

# 2020 ANNUAL REPORT



AVASANT  
FOUNDATION



# Acerca de Avasant

Avasant  
Foundation



La misión de la Fundación Avasant es permitir que las regiones emergentes desarrollen su potencial. En asociación con fundaciones líderes y agencias donantes institucionales, brindamos a los jóvenes que lo merecen acceso a capacitación y educación en habilidades con el objetivo de crear empleos en la economía digital.



Avasant  
LLC



Avasant es una firma líder en consultoría de gestión y asesoría de negocios enfocada en traducir el poder de la tecnología en estrategias comerciales realizables. Liderados por un equipo experimentado de asesores, nos enorgullecemos de ofrecer compromisos de alto valor a través de la innovación centrada en la industria y soluciones flexibles y centradas en el cliente.

AVASANT



AVASANT  
FOUNDATION

## Our Mission



To improve lives and communities by empowering youth in emerging economies through education, employment and entrepreneurship.





## From the Chairman

As a company, Avasant's goals have always been focused on market growth, sustainable business solutions, and enriching the world we live in. At the core of that strategy is Avasant Foundation. Through our support of emerging economies and the individuals that make up those regions, we are able to quantify the values we as an organization possess. Avasant is dedicated to driving definable social change and empowerment through our not-for-profit venture, Avasant Foundation.

In 2020, despite the challenges of COVID-19, Avasant Foundation (AF) remained focused on its goal to foster integrity, inclusion, and opportunities to empower deserving youths in emerging economies. Avasant Foundation continued creating employment opportunities through skill development training programs delivered online. The courses support local education efforts in the fields of science, technology, engineering, arts, math (STEAM) and entrepreneurship. In its eighth year since incorporation, it is my pleasure to share the achievements of the Avasant Foundation.

Sincerely,  
**Kevin S. Parikh**



## From the Executive Director

2020 has been a groundbreaking year for growth and the evolution of Avasant Foundation's initiatives. We had a strong year in spite of the global challenges presented by COVID-19. We were proud to launch new training programs in Guyana, and the Bahamas. We added five graduating classes to our success in Jamaica and in Trinidad and Tobago via the Avasant Digital Youth Employment Initiative.

We are grateful for the support of Avasant's expert consultants and our initiative partners across the globe who have joined us in paving the way for youth empowerment in developing countries for decades through Impact Sourcing initiatives.

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 new digital economy.

Sincerely,  
**Chitra Rajeshwari**



# Why we succeed

## Innovation & Excellence

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

## Opportunity Creation

Our programs seek to ensure that all youth are **afforded opportunities** to become **contributing members** of the global community and **succeed in the new digital economy**.

### Global Sustainability & Development Focus

Through corporate and non-profit entities, Avasant team is constantly working to **create opportunities for improving lives and communities** by empowering youth in emerging economies through education, employment and entrepreneurship



30%

**Focus on Global Development**  
30% of our projects focus on Global Development

100%

100% of Employees support the Avasant foundation

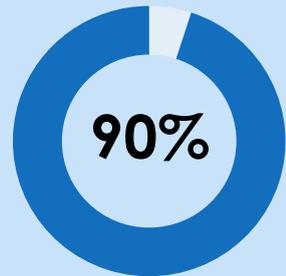
## Our Approach

Avasant Foundation leverages the expertise and relationship of Avasant, a leading global business management and digital strategy firm, to create opportunities for youth to succeed in the workforce of today and tomorrow.

# Why Us?

Avasant Foundation leverages best practices and knowledge base from its parent organization Avasant, to empower economically disadvantaged communities and utilizes Avasant consultants' expertise in the development of training using technology and innovative skills.

# Achievements



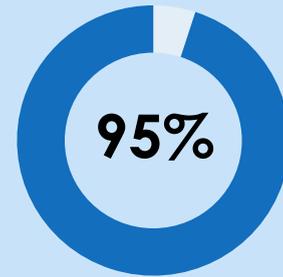
Trainees secure ICT/BPO employment within two months of graduation



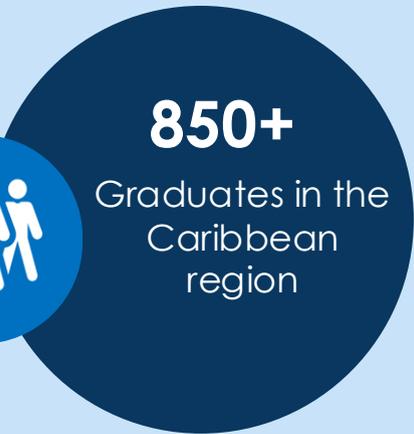
**35+**  
Leading ICT employers actively support AF Impact Sourcing initiatives



Support for SDG 5 female empowerment in Latin America & Caribbean, Africa and Asia



Trainees believe that AF trainings met or surpassed expectations



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

# Global Program Partners



# Youth Empowerment in the New Digital Economy

## Youth Empowerment in the Digital Economy



### Education

In-person and online training in the demand driven technology industry including soft and transversal skills to prepare disadvantaged youth for employment in the ICT, BPO and other companies



### Employment

Job creation initiatives such as Impact Sourcing and enabling employment for training graduates



### Entrepreneurship

iGNITE entrepreneurial digital skills training for youth on using their creativity to start and run sustainable businesses

Additional supporting services: Mentorship and general STEAM Education



# Our Commitment

Of the 17 Sustainable Development Goals (SDGs) in the UN's 2030 Agenda, Avasant Foundation works primarily on three: Quality Education, Gender Equality and Decent Work & Economic Growth, all of which are squarely aligned with our vision and mission.

Avasant and its foundation are aligned in supporting the United Nations Sustainable Development Goals, especially goals 1-No Poverty, 4-Quality Education, 5-Gender Equality, 8-Decent Work and Economic growth, 10-Reduced Inequalities and 17 – Partnerships.



**SUSTAINABLE  
DEVELOPMENT  
GOALS**

# UN Sustainable Development Goals



# Global Memberships



## UN Global Compact

*Since 2011, Avasant has participated with the UN Global Compact and is committed to upholding the ten principles with respect to Human Rights, Labor, Environment and Anti-Corruption. Avasant is strongly committed to environmental sustainability and is an equal opportunity employer that does not tolerate any kind of discrimination among its employees. By extension, they also treat our partners and vendors with dignity and deploy fair practices in the selection and procurement process.*

As part of our participation in the UNGC, we have pledged our commitment to the Women's Empowerment Principles (WEPs) – an initiative that is at the cornerstone of our company mission. Through the recognition of gender equality, we contribute to critical predictors of stability, economic growth and security, and entrepreneurialism, that positively impact our business in a myriad of ways.



As part of our commitment, Kevin S. Parikh, CEO of Avasant and Chairman of Avasant Foundation, has signed the CEO Statement of Support, committing to the development of the “initiate, implement, report” framework, as a guide and benchmarking tool for Avasant's SDG success.

*Avasant has assisted multiple governments in creating frameworks for the development of IT and BPO industries by creating the 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.*

# Global Memberships

## International Association of Outsourcing Professionals

*Avasant Foundation's Executive Director, Chitra Rajeshwari, was honored in 2020 as the recipient of the HCL's Red Ladder award in the category of Women Empower Women at OWS2.0. The award is in partnership with IAOP's Women Empowerment, Leadership and Diversity Chapter. The Foundation's accomplishments under her directorship have included chairing IAOP's Women's Empowerment, Leadership and Diversity chapter, active membership of the CSR and Impact Sourcing team, and judging the Global Impact Sourcing Award. The HCL Red Ladder Women in Outsourcing Awards identify, recognize, and award high performing and high potential women leaders and leverage them as role models for other aspiring women.*



In nominating Rajeshwari, a colleague said, "Chitra's amplification of women's voices within Avasant and her support for capacity development and growth has distinguished her as the firm's single greatest champion of women's empowerment, moving diversity and inclusion from an abstract concept Avasant supports to a practical reality incorporated into the firm."

# Global Memberships

## Global Impact Sourcing Coalition

AF is an Associate Member of the Global Impact Sourcing Coalition (GISC) which brings together leading corporations to promote Impact Sourcing as a hiring strategy to tackle youth unemployment.

Impact Sourcing is a socially responsible arm of the Business Process Outsourcing and Information Technology Outsourcing industry that purposefully hires individuals who have limited opportunity for sustainable employment, often in low-income regions. The GISC is facilitated by BSR as the secretariat and funded by the Rockefeller Foundation. Avasant Foundation, alongside GISC, has worked to create the Impact Source Standard.



This standard defines guidelines and requirements regarding impact sourcing for both the provider and client organization and ensures a quality of work not previously accomplished through impact sourcing. With the expansion of responsible hiring practices and a newly developed standard, impact sourcing has the potential to lead the outsourcing process in terms of efficiency and effectiveness.

# Accolades



2020 - Avasant Foundation continues to be recognized by IAOP as an impact sourcing influencer.

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

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



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

2016 - Avasant Foundation receives the CGI recognition for a second year 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.



2020 Chitra Rajeshwari receives IAOP and HCL Red Ladder Awards for promoting empowerment of women



2019 - Avasant Foundation continues to be recognized by IAOP as an impact sourcing influencer.



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



2018 - Avasant Foundation is the first recipient of IAOP and the Rockefeller Foundation's Global Impact Sourcing Award as an influencer.



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



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



# Accolades

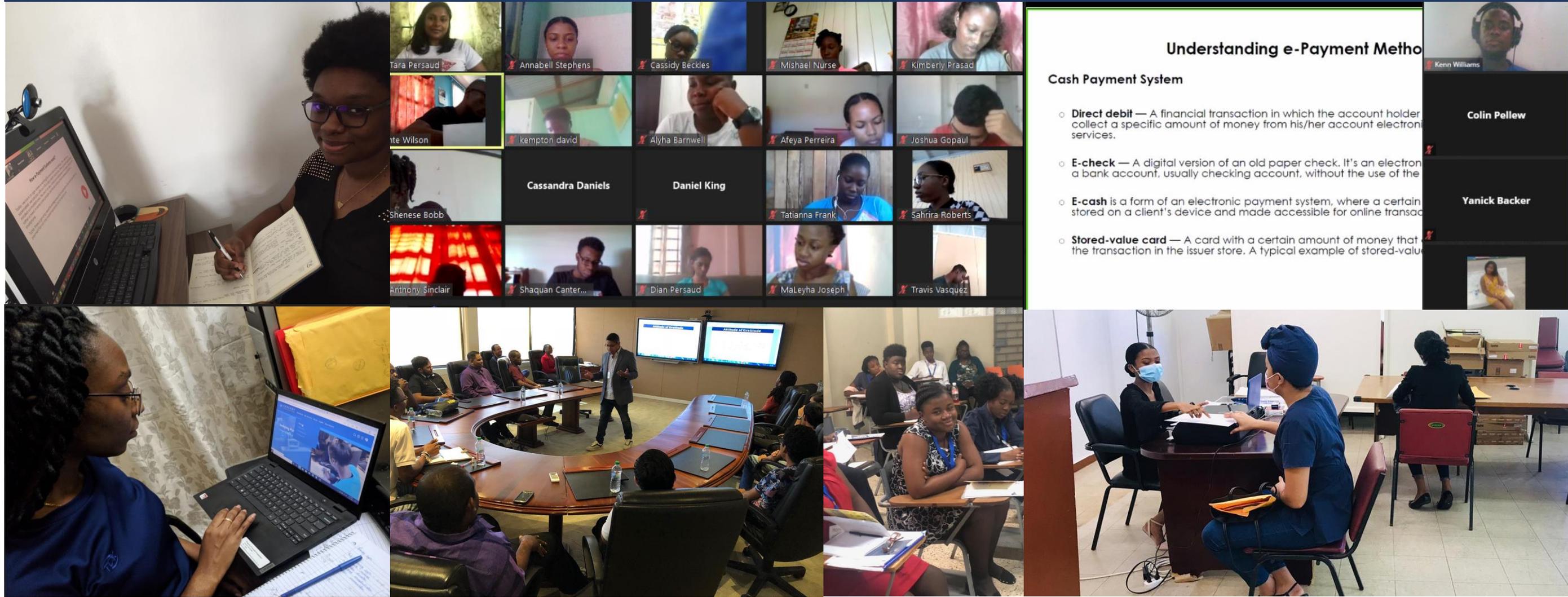
## Clinton Global Initiative (CGI)

Kevin Parikh, AF's Chairman, and Chitra Rajeshwari, AF's Executive Director, were recognized two years in a row by the Clinton Global Initiative in 2015 and 2016, for enabling employment for over 94% of the deserving youth in Jamaica and Haiti who graduated from AF's Digital Youth Employment Initiative.



Avasant also supports various organizations which have been working around the globe for economic stability and the betterment of lives. Among the organizations to receive charitable contributions from Avasant and AF are Clinton Global Initiative, Rockefeller Philanthropies, Association Haitienne pour le Developpement des Technologies de L'Information et de la Communication (AHTIC), Sharefest Community, American India Foundation, TiE Foundation, Project HANDUP and Business Process Industry Association Jamaica (BPIAJ).

# Highlights - Latin America and the Caribbean



In 2020, AF continued to scale its **Avasant Digital Youth Employment Initiative** in the Caribbean. This year marked the sixth consecutive year making an impact through skills training and getting youth hired by companies committed to impact sourcing. Over **90%** of trainees secured employment with leading IT/BPO service providers within weeks of finishing their training.

# Highlights - Latin America and the Caribbean

In 2020, through the Jamaica Promotions Corporation (JAMPRO) Avasant assisted the Government of Jamaica in strengthening its digital talent pool for the Global Services Sector (GSS). This initiative will play a significant role in closing the skills gap for the global digital services in Jamaica. The project will also help Jamaica to compete at the next level into the higher value-added segments beyond business process outsourcing (BPO). The initiative focused on upskilling and preparing persons working in the sector for higher-end jobs in areas such as information technology-enabled services (ITES), knowledge process outsourcing (KPO), and legal process outsourcing (LPO). Avasant's intervention is geared to strengthen the skills development framework and is intended to increase employment within the outsourcing sector in Jamaica from 36,000 to 50,000 by 2023.

The project established the enhancement of the job-readiness curricula for the GSS. Job-readiness skills encompassed soft skills example teamwork and persistence, cognitive skills example numeracy and literacy as well as foundational digital skills to prepare workers to enter the labor market. The objective of this subcomponent is to strengthen the capabilities of the HEART-Trust/NTA and skills development system for the provision of Job-Readiness trainings for the GSS in conjunction with the delivery of industry-oriented training. Avasant Foundation identified skills needs, set standards, and charted career pathways, among other functions, and validated the updated job readiness skills curricula and the digital skills curriculum based on industry and global trends.

The Foundation assisted in designing a training plan for trainers and supported the roll out of a train-the-trainer program that enabled the delivery and certification of the updated job-readiness curricula at different levels - HEART-Trust/NTA, high school teachers, grades 11, 12, 13 and selected tertiary institution lecturers. The train-the-trainer workshop conducted equipped 25 master trainers responsible for training 1000 other trainers in the updated curricula with Soft Skills and Digital Skills training certification



# Highlights - Latin America and the Caribbean

In Guyana, Avasant Foundation launched the Avasant Digital Skills Training program in 2020. The program was delivered fully online leveraging the Avasant Learning Portal and supported by mentorship sessions from top level business executives. The initiative was funded by the IDB Lab to bridge the digital skill-gap in the Guyanese youth workforce. 250 low-income youth and young professionals within Guyana are scheduled to receive training in high-demand digital skills and entrepreneurship for a period of 24 months. The training program is being delivered in partnership with The University of Guyana,

This specialized training will create a digital talent pool in Guyana and demonstrate a digital skills training model that supports bridging of the labor skills gap. This is particularly important given the economic and social transition that Guyana is experiencing. Additionally, the program will help candidates understand the shifting business services landscape and attain industry standard certification.



In 2020, Avasant Foundation also embarked on a joint initiative with the Citizens Strengthening Security Programme (CSSP), the Inter-American Development Bank (IDB) and the Government of Guyana, to focus on the prevention and reduction of crime and violence, and public sector and civil society capacity-building. The programme is expected to aid in the rehabilitation and social transformation of 15 male and 15 female correctional candidates from the New Amsterdam Prison.

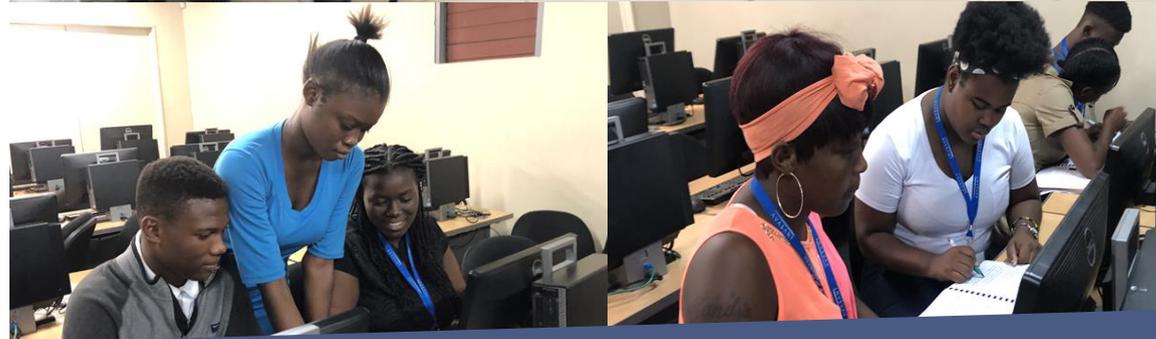
# Highlights - Latin America and the Caribbean

In the Bahamas, Avasant Foundation commenced its initiative in 2020 for Upskilling / Retooling the workforce. This initiative is being funded by IDB Lab to assist the workforce displaced by hurricane Dorian and COVID-19 pandemic. In recognition of the high number of at-risk jobs and the risks to business continuity of small and medium-sized enterprises (SMEs) in the Bahamas' tourism and other vulnerable sectors, the Avasant Foundation will deliver digital, transversal and entrepreneurship training and mentorship to support reskilling/ upskilling of the at-risk workforce. The training will support the ability of the at-risk workforce in Bahamas to use and engage with digital technologies for learning, working and sustainable economic development in a responsible, confident and critical manner. The program will deliver enrichment to the current skillset of the workforce.



Training will focus on delivery of skills required by companies/sectors to combat the adverse effects posed to the economy by the threats of natural disasters and risk to health and wellbeing of the Bahamian workforce. The program will support employment and empower trainees to navigate their own unique career path as well as to support transformation of smaller businesses in adapting to market and business conditions.

Candidates will be provided with mentorship to assist them with developing their skills, strategies and capability to tackle the organizational hurdles more effectively. The Mentorship will leverage the expertise of senior Avasant employees and fellows.



# Highlights

In the last five years, Avasant and its foundation have helped create over **6,000 new jobs** in collaboration with governments, non-profits and the region's growing ICT service industry. A 2017 effort involved advising the Rwandan government on how to optimize its investments in ICT for job creation and development.

Avasant worked with the government of Uganda to develop and strengthen ICT led innovation among the youth to enhance productivity competitiveness and promote efficient delivery of public services. Avasant and its foundation helped the government of Uganda promote entrepreneurship by creating and piloting a “TechnoSpark” training. Through this World Bank funded effort, Avasant partnered with the RAN Innovation Lab and NITA-UICT industry association to offer the training in Kampala, primarily for women. Avasant Foundation is now looking to expand its iGNITE entrepreneurship training and incubation model in Africa and globally.

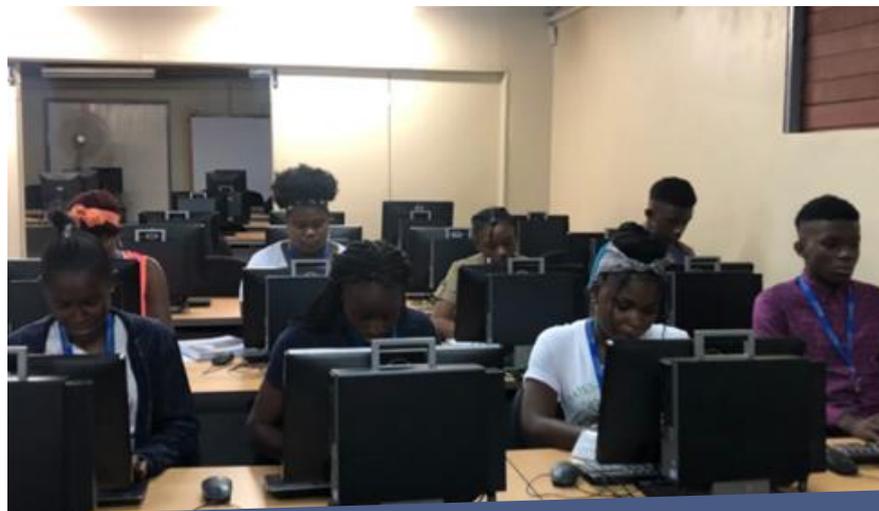


# Jamaica Digital Competitiveness Strategy

The digital services sector has emerged as a key development driver in the post-COVID recovery landscape. Economies with a higher degree of digital adoption will be able to significantly limit both the social and economic impact of the pandemic while having a much shorter recovery cycle. Avasant performed a strategic intervention for the government of Jamaica to improve digital competitiveness across key pillars – human resources, digital ecosystem, infrastructure, business environment and financial attractiveness, in turn, improving global competitiveness. This engagement will serve as the foundation to help Jamaica develop its digital services sector strategy for 2020-2025. The strategy will enable the island to move up the outsourcing/digital value chain specifically focusing on:

- Creating the optimal eco-system for the digital services sector
- Ensuring availability of better/higher skilled resources for higher value services
- Improve Jamaica's institutional capacity to attract FDI into the sector and increase exports.

Avasant leveraged its proprietary Digital Competitiveness Index - DCI™ framework to assess the overall digital competitiveness of Jamaica. The framework helped identify sector development gaps in comparison to other locations and technological advancements within the outsourcing services sector. In addition, Avasant conducted extensive on ground data collection and assessment through online surveys, focus groups, and one-on-one interviews with numerous industry stakeholders – local services providers, educational institutions, investment promotion agencies, and IT/Digital SME's to identify key challenges faced by these stakeholders.



Avasant developed a plan that would ensure a holistic development of the domestic outsourcing sector by outlining the various interventions. They also developed a career progression framework, an online tool that enables a person to select the most suitable career option within the global services sector and then using a talent development platform for training and assessment in that career.

The project resulted in the Jamaican GSS sector putting in place a mechanism to add up to 3,000 trained resources every year to the outsourcing services sector for the next five years. The outsourcing sector was able to reach 80% of its full operational capacity from a state of complete shut down in less than three weeks.

# Post-COVID Strategy for Capacity Building Malawi Tourism Sector

The COVID-19 pandemic brought greater difficulties for the already struggling Malawi tourism sector. Avasant was selected to create a strategy for capacity building to help Malawi rise above the tourism sector crisis caused by the COVID-19 pandemic. Avasant planned and designed its strategy across five sub-activities and produced outputs that included the Tourism HR Development Strategy, the Tourism Quality Development Strategy and the Tourism Enterprise Investment Development Plan. These outputs and other important assessments and analysis were consolidated into the *Tourism Capacity Development Plan*. Avasant developed suitable capacity to support projects worth \$25Bn recommended in the National Investment Masterplan of Malawi and curated the capacity development strategy for over 100 projects suggested as a part of the National Investment Masterplan of Malawi.



## Highlights - Digital Transformation of the Social Sector with Plan International

Plan international currently works with over 1.4 million sponsored children and the processes through which Plan International manages sponsorship have seen incremental changes over many years resulting in duplicate, outdated, and often siloed processes. Avasant will undertake a project to redevelop the 1-2-1 sponsorship model to deliver a quality experience to sponsored children and enhance stakeholder experience.

Plan International will define efficient child sponsorship processes to include:

- Building robust end-to-end processes enabling better risk management and building in quality controls
- Streamlining the processes and building associated organization structure including roles and responsibilities to ensure value is being delivered
- Identifying gaps that would need enhancements such as skills, knowledge, and training.

The updated processes will inform requirements for a new global sponsorship platform.

Avasant will also be helping Plan International in transforming their current sponsorship platform to a modern and more fit for purpose, integrated platform enabling them to better serve both the sponsors and the sponsored children.



# Highlights

Avasant Foundation supported 2020 **STEM and entrepreneurship** education for disadvantaged youth in the **United States** as well as other initiatives in partnership with non-profits, including the **United States Hispanic Chamber of Commerce Foundation** which is dedicated to empowering business leaders through life-long education and support; **Girl Rising**, which supports girl empowerment and education, and **Project Hand Up** which helps people experiencing poverty or homelessness raise money for their needs such as housing, food, or medical expenses.



Avasant Foundation deepened its investments in 2018 to help India reach its 2030 Sustainable Development goals.

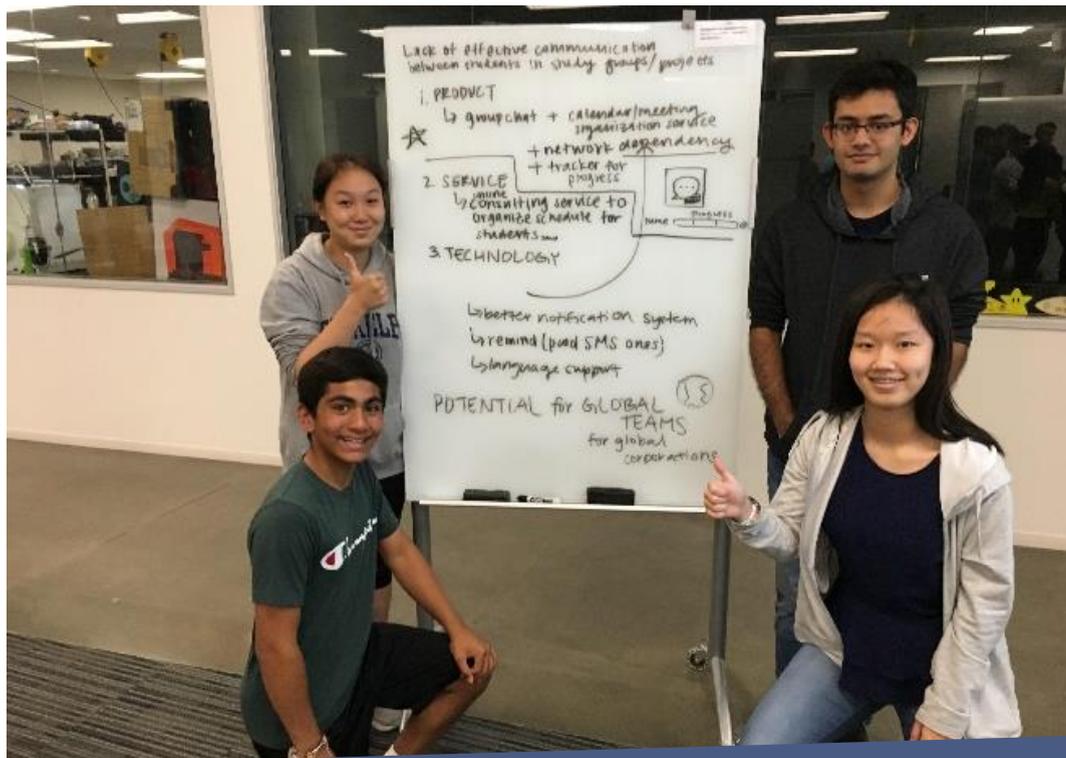


We have added 40 schools in Delhi to reach out to 10,000 students and impact 160 teachers while we continue our efforts in 20 schools in Odisha and 6 schools in Bangalore reaching over 3,000 students and impacting more than 50 teachers. Through the **Digital Equalizer Program** of the American India Foundation, Avasant Foundation have provided over 16,874 students with access to technology across 36 schools in Odisha and Karnataka and trained over 200 teachers in dynamic approaches to curriculum delivery.

# Highlights

Avasant Foundation continued its support for youth entrepreneurship in 2020. The Foundation supports TYE in their extra-curricular program dedicated to fostering the next generation of leaders through the transformative experience of building a startup. TiE Young Entrepreneurs (TYE) Program is an initiative that seeks to inspire, challenge and empower students to become the next generation of entrepreneurs and business leaders. Teenage 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 of bringing 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 also get 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.

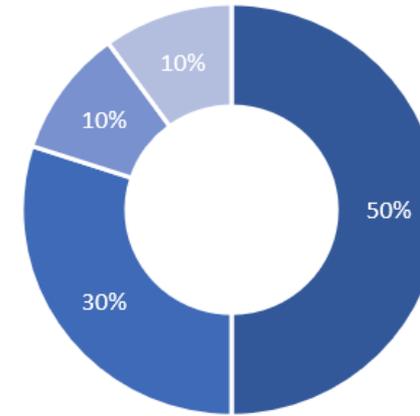


TYE is a unique program that takes place in the TiE ecosystem, which brings together seasoned entrepreneurs and professionals, distinguished professors and speakers, TYE teenage student alumni – who share their passion of educating youth with life skills and innovative spirit.

# Financial Contributions

TOTAL FUNDS RAISED  
IN 2020 **\$1,000,000**

AVASANT  
CORPORATE  
INVESTMENT  
**\$850,000**



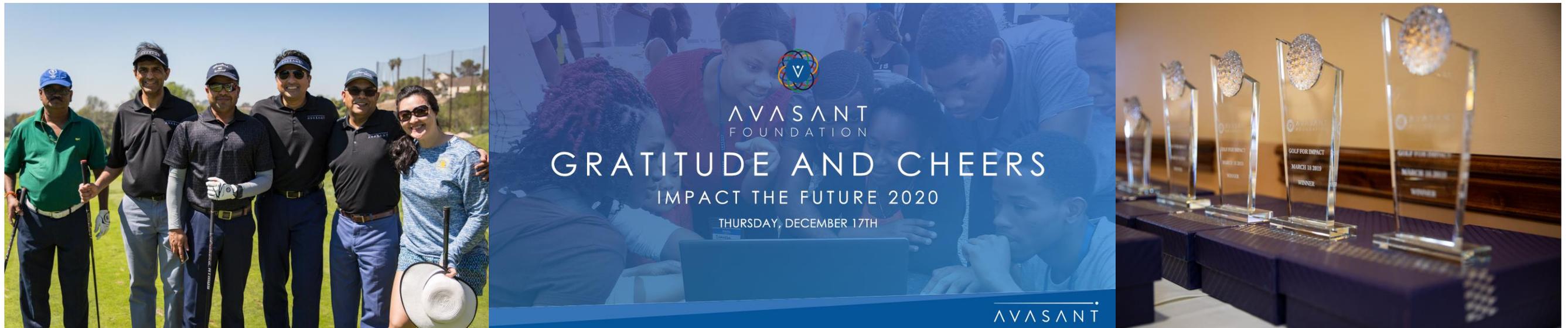
- AF Mission Driven Programs
- AF Supported Programs
- AF Funded Initiatives
- Operations Costs



# Gratitude and Cheers Impact the Future

In order to prioritize the health and well-being of our stakeholders, we made the decision to delay our 7th annual Impact the Future event for 2020. Avasant Foundation sponsors were celebrated for their continued support to the mission of youth empowerment at the virtual event - Gratitude and Cheers Impact the Future 2020. Golf for Impact event rebranded Impact the Future has raised USD 1,072,167 since inception.

Avasant Foundation has hosted an annual charity golf tournament to fund its initiatives since 2014. All proceeds from Golf for Impact support Avasant Foundation's initiatives to create job opportunities, improve education, and empower youth.



# Our Team



Avasant and Avasant Foundation believe that our inherent strength lies in the intellectual and cultural diversity of our workforce. It is an equal opportunity employer and a firm believer in women's empowerment. Avasant's workforce contributes towards the firm's goal of guiding its clients through difficulty with their extensive knowledge, implicit understanding, and passion. Avasant employees contribute their time towards charitable objectives through the foundation. The firm, through its policies, upholds human and employee rights and strongly believes in acknowledging and respecting individuals' dignity, rights, and ambitions.

# Our Commitment to Our Students



Avasant and Avasant Foundation are committed 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.

## Some words from our supporters...



“JAMPRO has strategically partnered with Avasant Foundation through the Digital Youth Employment Initiative since 2015. We recognized the program's potential to scale the Information Technology Enabled Services industry and expand the pool of prospects who can service the industry and also to equip at risk young people with new and transferable skills and enhance their employability. We were right! The Initiative has since trained over 600 young people with over 90% of them hired on completion. This is ideally aligned to JAMPRO's objective to facilitate an increase in the number of jobs in Jamaica, which makes Avasant Foundation an exemplary partner.”

-Diane Edwards, President, JAMPRO

“Raise your glasses to Chitra, Kevin, and Avasant for standing up for something to make the planet better.”

- Joe Hogan, Senior Vice President and Head of Global Advisory and Analyst Relations at HCL Technologies



“The vision is amazing... in 6 years, how much we've achieved with so little. It is a true testament to the Avasant organization. Thank you very much for making the world a much better place.”

- Pawan Verma, Head - Advisor Relations at Tata Consultancy Services

## Some words from our supporters...



“Avasant Foundation is uniquely positioned in its quest to address youth unemployment due to the support and relevance of Avasant, a global technology firm who is the strategic partner for large companies navigating the digital economy.

The commitment to social purpose meant deep alliance to Massy’s purpose (a force for good, creating value, transforming life) and the strong leadership and passion of the leader – Chitra Rajeshwari – allowed an ease and alignment to do meaningful work.

Many organizations set out to do great work but another area that was striking was the practicality of the approach and the ability of the individual to execute.

Clear guidelines and professional standards allowed for knowledge transfer to the individuals from different organizations that were involved with the programme. Expectations were agreed upfront and while the planning was detailed, there was also flexibility when required to benefit the students.

Massy intends to explore opportunities with Avasant Foundation to further impact the region and close the digital skills gap.”

-Julie Avey, VP of Human Resources at Massy Group

“Since beginning our partnership with the Avasant Foundation in 2015, we’ve seen an increase not only in the number of talented young men and women who join our organization but also in the level of professionalism and commitment that they bring to their jobs. We are proud to support the Avasant Foundation in their efforts to equip these young men and women with the requisite skills to build bright futures.

Through its skills training programs the Avasant Foundation has continued to reinforce the upskilling of these individuals and building optimism that has a positive, far reaching impact for their communities.

Conduent looks forward to continuing its partnership with the Avasant Foundation in Jamaica.”

-Lynda Langford, Country Director, Conduent



# Our Successes

