



AVASANT  
FOUNDATION

# 2022 Annual Report

Avasant Foundation



Social Impact

# Who we are

Avasant  
Foundation



Avasant Foundation is a registered 501-c-3 not-for-profit organization in the State of California. The focus of the foundation is bridging the digital skills gap by creating the digital talent pool. 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  
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 global management consulting firm guided by our objective of empowering beyond - empowering people, businesses, and communities to transcend the status quo and acquire new levels of success. This is made possible through our non-profit venture – the Avasant Foundation – the heart of our company. 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 emerging economies through education, employment, and entrepreneurship.

I am delighted that to date, over 32,000 lives globally have been impacted through Avasant Foundation. Our digital skills development training program has seen over 2,200 graduates across 9 regions, of which 95% have secured employment, with 100% diversity across our programs. However, much is still yet to be done. We envision a world where all youth are afforded equal opportunities to succeed and thrive in the digital economy. We remain avidly committed to carrying out our mission and ensuring that youth everywhere can unlock their fullest potential to achieve their dreams.

It is my pleasure to share the achievements of the Avasant Foundation, and I look forward to creating even greater impact in 2023



Kevin S. Parikh  
Avasant Foundation Chairman &  
Avasant Global CEO

# Message from leadership

In 2022, the foundation continued its success with innovative skills development programs that trained another 290 candidates for the digital economy. We are grateful that we were able to continue these existing programs, as well as start a new entrepreneurial program, in Guyana and The Bahamas that will positively impact the lives of socio-economically challenged youth, micro, and small business owners

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

As we look towards the future, we remain steadfast in our commitment to advancing the UN's Sustainable Development Goals and creating inclusion and opportunity for youth in the digital economy. Through our continued efforts and collaborations, I am confident that we will continue to make a positive impact in the lives of many young people across the globe.

In our annual report I am pleased to share Avasant Foundation's impact in the communities we serve.



**Chitra Rajeshwari**  
Avasant Foundation  
Executive Director

# Avasant Digital Skills Programs and SDG Alignment

**32,000+**

Lives impacted directly or indirectly globally

**4** **QUALITY EDUCATION**



**100%**

Diversity and Inclusion. includes 70% female participation

**8** **DECENT WORK AND ECONOMIC GROWTH**



95% of our graduates are employed in various sectors with 80% retention rate

**17** **PARTNERSHIPS FOR THE GOALS**



**1** **NO POVERTY**



**2,200+**

Graduated from Avasant Digital Skills Training programs

**5** **GENDER EQUALITY**



Our graduates secure jobs within the first two months of graduation which impacts their livelihood and that of their families

**10** **REDUCED INEQUALITIES**



Partnerships with educational institutions, private sector and governments are key to success of the training

# Achievements



AVASANT  
FOUNDATION



32,000+

*Impacted  
Globally*



2,200+

Graduates through AF  
training



100+

Leading employers  
support AF's Impact  
Sourcing initiatives

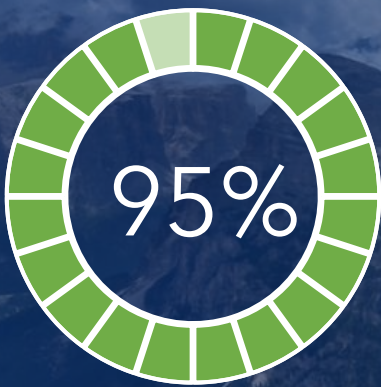


+9

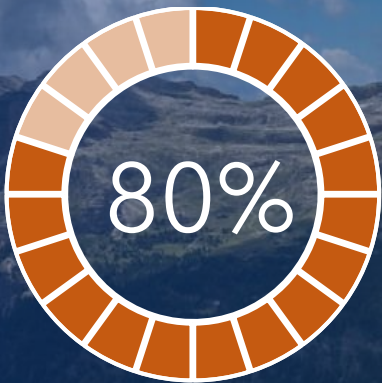
Countries in LAC,  
African continent and SE  
Asia



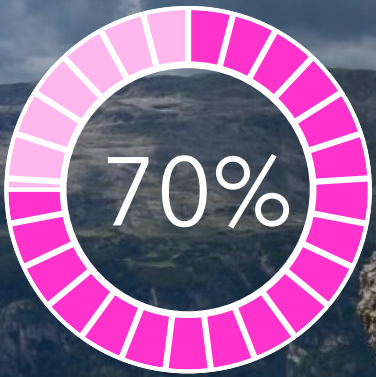
Diversity and  
Inclusion



Secured  
employment in  
various industries



Retention rate  
over two years



Female  
participation



Aligned with SDG  
1, 4, 5, 8, 10 & 17



# Guyana

## Digital Skills Training for Youth in Guyana

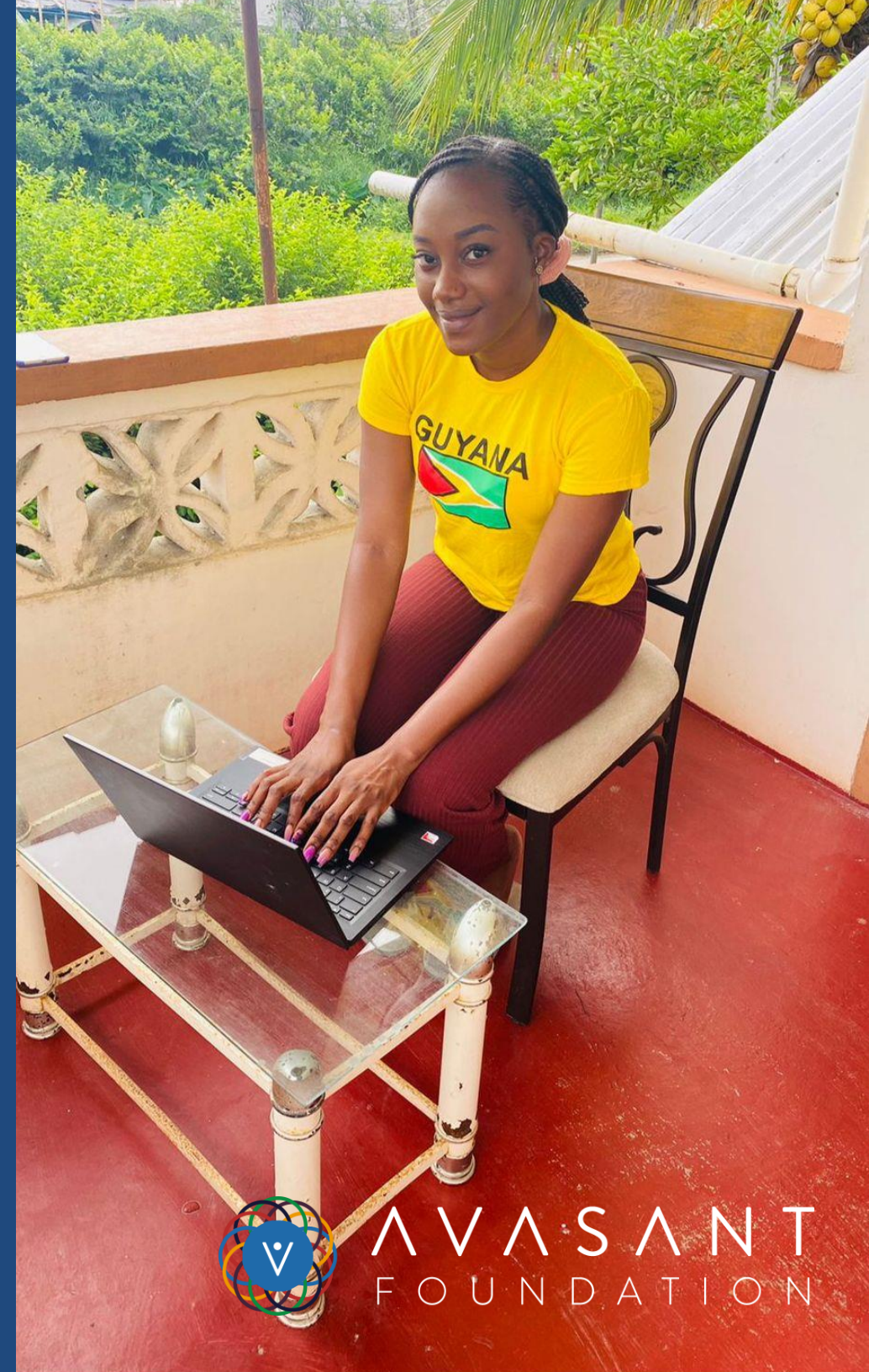


# Avasant Digital Skills Training

Avasant Foundation sought to address the digital skills gap in Guyana at a critical point in the country's economic and social transformation. AF proposed the introduction of Avasant Digital Skills Training (ADST), a program that aims to bridge knowledge gaps to assist youth transitioning from education to job opportunities. The program encourages youth from socioeconomically challenged regions to participate in the fully funded scholarship program.

AF designed a holistic curriculum which includes both soft and technical skills. The transversal soft skills component equipped students with tools for communication, sales and marketing, customer service, and leaderships skills critical to prosper in any industry. The technical component builds skills in high demand in the current local and global economy across all sectors including, training in the Microsoft office 365 suite, UX design, web design and development, mobile applications, data analytics, master data management, and project management. Also included is entrepreneurship training to promote methods of self-employment and incubation in supporting MSM owners who could potentially create jobs for themselves and others.

The Digital Skills for Guyanese Youth Program has exceeded the set target of 150 graduates. Since the training began in August 2020, over 300 candidates have graduated, and about 95% have gained employment. Seventy-five entrepreneurs have successfully completed the training and are putting the skills they acquired to better use in their businesses. Training now offers a pilot on artificial intelligence and machine learning.



AVASANT  
FOUNDATION

# Impact- Guyana



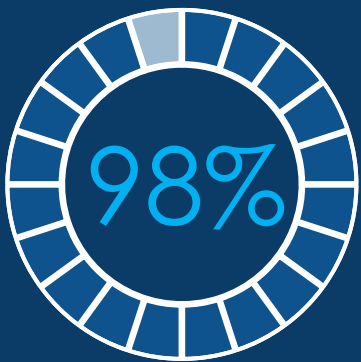
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Regions impacted  
during training



95%

Job placement



Retention rate



300+

Trained  
participants



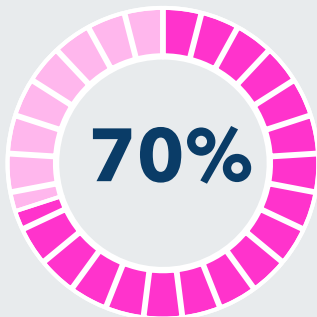
11

Cohorts  
completed



30

Students  
per  
Cohort



Female  
participation

## Partnerships



UNIVERSITY of GUYANA



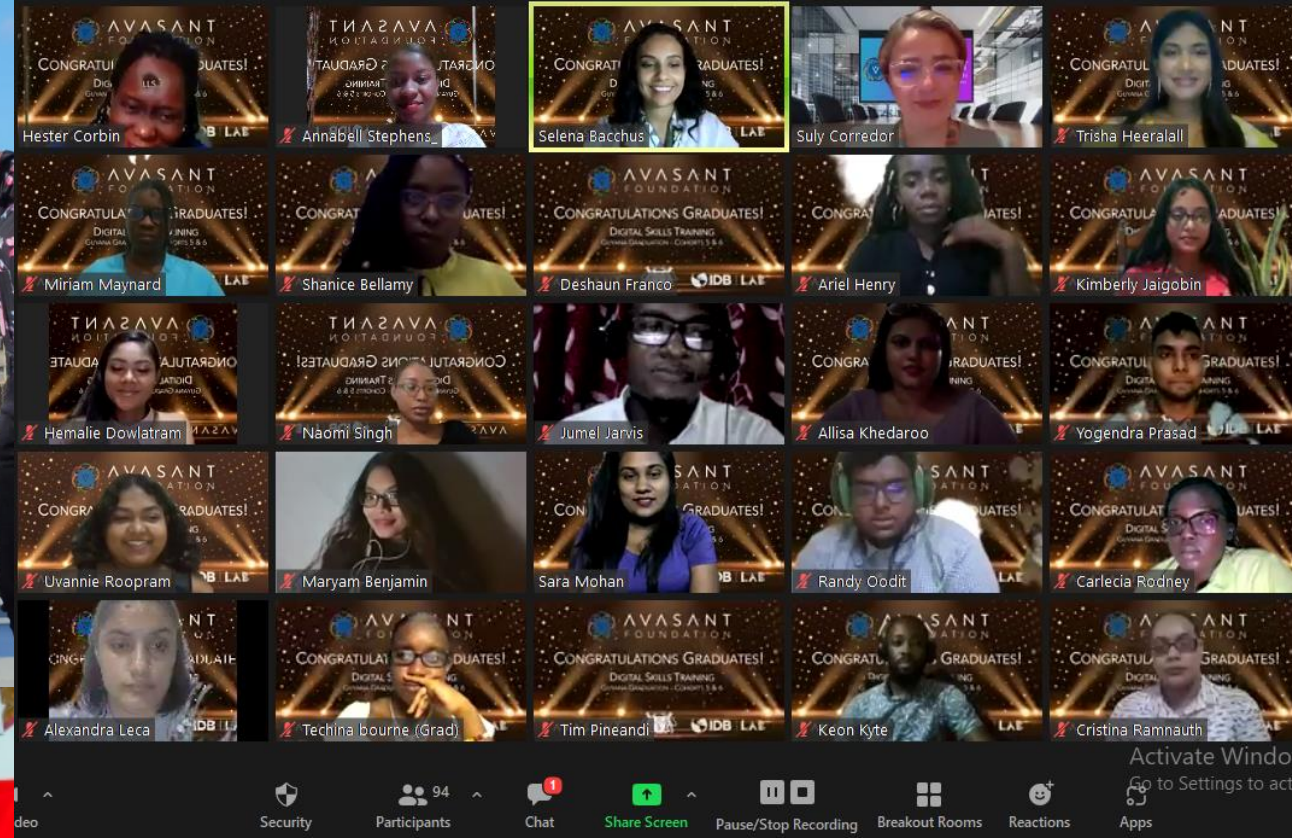
Vishnu Pandey &  
associates INC



"We were able to learn the basics of MS Office 365, project management, UX design, mobile application building, web design and development, master data management, and entrepreneurship. I was beyond proud of myself when I created my first functional android application and personal website, but it also encouraged me to properly understand what was taught and made confident in my new skills."

**Trisha Heeralall,**  
**Student Cohort 5.**  
**ADST- Guyana**





# Live Event Guyana



# Celebrating our students

On August 17<sup>th</sup>, 2022, Avasant Foundation held its first in-person event of the current students and past graduates from the Avasant Digital Skills Training (ADST) in Guyana. The event was held at the Atlantic Ballroom of the Pegasus hotel, with spectacular views of the Atlantic Ocean. It was a night of gilt and glamor as we celebrated our graduates.

The highlight of the evening was the speeches from past and current students expressing their gratitude for having been given the opportunity to be part of this fully funded training program which has, and will, continue to change their lives for the better.

Many of our key partners attended the ceremony. The evening kicked off with a keynote address by Avasant CEO, Kevin Parikh; followed by speakers including the Executive Director of Avasant Foundation, Chitra Rajeshwari, the Vice Chancellor of the University of Guyana; Prof. Paloma Mohamed-Marten; Dr. Marcel Hutson, Chief Education Officer from the Ministry of Education; and Lorena Solórzano Salazar, Inter-American development Bank- Guyana Country Head.



# The Bahamas

Digital Skills and  
Employment  
Opportunities for the  
Displaced Workforce





# Avasant Digital Skills Training

Funded by the Inter-American Development Bank LAB (IDB LAB), Avasant Foundation kicked off the Digital Skills and Employment Opportunities for the Displaced Workforce in The Bahamas. The program is designed to help the unemployed and the underemployed impacted by Hurricane Dorian and the COVID-19 pandemic. The training allows the candidates to build technological skills to succeed in a technology-driven job market. Like Guyana, the training offers both soft and digital skills. And entrepreneur skills training has a separate track. Thus far, 220 candidates have graduated, of which 80% are employed. Currently there are two cohorts in session with multiple cohorts planned. Eventually, the foundation will award 500 fully funded scholarships.

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.

# Professional development Workshop Series



**Guest speaker series**



**Resume writing workshop**



**Mock interview workshop**



**Mentorship workshop**

  
  
**Bertrand Leroux**  
Former Senior Vice President, &  
Global Chief Information Officer  
Activision Blizzard  
November 9<sup>th</sup>, 2021




  
**GRADUATION CEREMONY**  
**NURIA SIMO**  
FORMER CIO OF THE INTER-AMERICAN  
DEVELOPMENT BANK (IDB) AND AVASANT  
FELLOW







  
**GARY AHWAH**  
CTO FOR MOLINA  
HEALTHCARE, INC.



# Impact- The Bahamas



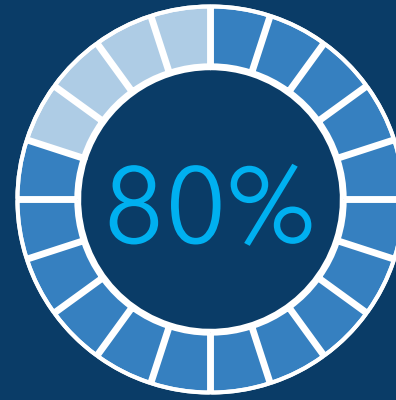
9

Family Islands



80%

Job placement



Retention Rate



220

Graduates



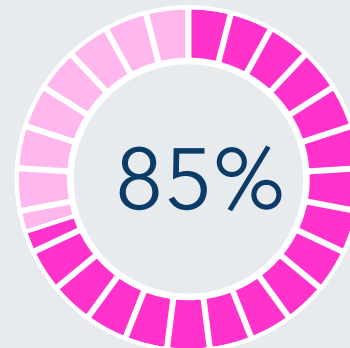
2

Cohorts in Session



30

Students per  
Cohort



Female  
participation

## Partnerships



Department  
of Labor

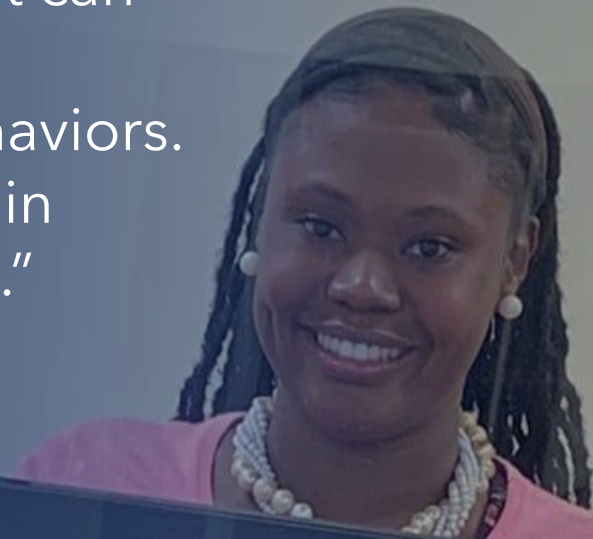


242 Jobs



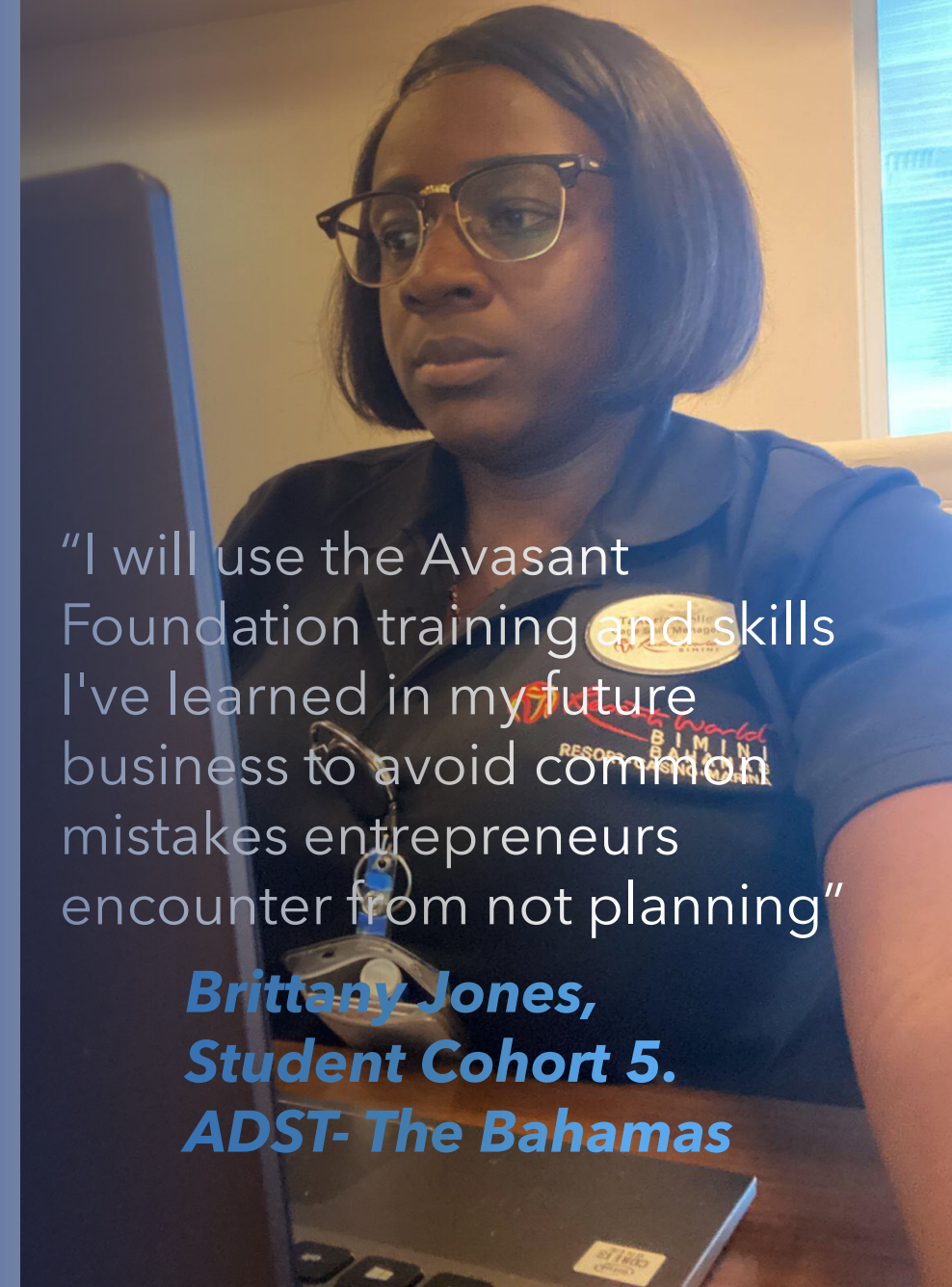
"Before joining The Digital Skills Training, I had used basic data analytics as part of my job in marketing, but never realized the fullness of it and how it can be leveraged to explain different patterns and behaviors. I am really excited to dive in deeper and to learn more."

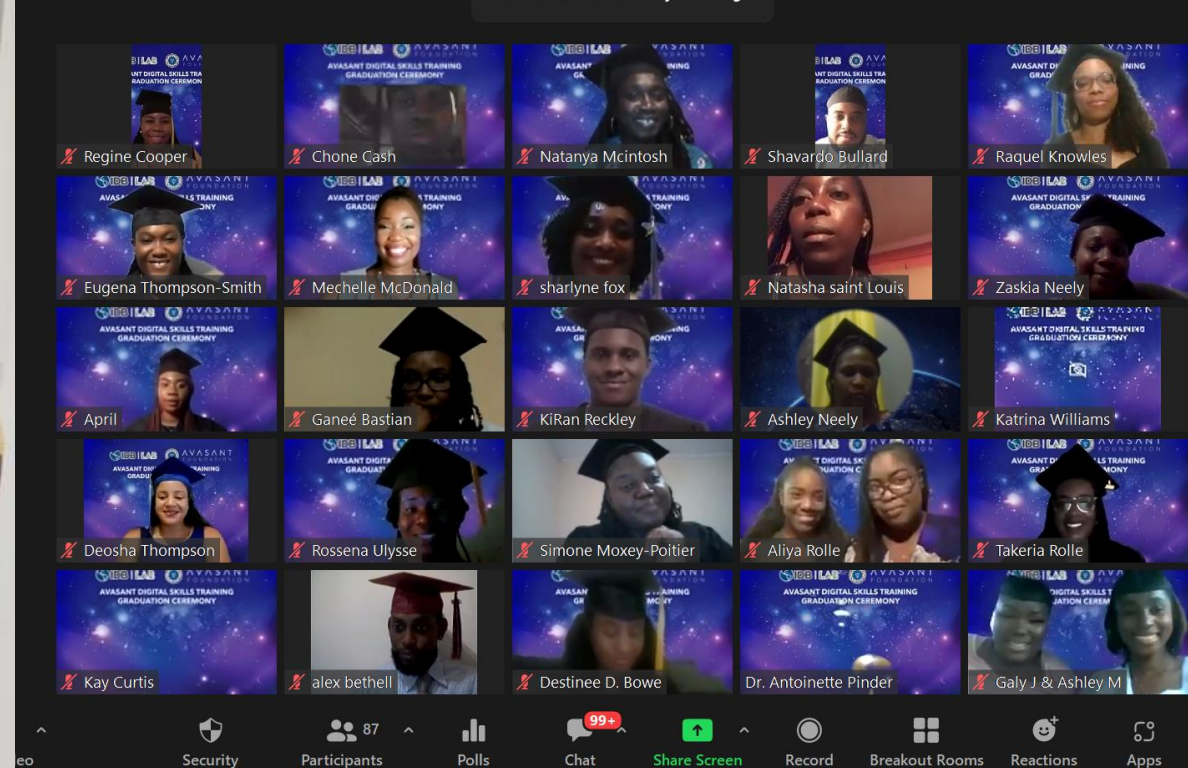
***Gail Joseph,  
Student Cohort 5.  
ADST- The Bahamas***



"I will use the Avasant Foundation training and skills I've learned in my future business to avoid common mistakes entrepreneurs encounter from not planning"

***Brittany Jones,  
Student Cohort 5.  
ADST- The Bahamas***





# 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.



## Global Program Partners



JAMPRO  
TRADE & INVESTMENT JAMAICA



The  
ROCKEFELLER  
FOUNDATION



AMERICAN  
INDIA  
FOUNDATION



USAID  
FROM THE AMERICAN PEOPLE



UNIVERSITY  
OF THE BAHAMAS



UNIVERSITY of GUYANA



University of Technology,  
Jamaica



UWI

# Industry Recognition



AVASANT



- 2018 Honored by American India Foundation
- 2017 Named Lead Chair for the IAOP Women Empowerment Leadership and Diversity Chapter
- 2016-2015 Commitment to Action- recognition by Clinton Global Initiative for Jamaica and Haiti

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



# ESG Alignment

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

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

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



# Global Compact Memberships



*UN Global Compact member since 2011. Avasant Foundation has aligned its vision and business practices with the principles of the Global Compact.*

## HUMAN RIGHTS



AF envisions a more inclusive supply chain by fostering the social betterment of underprivileged communities. This enables economic growth and an employable workforce in emerging nations where we are directly engaged with governments

## FAIR TRADE LABOR



AF does not discriminate in hiring, remuneration, access to training, promotion, termination or retirement based on age, race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation

## ENVIRONMENT AND SUSTAINABILITY



AF 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.

## ANTI-CORRUPTION



AF strongly adheres to a zero-tolerance policy against bribery, extortion, human trafficking, and other corrupt or criminal practices. We strictly follow and adhere to the Foreign Corrupt Practices Act of 1977 (FCPA)

# International Association of Outsourcing Professionals



Avasant Foundation, in partnership with IAOP's Center for Social impact, is focused on doing good through impact sourcing, socially responsible outsourcing, diversity, equality and inclusion, empowering women, and leadership.

Avasant Foundation won the Global Impact Sourcing award in the Influencer category in 2018 and continued to get recognized in 2019, 2020, 2021 and 2022 for its Digital Skills training program for youth from socio-economic challenged backgrounds by creating job opportunities and elevating their livelihoods.

Avasant Foundation's Executive Director, Chitra Rajeshwari, is a member of the leadership team at the Center for Social Impact. She has chaired IAOP's Women's Empowerment, Leadership and Diversity chapter, and served as a judge as the Global Impact Sourcing Award judging panel for 2019, 2020, and 2021.

Chitra Rajeshwari was recognized at HCL's Red Ladder in partnership with IAOP, as one of their UNSTOPPABLE WOMEN in 2022. Unstoppable women honors outstanding woman executives who are making impact in their business but also demonstrating leadership, passion and determination, inspiring others and providing opportunities for others to succeed in all corners of the globe.



# TYE Partnership



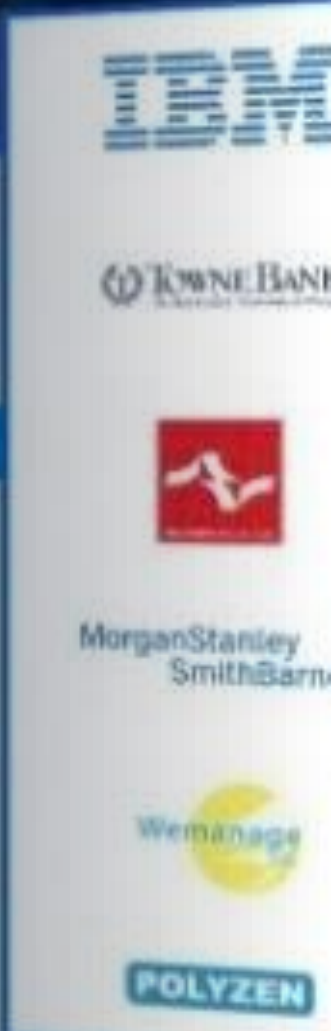
Avasant Foundation continued its support for youth entrepreneurship in 2021. The Foundation supports the TiE Young Entrepreneurs (TYE) in their extra-curricular program dedicated to fostering the next generation of leaders through the transformative experience of building a startup. Youth (grades 9-12) 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 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. These features are designed to improve the learning experience. Our platform also offers detailed analytics on student retention, grade trends, and class engagement so that educational institutions can use Stella to grow 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 Golf event 2022



# Impact the Future - Golf Event

A photograph of a line of white golf carts parked on a grassy area, likely a golf course. Several people are seated in the carts. The person in the foreground is wearing a bright green polo shirt, a brown hat, and sunglasses. The carts are arranged in a row, receding into the background. The image has a blue overlay on the left side where the text is located.

On Monday October 3rd, 2022, Avasant Foundation hosted its annual golf event, Impact the Future, at the stunning Los Verdes Golf Course tucked above the cliffs in Rancho Palos Verdes, California.

The Avasant Foundation was honored to have raised \$553,500 through 2022's "Impact the Future" event. All proceeds raised go to the Avasant Foundation's empowerment efforts of deserving youth through education, employment, and entrepreneurship.

Thank you to our 2022 Sponsors!





## *Golf for Impact Sponsors*

**HCLTech**

**tcs** TATA  
CONSULTANCY  
SERVICES

**HITACHI**  
Inspire the Next

Capgemini

  
infinite

**kyndryl**

**UNISYS** | Securing Your  
Tomorrow®

**Infosys**®

 **cognizant**

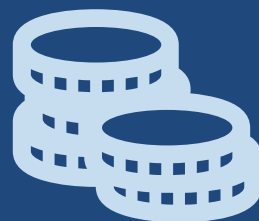
**DXC**  
TECHNOLOGY

  
**accenture**

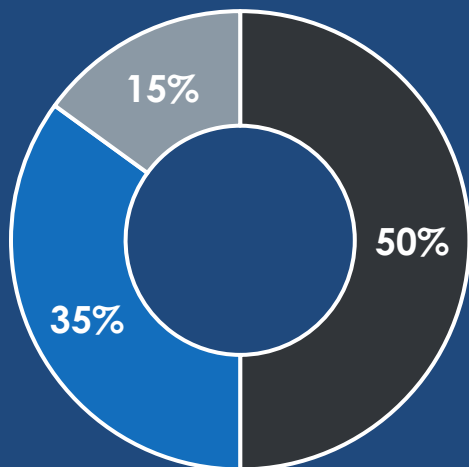
# Financial information



TOTAL FUNDS RAISED  
**\$1,365,500**



AVASANT CORPORATE  
INVESTMENT  
**\$950,000**



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

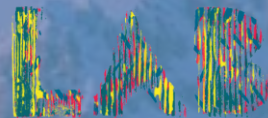


# In 2023, we will continue and expand our impact on youth and women empowerment globally

## Digital Skills Training



### Current Programs



### New Programs



**United States**

Region Pilot Program



**Trinidad & Tobago**

Entrepreneur to Entrepreneur (E2E) program

**Project Value \$2.5MM**

## Ongoing Partnership



**United Nations**  
Global Compact



**USC** University of Southern California



**INNOVATE@UCLA**



**YOUNG ENTREPRENEURS**  
FOSTERING ENTREPRENEURSHIP



# USA Region- Digital Skills Training

March 2023, Avasant Foundation will contribute to America's digital adoption and bridge inequalities by tackling digital proficiency. We will provide relevant job-related soft and technical skills training, workshops and mentorship for candidates to meet corporate milestones and enable them to develop their career by:

1. Assisting in identifying job relevant skills training
2. Identifying educational institutions
3. Setting up goal-based milestones
4. Fast track the candidates for job opportunities



# Digital Skills and Digital Entrepreneur- Trinidad and Tobago

In 2023 Avasant Foundation will support digital upskilling and digital entrepreneurship in Trinidad and Tobago.

The Foundation will partner with a development agency and an educational institution to create an innovative model that can be scaled to bridge the digital skills gaps for youth. We will also offer a digital skills entrepreneurship track for starts-ups and for established micro, small and medium business owners so they can be part of the digital economy.

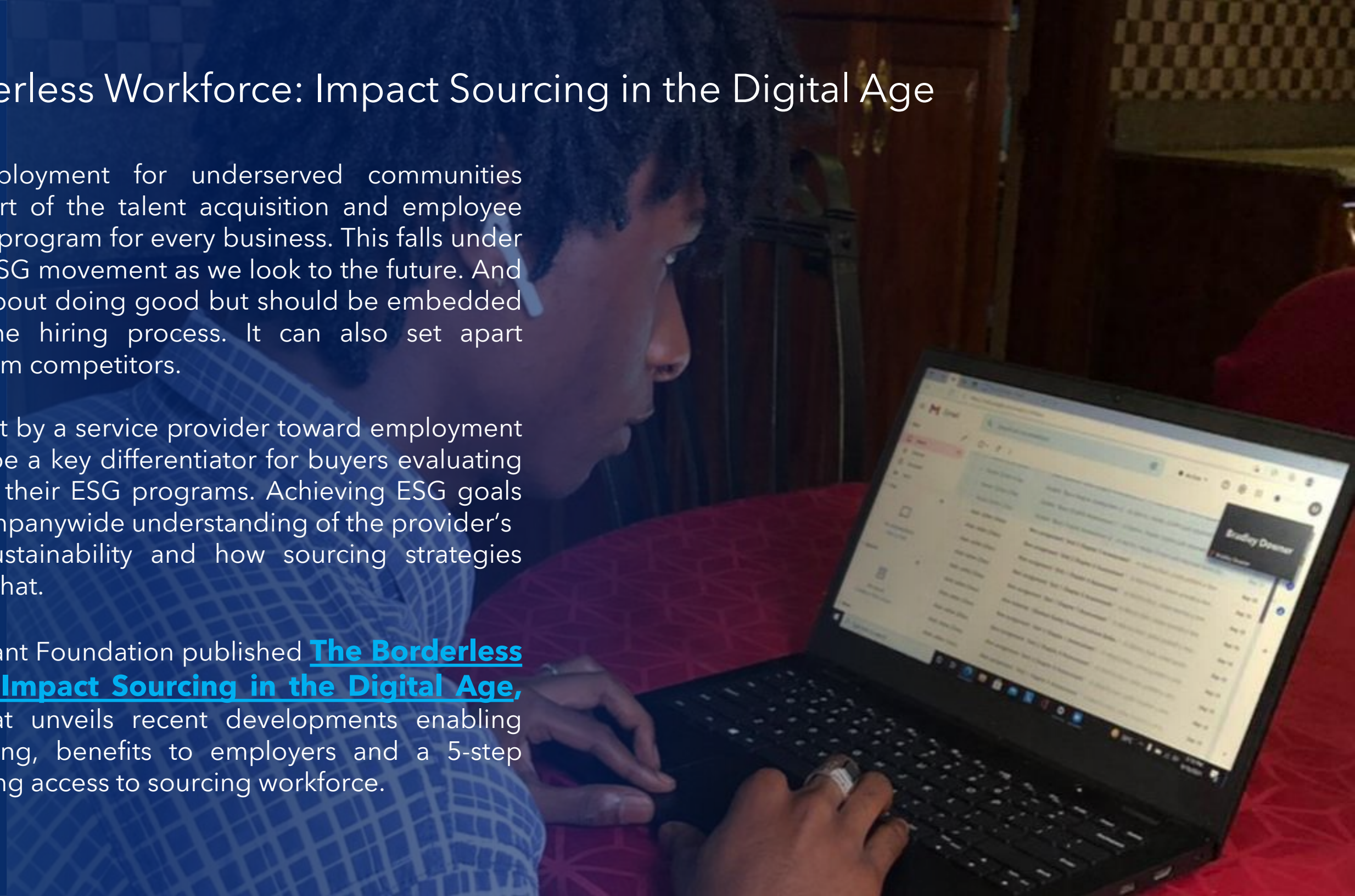


# The Borderless Workforce: Impact Sourcing in the Digital Age

Creating employment for underserved communities should be part of the talent acquisition and employee development program for every business. This falls under the broader ESG movement as we look to the future. And it is not just about doing good but should be embedded as part of the hiring process. It can also set apart businesses from competitors.

A commitment by a service provider toward employment creation can be a key differentiator for buyers evaluating suppliers and their ESG programs. Achieving ESG goals requires a companywide understanding of the provider's impact on sustainability and how sourcing strategies contribute to that.

In 2022, Avasant Foundation published [\*\*The Borderless Workforce: Impact Sourcing in the Digital Age\*\*](#), an article that unveils recent developments enabling impact sourcing, benefits to employers and a 5-step guide to getting access to sourcing workforce.



# 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.

A close-up photograph of a hand holding a string of warm white lights. The hand is positioned palm-up, with fingers slightly curled around the string. The lights are small, round, and glowing, creating a soft, warm glow. The background is a solid, light blue color. The overall image has a soft, ethereal quality.

# AVASANT



## Empowering Beyond

Chitra Rajeshwari

Executive Director | Avasant Foundation

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GET CONNECTED



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