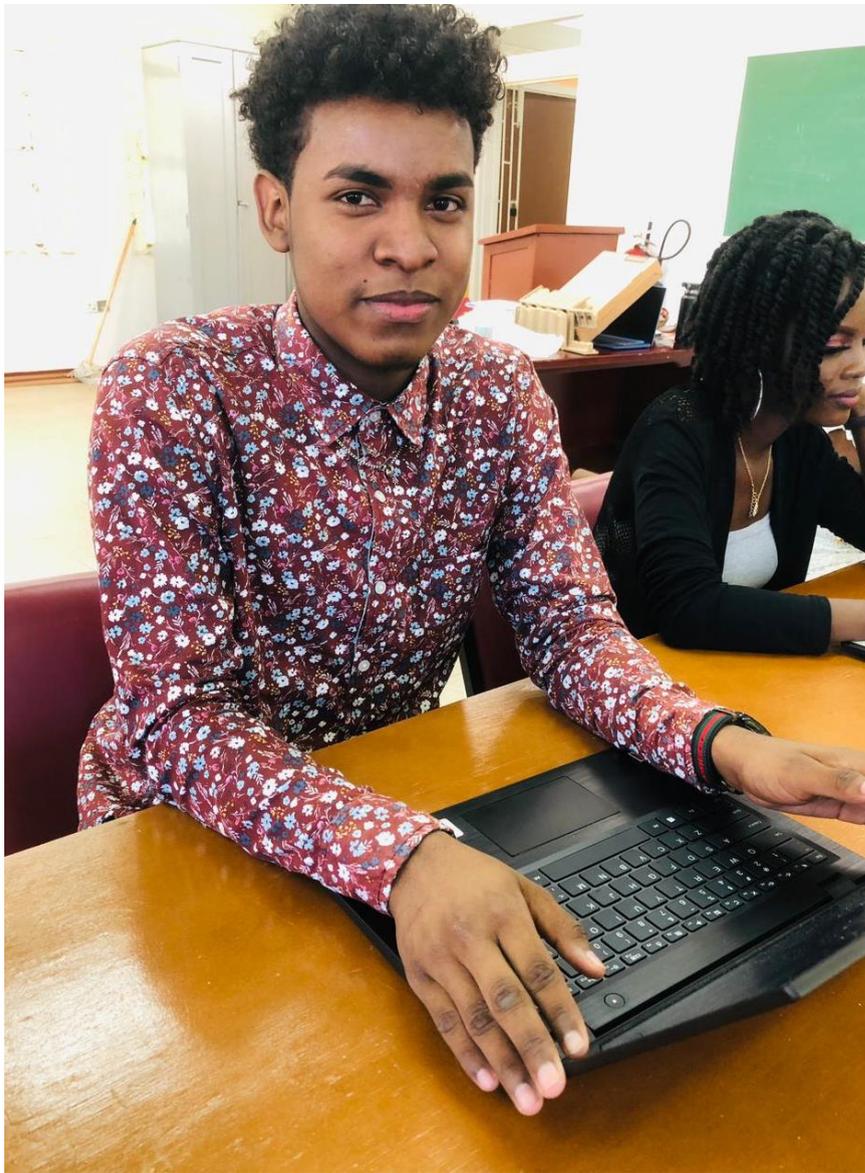
During 2021, Avasant Foundation engaged 180 trainees aged 18-32 from low-income communities in and around Guyana in digital skills training and job placement within local private and public sectors. The project exceeded its target of 150 projected impacted youth at the inception of the initiative.

Up to now, the foundation has graduated 120 students and 60 more are currently enrolled in the training. AF Guyana digital skills training offers a holistic curriculum which includes: soft skills to succeed in corporate environments and technical skills modules in Office 365, project management, UX design, mobile applications, web design and development, master data management and entrepreneurship.

The training has also been complemented with mentorship, mock interviews, and resume writing workshops where top IT and HHRR executives have shared their life experience and tips for surpassing professional challenges.



Guyanese students in training



Partnerships



UNIVERSITY of GUYANA



Vishnu Pandey &
associates INC

Citizen Security Strengthening Programme- digital skills training for correctional candidates



The growing concern with crime and violence in Guyana has placed citizen security and crime reduction among the leading policy priorities of national authorities. In response to these realities, the Government of the Cooperative Republic of Guyana, with the assistance of the Inter-American Development Bank, has developed a Citizen Security Strengthening Programme (CSSP) that focuses on the prevention and reduction of crime and violence.



The objective of the program was to reduce the likelihood of incarcerated individuals to re-offend through an approach that combines career training, support services, employability training, digital skills training and social skills training. Thirty individuals deprived from liberty, 15 males and 15 females, were chosen to participate in the Avasant Digital Skills Program. An interdisciplinary team, including experienced Avasant consultants and education SMEs created the curriculum.



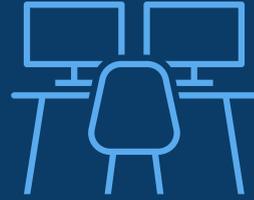
The 3-month intense training included literacy and numerical modules to fill knowledge gaps. And the social component provided students with tools for communication, sales and marketing, customer service, and leaderships skills critical to prosper in any industry. The technical component included skills in high demand in the Guyanese labor market including, training in Microsoft Office 365 suite, web design and development, and entrepreneurship.

The impact



6

Regions impacted
during Training

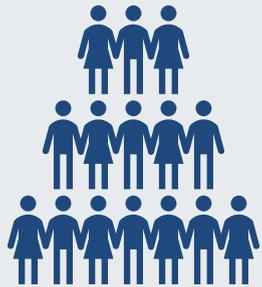


95%

Job placement



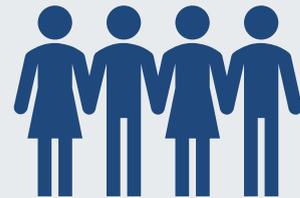
Retention rate



150+
Trained
participants



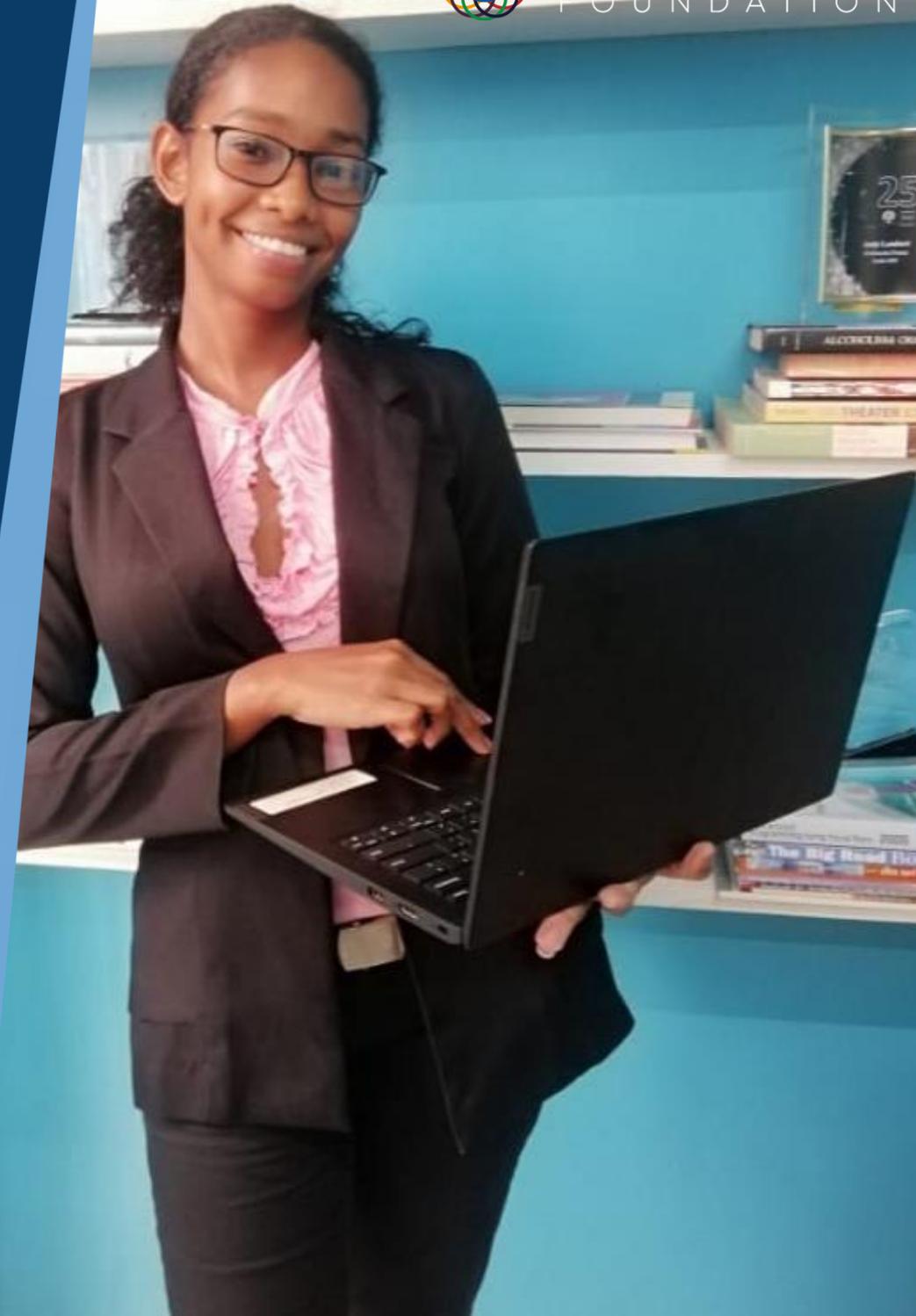
6
Cohorts
completed



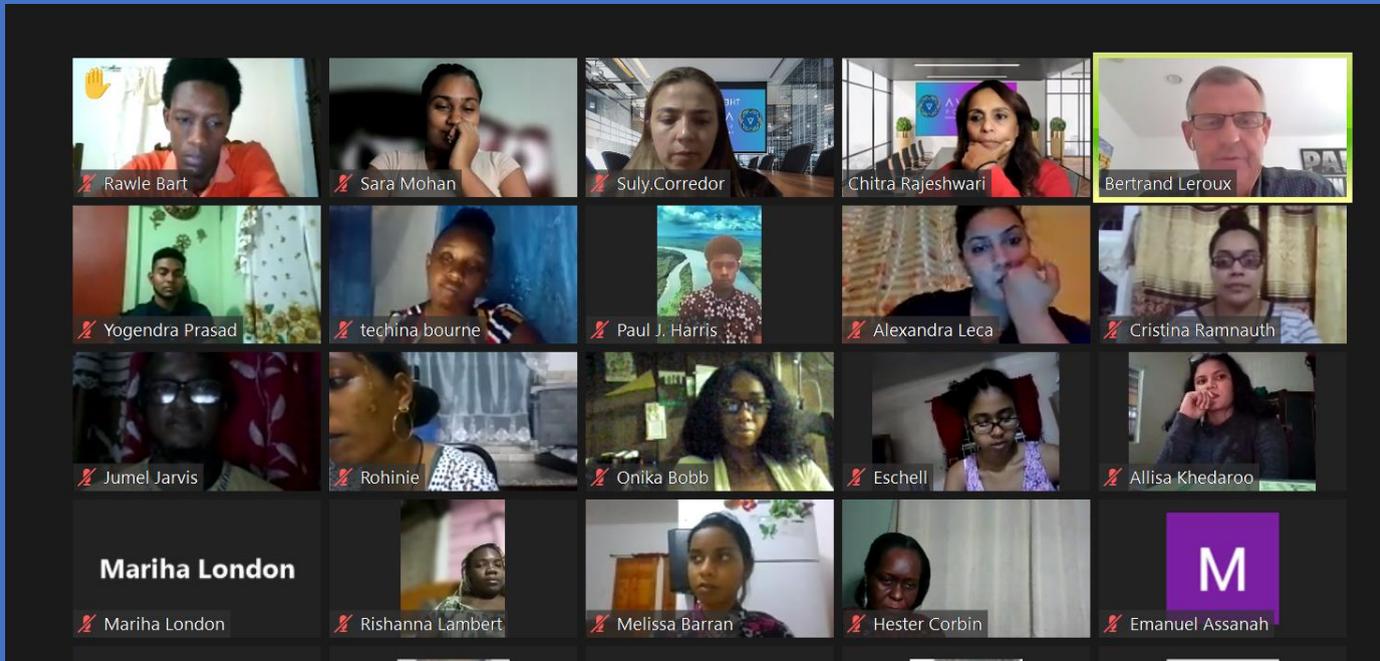
30
Students per
Cohort



Female
participation



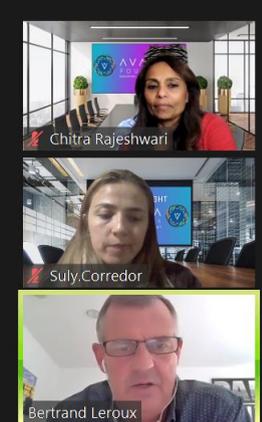
Avasant fellows guest speaker series




My Advices

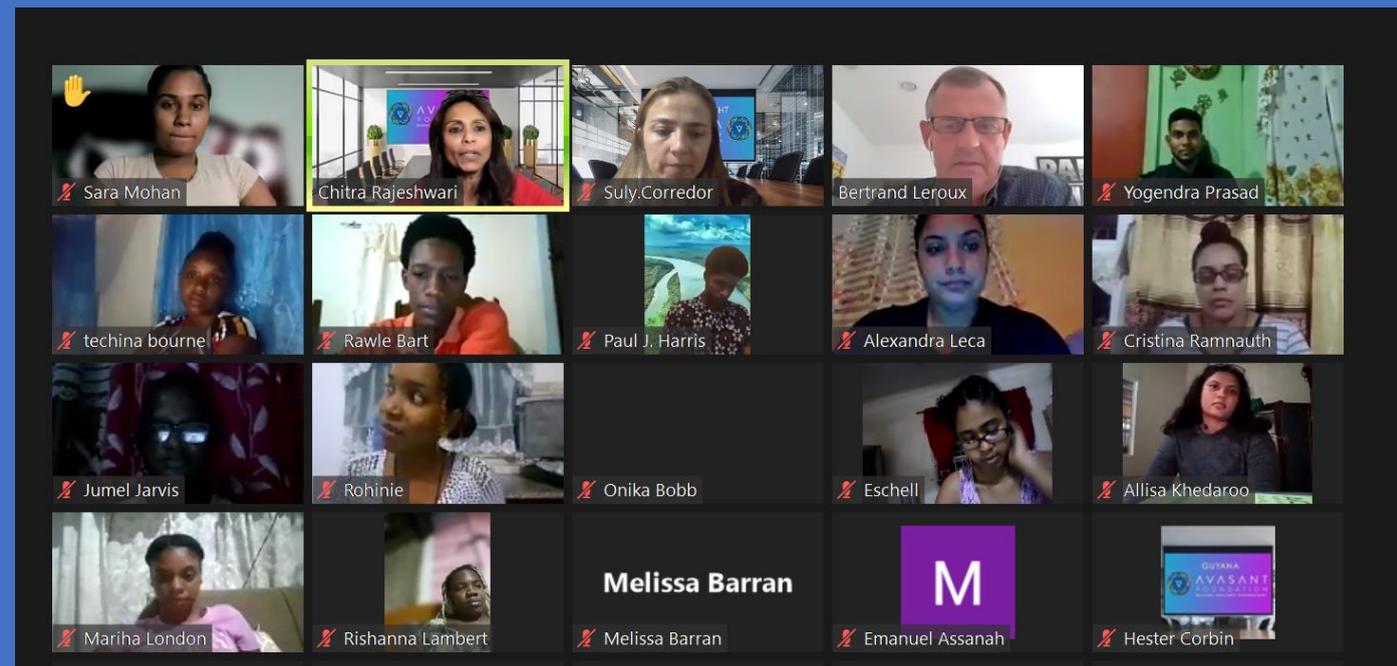


- **Work hard.** Nothing will come without working hard, **Be a team player**, you will not succeed on your own you will succeed with other, so **respect people** around you and **Help people** around you
- **Never regret**, the worst thing which can happen to you is when you will be older and you will look what you have done is to say "I should have done this and this", this is too late you should have done it before
- **Be humble, Be pragmatic**
- **Be bold**, think out of the box
- **Have fun**
- **The sky is the limit. Shoot for the moon and if you miss you will land amongst the stars**
 - I like this sentence from Norman Vincent Peale (the power of positive thinking). Friend of president Richard Nixon.



Alesia Bristol

Alesia Bristol



TYE Partnership



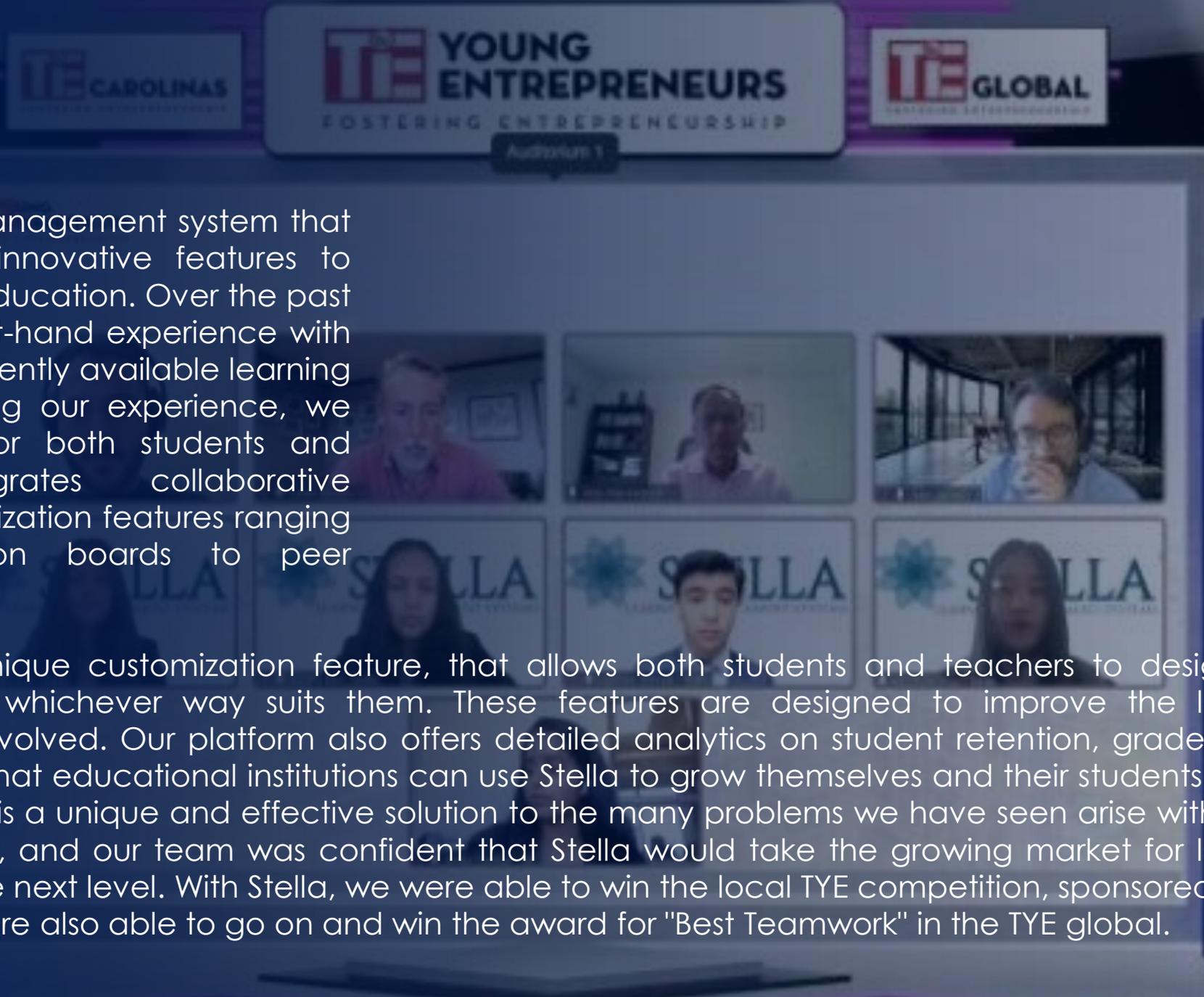
Avasant Foundation continued its support for youth entrepreneurship in 2021. The Foundation supports the TiE Young Entrepreneurs (TYE) in their extra-curricular program dedicated to fostering the next generation of leaders through the transformative experience of building a startup. Youth (grades 9-12) are taught business basics and the essentials of entrepreneurship. Through the TYE program, students develop self-confidence, presentation skills, leadership, and creativity.

Avasant Foundation, in partnership with The Indus Entrepreneurs (TiE), addresses the need to bring entrepreneurship, innovation, and design thinking concepts to young adults. During the yearlong TYE program, students go through workshops focused on different aspects of entrepreneurship and create products/companies around their ideas. Students are also mentored by coaches and startup founders from the local entrepreneurial community. As a result of the TYE program, many students also receive summer internships with successful startups in their local community.

TYE Case Study

Stella is a novel learning management system that will utilize a plethora of innovative features to increase access to digital education. Over the past year, our team has had first-hand experience with the chaotic structure of currently available learning management systems. Using our experience, we created the ideal LMS for both students and teachers. Stella integrates collaborative opportunities through socialization features ranging from anonymous question boards to peer discussion opportunities.

Stella further includes a unique customization feature, that allows both students and teachers to design and organize their platform in whichever way suits them. These features are designed to improve the learning experience for all parties involved. Our platform also offers detailed analytics on student retention, grade trends, and class engagement so that educational institutions can use Stella to grow themselves and their students to their full potential. Overall, Stella is a unique and effective solution to the many problems we have seen arise with online learning over the past year, and our team was confident that Stella would take the growing market for learning management systems to the next level. With Stella, we were able to win the local TYE competition, sponsored by the Avasant Foundation. We were also able to go on and win the award for "Best Teamwork" in the TYE global.



Impact the Future 2021



Impact the Future Golf Event

In support of the Avasant Foundation's mission of youth empowerment, top technology leaders gathered for day on the greens and for a sunset reception at the beautiful Terranea Resort in Rancho Palos Verdes, California.

The Avasant Foundation is honored to have raised \$233,000 through this year's "Impact the Future" event. All proceeds raised go to the Avasant Foundation's empowerment efforts of deserving youth through education, employment, and entrepreneurship.

This year, guests experienced a round of golf on one of world's best par-3 golf course, "The Links," providing stunning views of the Pacific Ocean and Catalina Island. To follow, was an evening reception poised above the coastal bluffs, on a lush green outdoor terrace of the Terranea Resort. The reception was full of laughs, engaging conversation, and opportunities to hear more about the Foundation's growing endeavors.

Thank you to our 2021 Sponsors!





Golf for Impact Sponsors

HCL

tcs TATA
CONSULTANCY
SERVICES

Capgemini

kyndryl

Infosys®

UNISYS | Securing Your
Tomorrow®

Cognizant


infinite

FLEXENTIAL

zensar

wipro

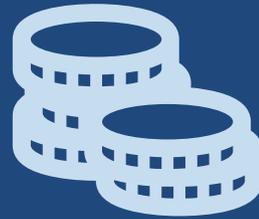
SAIC



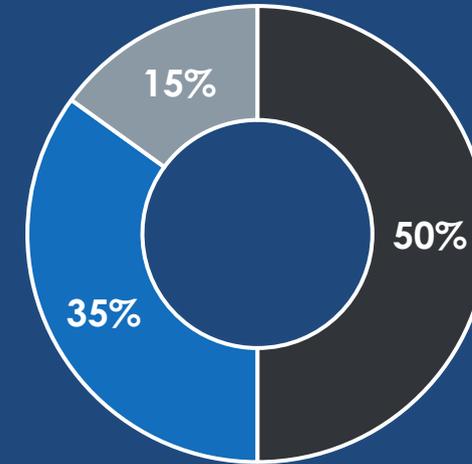
Financial information



TOTAL FUNDS RAISED
IN 2021
\$1,090,000



AVASANT CORPORATE
INVESTMENT
\$795,000



- AF Mission Driven Programs
- AF Supported Programs
- AF Funded Initiatives



UNIVERSITY of GUYANA



Blended training



“This training program has impacted me in a positive way. It has broadened my horizons by allowing me to gain knowledge and skills that I can use to secure employment. I never had the opportunity to learn how to use a computer, so I am truly grateful for all the exciting things I was able to do on the computer, like designing a web page and creating a PowerPoint presentation”

- Student CSSP Guyana

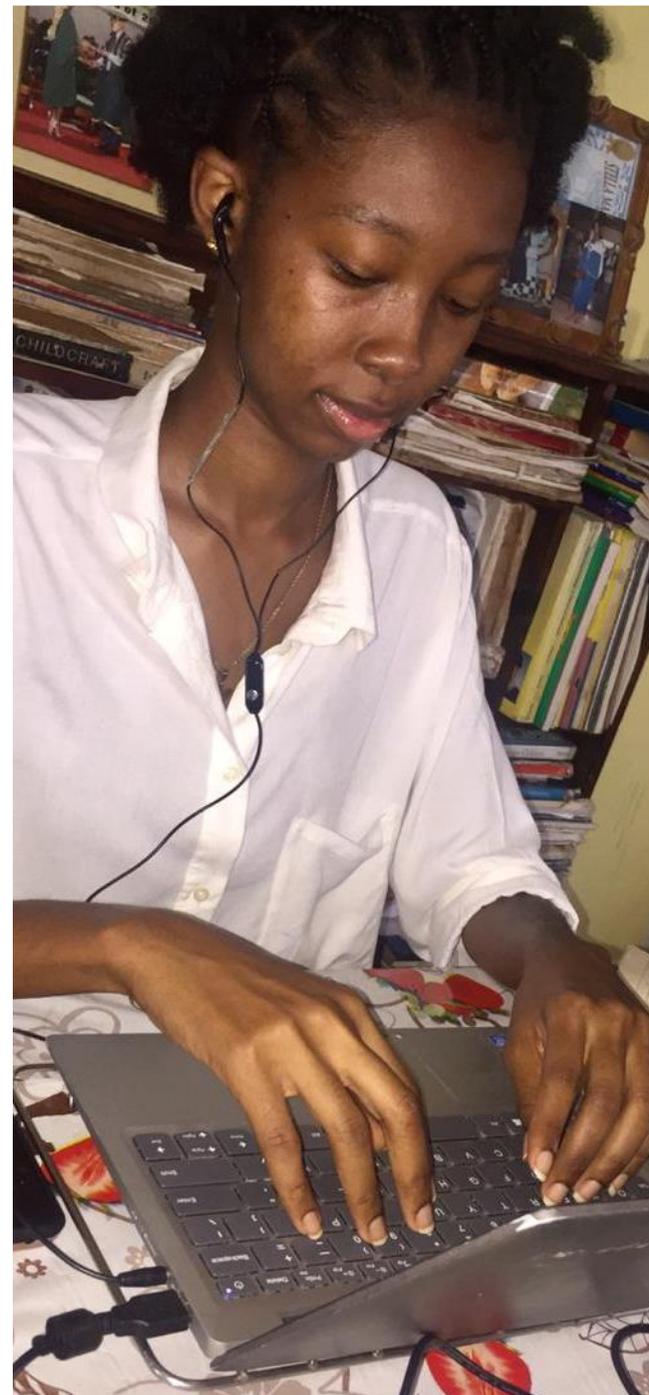


Online learning



We receive suggestions about how to reduce and eliminate obstacles associated with the business and opportunities regarding grants or other forms of financial funding. I was blessed by this experience and would like to thank you for fulfilling a need that existed in my country.

- Minerva Miller-Green



"I deeply enjoyed the web design and development module. I am grateful for the opportunity to get to create my very own web page. I would further my studies to learn other codes for HTML and CSS to be a better web developer to build websites for individuals/ businesses and to create employment."

- Joseph Bertana



Teamwork



"The impact of the program upon the lives of those I have seen, from the induction to graduation, is sometimes both technically and personally profound. The program not only impacts skills, creates possibilities for livelihoods, but it also brings about positive personal enrichment and self actualization for the participants. This is a strength of the design and the personal passion that the UG and Avasant staff have brought to this program."

- Prof Paloma Mohamad Marten
Vice-chancellor University of Guyana





Click to add text

“What makes my association with the Avasant Foundation truly a blessing is the fact that not only does the foundation touch and impact the lives of deserving people in a meaningful way, but it does so with the youth of our society. The return on every foundation ‘dollar’ that empowers the young who otherwise would have been left out in this digital world cannot be measured only in short term benefits but is priceless given how the youth who are touched by the foundation come to realize their full potential over their lifespan.”

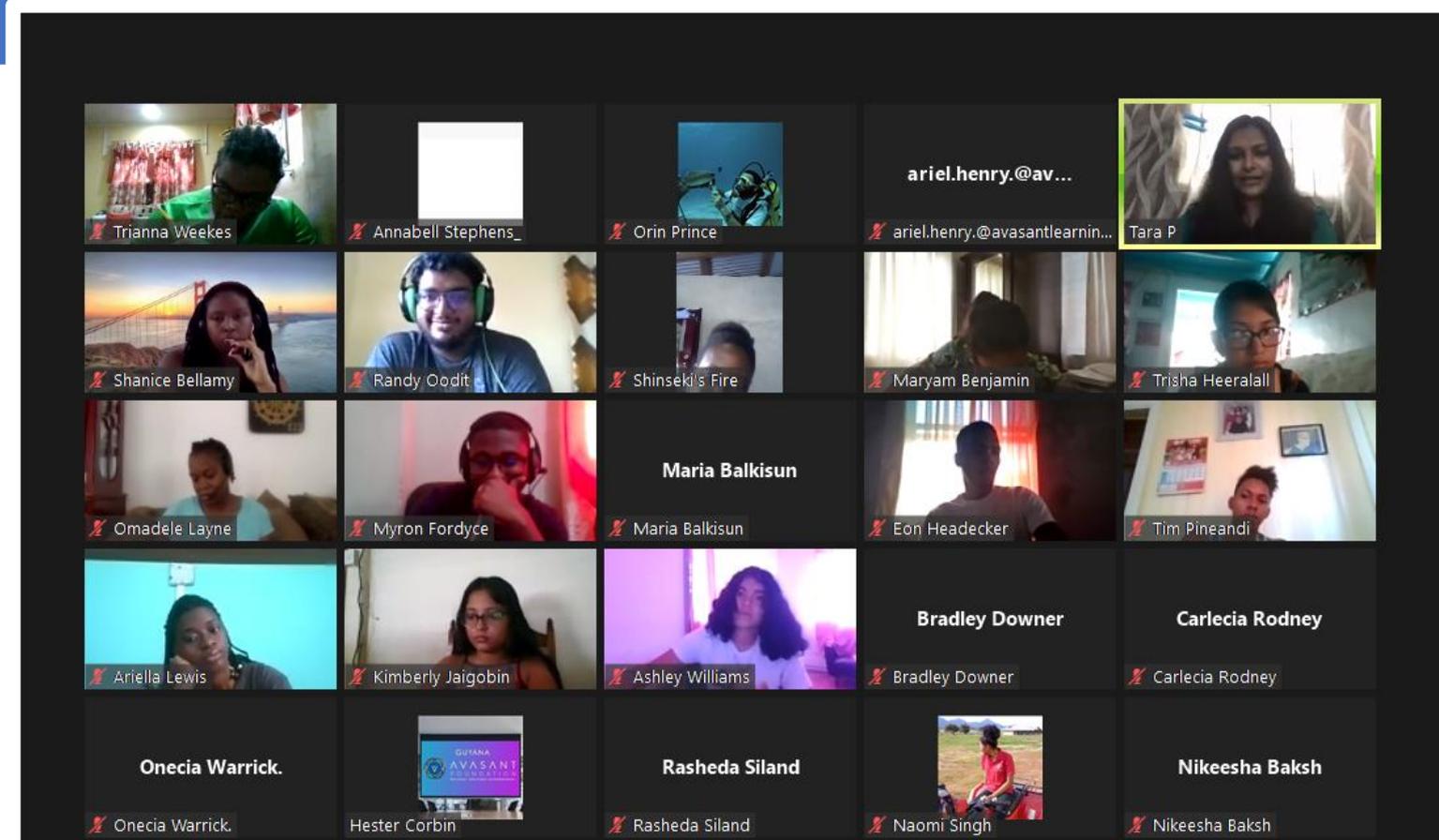
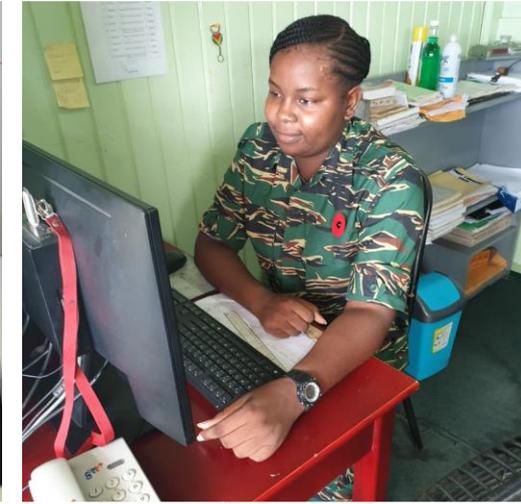
**- Pawan Verma, Advisory Board Member, Avasant Foundation
Head Advisory Relations, Tata Consulting Services**



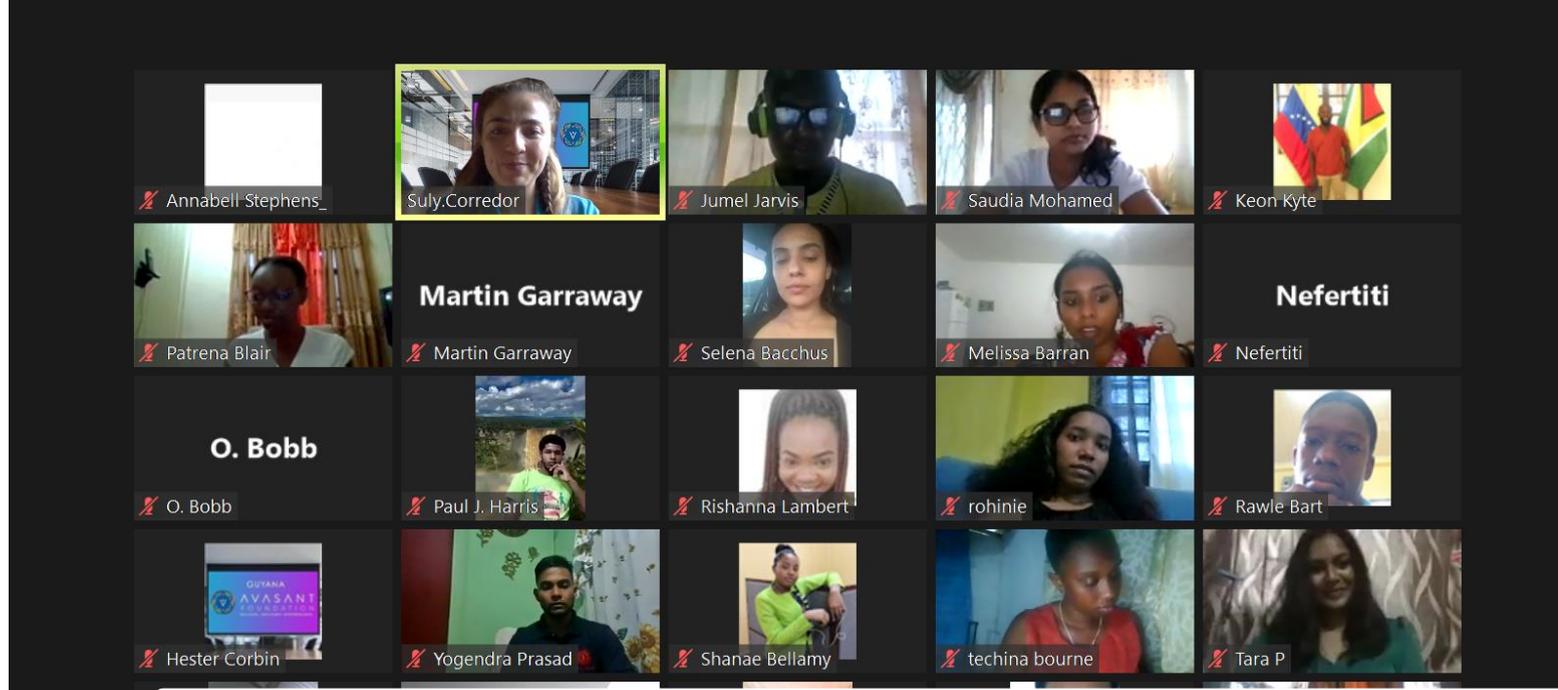
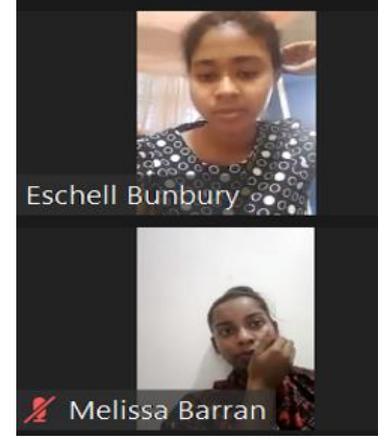
Zoom classroom

"The Avasant Foundation makes the world a little better one person at a time each day. The focused work is changing the lives of young people in underdeveloped countries around the world. I have had the personal experience of seeing the result firsthand over the last eight years. The growth from the beginning to now makes me proud to be a member of the advisory board representing my industry and my company."

- **Joe Hogan, Advisory Board Member, Avasant Foundation**
Senior Vice President, HCL technologies

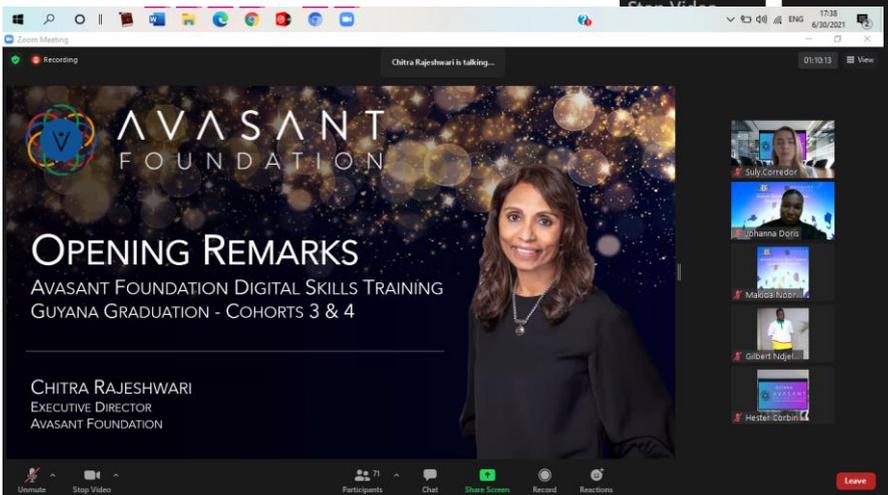


Graduation



“The Digital Age has unlocked a new era for creativity and innovation. Each person, regardless of educational background, occupation, age or location is afforded equal opportunity to compete in the digital age”

- Chairman Avasant Foundation and Global CEO
- Avasant, Kevin Parikh



Our Commitment

Avasant and Avasant Foundation will continue and extend their commitment to improving lives and communities by **empowering youth** in emerging economies through **education, employment, and entrepreneurship**. By fostering in-demand skills so that high-potential youth in developing countries can participate fully in the digital economy, Avasant Foundation empowers youth to prioritize education, employment, and entrepreneurship in a **sustainable and scalable** way to impact not only our students but their entire ecosystem of families, friends and communities.

AVASANT



Empowering Beyond

Chitra Rajeshwari

Executive Director | Avasant Foundation

chitra.rajeshwari@avasantfoundation.org

T (310) 643-3030

M (415) 244-9941

GET CONNECTED



www.Avasant.com