



AVASANT  
FOUNDATION

# 2023 Annual Report

## Avasant Foundation



# Who We Are



Avasant Foundation is a non-profit organization that is registered as a 501©(3) in the State of California. The foundation aims to bridge the digital skills gap by creating a digital talent pool. In partnership with leading foundations and institutional donor agencies, Avasant Foundation provides deserving youth access to skills training and education with the goal of job creation in the digital economy.



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.

# Message from Leadership

Avasant stands as a renowned global management consulting firm, driven by our mission to empower beyond—empowering individuals, enterprises, and communities to surpass conventional boundaries and reach new heights of achievement. Integral to our mission, is the Avasant Foundation, our non-profit initiative at the core of our organization. Aligned with our corporate strategy, Avasant has dedicated itself to enhancing lives and communities through the Avasant Foundation. Our focus lies in empowering youth in emerging economies through education, employment, and entrepreneurship, reflecting our unwavering commitment to positive societal impact.

I am proud to report that the Avasant Foundation has already touched the lives of over 52,000 individuals worldwide. Our digital skills development program has yielded remarkable results, with over 2,700 graduates across 12 regions, boasting a 93% employment rate, with a 70% female participation and 100% diversity across all initiatives.

As we look ahead, we are reminded that our journey is far from over. In celebrating the milestones achieved, we recognize that there is still much work to be done.

We envision a world where every young person has equal access to opportunities for success and prosperity in the digital age. Our dedication to this cause remains steadfast, as we continue to pursue our mission of unlocking the full potential of youth worldwide.

I am honored to share the work we have done thus far, and I am deeply grateful to everyone who has contributed to our success. Together, we will continue to build on our achievements and strive to make an even greater impact in 2024 and beyond.



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

# Message from Leadership



**Chitra Rajeshwari**

Executive Director  
Avasant Foundation

The Avasant Foundation, guided by the principles of sustainability, inclusivity, and empowerment, is committed to advancing the Sustainable Development Goals (SDGs) while uplifting and empowering youth and women across the globe. We understand the transformative power of education, opportunity, and support, and we are committed to ensuring that these fundamental rights are accessible to all.

As we reflect on another year of unwavering dedication to our mission, I am honored to share with you the profound impact of the Avasant Foundation's initiatives in our annual report.

Throughout this report, you will encounter the remarkable journeys of individuals whose lives have been touched by the programs and projects that have been executed by the Foundation over the past year. From providing full scholarships to aspiring young leaders, to creating entrepreneurship opportunities for women in underserved communities, we continue to expand our efforts to break down existing barriers, and to build a more inclusive and sustainable world for all.

We recognize that our mission requires collective effort, and we are proud to partner with communities, governments, businesses, and NGOs to catalyze positive change.

Whether as a supporter, volunteer, or advocate, your involvement is instrumental in advancing our shared mission. Together, let us continue to strive towards empowering the communities and countries wherein we operate.

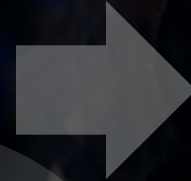
# Bridging the Gap: Harnessing Technology to Promote Equity in Education and Digital Skills

Technology can play a pivotal role in bridging educational divide

**732 m**  
Youth out of  
the labor force

**1 in 5**  
are not in  
education,  
employment or  
training

**92%**  
Do not have  
access to Digital  
Skills



**Provide digital skills training**  
Deliver online training to enable participation from different diverse background on global scale



**Bridge the digital divide**  
by providing access to data, information and resources

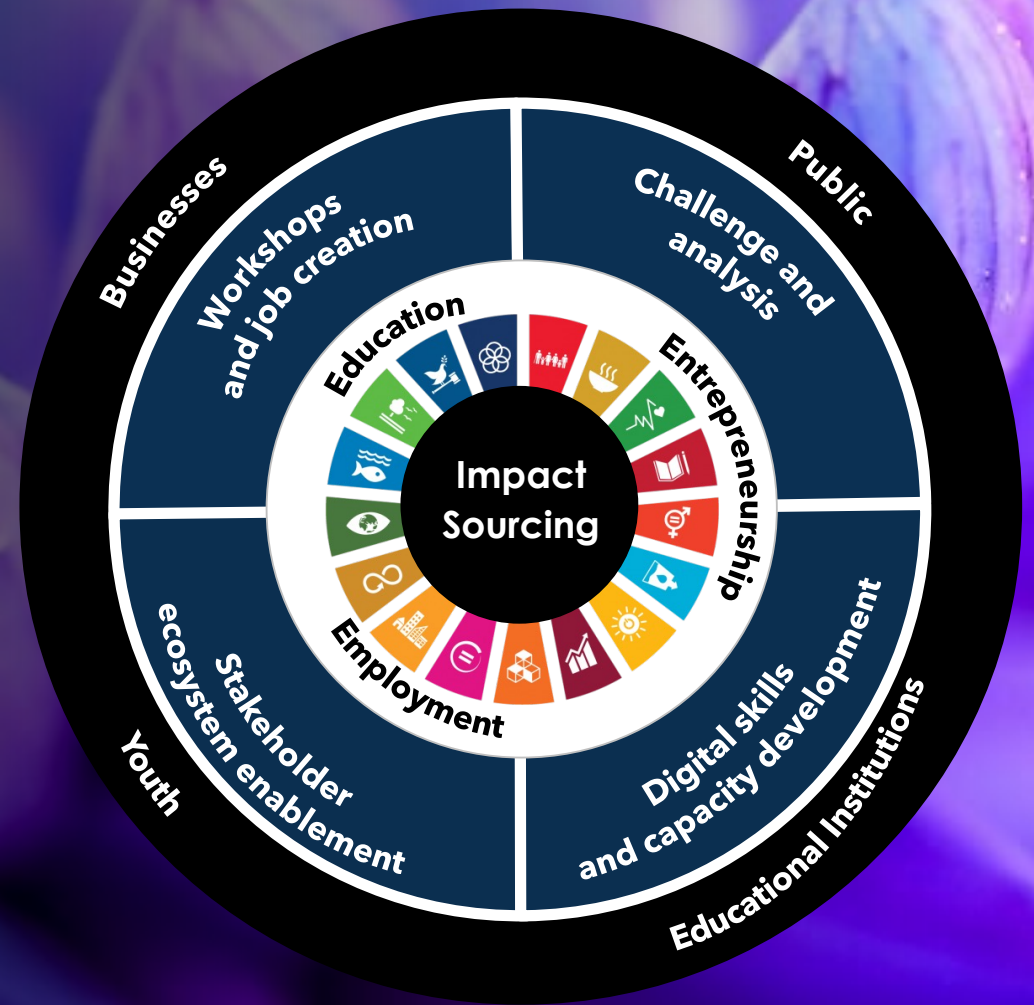


**Create equal opportunities**  
Foster global economic participation with equal opportunities

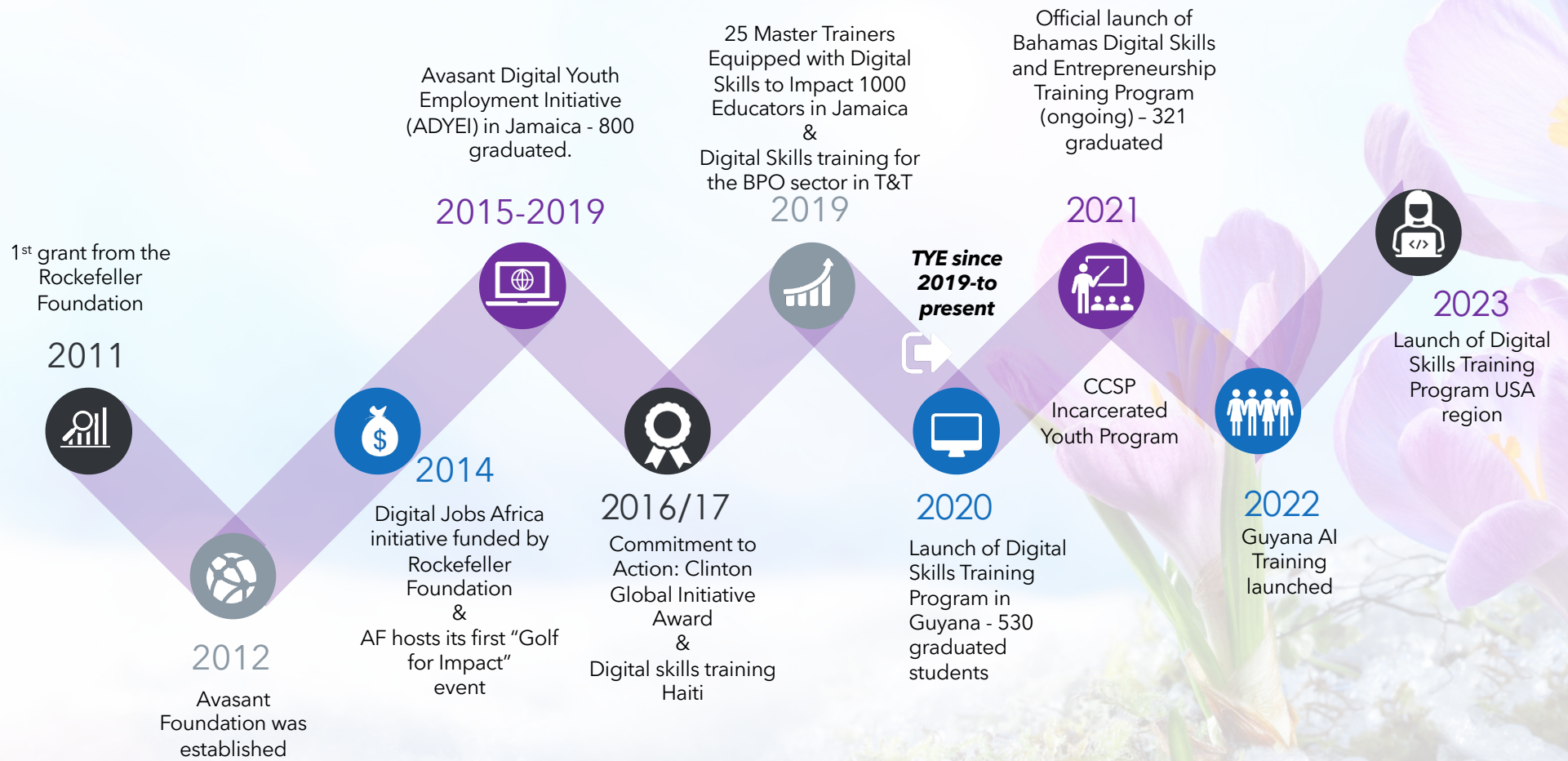


# AVASANT FOUNDATION

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



# Key Accomplishments




# Avasant Foundation's Alignment to the Sustainable Development Goals







# Why We Succeed




Programs innovatively tailored to address country-specific needs and shortcomings.



Carefully crafted programs prioritize scalability for adaptability and expansion.



The Avasant Associate Engagement Program provides support, including training content development by skilled consultants



A collaborative ecosystem, partnering with public, private sectors, and academia to facilitate training delivery and job opportunities.

## Partnership for Goals



# 2023 Avasant Foundation Projects



## Digital Skills Training for Youth – Guyana

Addressed the skills gap at a critical point in the country's economic and social transformation by delivering Digital and Entrepreneurship Skills Training



## Digital Workforce Development – The Bahamas

Designed and rolled out Digital Skills and Entrepreneurship Skills Training for displaced and underemployed Bahamians



## Digital Skills Training- USA Region

Created and delivered a customized skills training to enable employment within the corporate sectors.





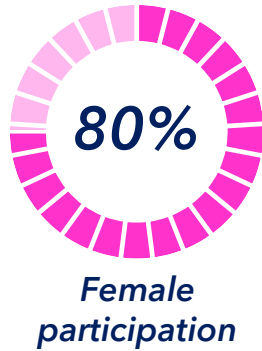
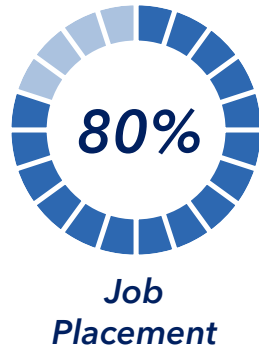
## The Bahamas

### Digital Skills and Employment Opportunities for the Displaced Workforce

*“ Avasant’s Digital Skills program in the Bahamas has been highly beneficial for students, with personalized subject matter and up-to-date examples. Students have reported putting practical skills into immediate use in their jobs and have shared their plans to utilize them when they enter the job market. The program builds critical skills that can be transferred across job types, levels, or future learning and the facilitators present the knowledge in a practical, engaging manner. Overall, it is an excellent program to fill information gaps or better understand the digital landscape, with overwhelmingly positive student feedback in terms of content and format”.*

– Dr. Antionette Pinder, Facilitator

# Impact Results



The program is designed to help the unemployed and the underemployed impacted by economic and natural disruptions. The Avasant Digital Skills Training equips candidates to thrive in a technology-driven job market.

The ADST program is delivered online with a synchronous teaching methodology which allows students and teacher interaction, support, and personalized guidance. Efficient and intuitive ed-tech tools are incorporated to enhance the learning experience and improve student engagement and outcomes. A variety of learning activities, theoretical and practical assessments are also used in the virtual classrooms to evaluate students' understanding and test their newly acquired skill set.



*“ Students are usually most excited for website development and are eager to understand web design and coding. The hands-on experience, provided by the Avasant Foundation material, brings the lesson to life and within a few classes, students can walk away with a basic website and an understanding of how to utilize these critical digital skills. Using real-life examples and sharing resources engages the students on another level and I remain connected with numerous students that have used this knowledge to improve at work or in their own businesses! This program has changed the lives of hundreds of Bahamian men and women and I’m honored to be a part of it.”*

– Lashanta Smith, Facilitator

# Workshops



*“ I have been fortunate to assist the Avasant foundation in their Digital Skills Training program both in the Bahamas and Guyana as a guest speaker. The Avasant foundation is doing an amazing job to provide education to young students. I have been impressed by the quality of the training offered, the energy and engagement of the students eager to learn new skills. Avasant foundation gave me the opportunity to address these students either during the training program and/or during the graduation ceremony. It has been a great experience for me, being able to share my experience and give them advices during interactive sessions.*

*Congratulations to the Avasant Foundation for their amazing contribution, bringing Education that empowers youth in these emerging economies.”*

– Bertrand Leroux, Avasant Distinguished Fellow and Former SVP and Global CIO at Activision Blizzard

In 2023, Julia Bardmesser, Lynne Chernow and Bertrand Leroux Avasant Distinguished Fellows, participated in Avasant Digital Skills Training’s Mentorship Workshop. Students from Cohorts 9, 10, 11 and 12 had the privilege of receiving invaluable guidance and knowledge-sharing from the esteemed guest speakers.

During these engaging workshops, the leaders generously shared their remarkable career journeys, stories of resilience, and the relentless effort they invested in honing their digital expertise. They imparted invaluable career guidance to the students, which will prove extremely beneficial to them. Their commitment to nurturing the next generation of digital professionals is truly inspiring!

Led by Esaura Cumberbatch, President of the Bahamas Society for Human Resource Management, and Donavon Powell, CEO of 242jobs, our Mock Interview Workshop provided invaluable resources and support, ensuring active student participation and successful preparation for the transition from learning to the workplace

# Live Event - Celebrating the Success of Current and Past Students

*“ This initiative conducted by Avasant Foundation is aligned with the Bahamas National Digital Transformation and Innovations’ efforts. It helps upskill unemployed and under-employed Bahamians in digital literacy and other soft skills is timely and paramount; congratulations to all stakeholders of the program.”*

– Wayde Watson, Parliamentary Secretary  
Ministry of Economic Affairs– The Bahamas



*“ I wish to applaud the Avasant Foundation for doing their part to ensure that they build a bridge for young people across The Bahamas and see to it that they are outfitted with the opportunity to receive soft and digital skills training and introducing entrepreneurship skills training as another form of job creation”*

– Mario K. Bowleg, Member of Parliament, and Minister of Youth, Sports, and Culture – The Bahamas



On June 21st, 2023, the Avasant Foundation hosted its inaugural in-person event, bringing together current students and alumni of the Avasant Digital/Entrepreneurship Skills Training (ADST) program in The Bahamas. The gathering took place at the Ballroom of the Breezes Super Club Resort in Nassau.. The event was attended by many of our stakeholders. The event commenced with a keynote speech delivered by Chitra Rajeshwari, the Executive Director of the Avasant Foundation, and was followed by remarks from Kevin S. Parikh, the CEO and Chairman of the Avasant Foundation.

Mr. Parikh expressed sincere feelings about the ongoing efforts of the Foundation in supporting deserving communities. Chitra Rajeshwari, the host of the event and Executive Director of the Avasant Foundation, along with other guest speakers, commended the students for their accomplishments and encouraged them to play a role as catalysts for change in the realm of digital transformation within the country.

*“ We are on a cusp of a new era, one in which all of humanity will experience total freedom to dream and innovate regardless of their geolocation or socioeconomic circumstances.”*

– Kevin Parikh, Avasant Foundation Chairman



The highlight of the evening occurred as graduates from seven different islands captivated the audience with musical performances, singing, reflective insights, and skillful use of digital technology. Taking center stage, they expressed deep gratitude to the facilitators and the Avasant Foundation for providing them with the invaluable opportunity to partake in this transformative experience..

The Avasant Foundation remains dedicated to improving lives and communities by empowering youth in emerging economies through education, employment, and entrepreneurship.

Looking ahead, the Avasant Foundation remains unwavering in its dedication to advancing the United Nations' Sustainable Development Goals and fostering inclusion and opportunities for youth in the digital economy. Through ongoing dedication and collaboration, we are driven to make a lasting, positive impact in the lives of young people worldwide.

*“ The Avasant Foundation Digital Skills training is a comprehensive program that has afforded many young Bahamians an opportunity to boost their technical expertise as well as problem-solving and critical-thinking abilities. I thoroughly enjoyed being a part of this journey from the inception until now. The digital skills program is an invaluable investment, empowering individuals to navigate the ever-evolving digital landscape with confidence and competence. Kudos to the Avasant team for the phenomenal work that you continue to do by building a better Bahamas impacting one Bahamian at a time.”*

– Esaura Cumberbatch,  
Facilitator Mock Interview Workshop







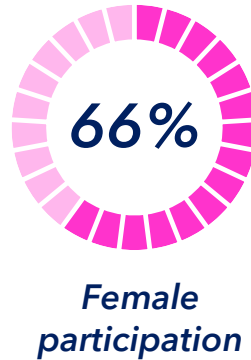
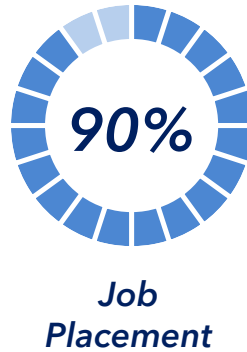
# Guyana

## Digital Skills Training for Youth in Guyana

*“ Collaborating with the Avasant Foundation has been an incredibly rewarding experience. Through this partnership, we successfully reached a substantial number of Guyanese youth, empowering them with essential ICT skills. Our collective endeavors were focused on nurturing a generation of individuals ready to make substantial contributions to society, guiding their development into valuable and proficient citizens. I am thrilled to witness these bright individuals apply their acquired skills, anticipating the positive impact they will undoubtedly generate.”*

– Penelope DeFreitas, Facilitator

# Impact Results



The Avasant Digital Skills Training (ADST) aims to narrow knowledge gaps and support young individuals transitioning from education to employment opportunities. This initiative specifically targets youth facing socioeconomic challenges, encouraging them to acquire skills highly sought after in both local and global economies across various sectors. The training encompasses a range of skills, including proficiency in the Microsoft Office 365 suite, UX design, web design and development, mobile applications, data analytics, master data management, and project management. The Digital Skills for Guyanese Youth Program has surpassed its initial target of 180 graduates, achieving an impressive 295% of the set goal. Additionally, the Avasant Foundation (AF) has successfully expanded the program by introducing: Digital Entrepreneurship, Artificial Intelligence, and a pilot program tailored for high school students.



*“ Since its launch in August 2020, I’ve had the privilege of contributing to the Avasant Digital Skills Training Program. Witnessing how the program has empowered young people, nurturing both their personal and professional growth, has been inspiring. The program’s community-driven approach ensures that its benefits extend beyond individual development, creating a supportive network where participants can thrive and collaborate. I want to extend my heartfelt gratitude to the local coordinators whose dedication has been instrumental in the success of this initiative.”*

– Owen Grant, Facilitator

# Workshops

In the series of guest speaker workshops available to each cohort, Avasant Distinguished Fellows, including Joseph Martinez, Marie Smith, Jim Rinaldi and Bharat Amin shared heartfelt accounts of their career journeys. They recounted stories of resilience, hard work, and dedication that propelled them to C-suite positions. Imparting valuable guidance and knowledge, these speakers left a lasting impact on students as they contemplate their career paths and the future. Their unwavering commitment to nurturing the next generation of digital professionals serves as a truly inspiring example.

Under the guidance of Ms. Nelsonia Persaud, a lecturer at the University of Guyana, and Mrs. Suly Corredor, Avasant, the Mock Interview Workshop provided students with invaluable resources and support. The workshop equipped them with the skills to craft a compelling resume and excel in job interviews, ensuring their success in securing employment and building a fulfilling career.

*“ Participating in the Avasant Foundation program was a deeply rewarding experience. The enthusiasm and passion displayed by Guyanese youth during my July 5th pitch were truly inspiring. Witnessing their eagerness to embrace digital skills left me more gratified than many keynotes I’ve delivered in the USA on Digital Transformation. The commitment of these young minds reaffirms the profound impact of initiatives like “Digital Upskilling” by Avasant Foundation in nurturing the next generation of digital leaders.”*

– Bharat Amin,  
Avasant Distinguished Fellow and Retired  
Executive Vice President and CIO of Huntington  
Ingalls Industries. Board of Trustee at  
The Aerospace Corporation

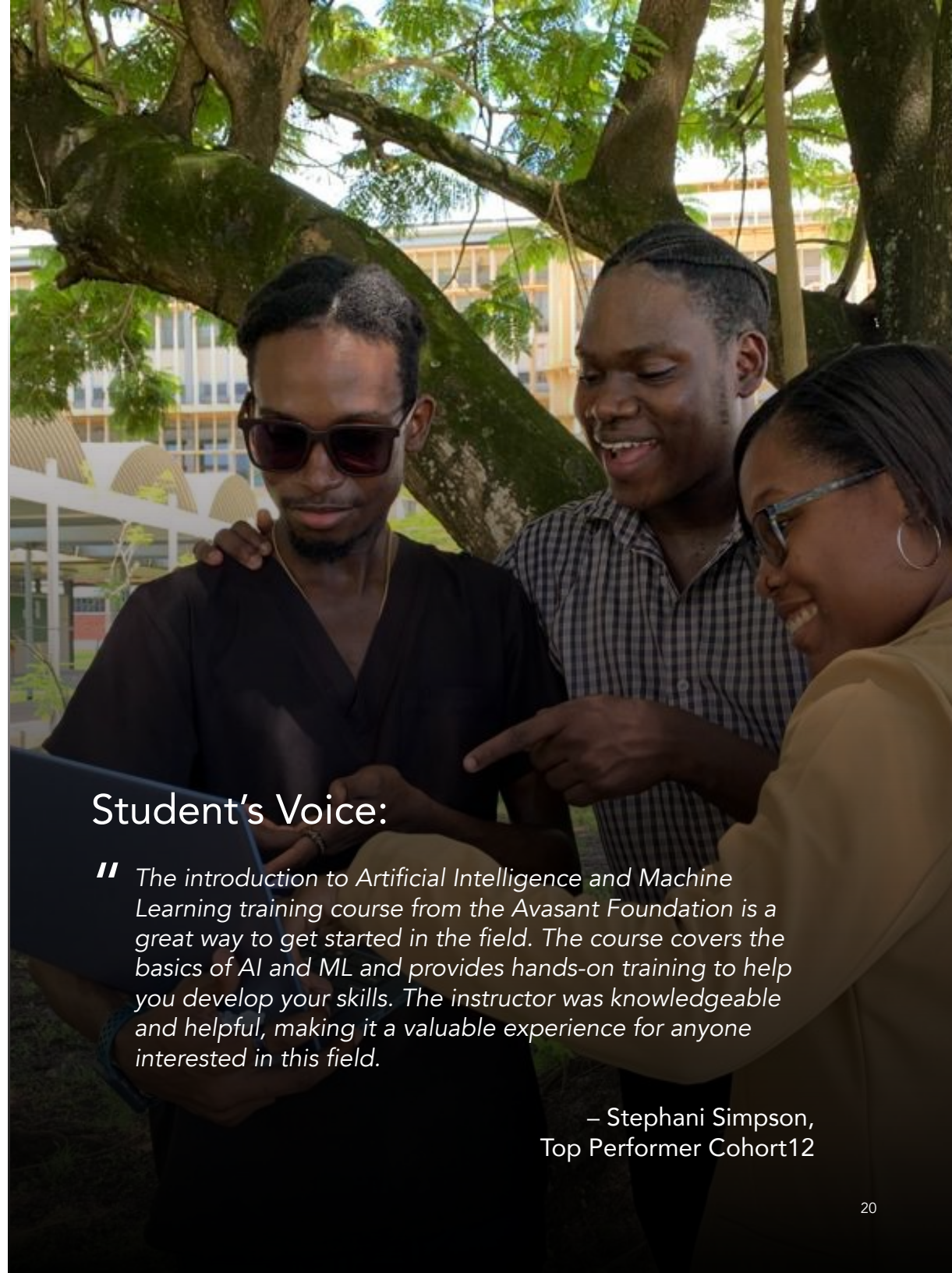


# Artificial Intelligence & Machine Learning

Leveraging the achievements of the Avasant Digital Skills Training (ADST), the Avasant Foundation introduced a pilot training program focused on Artificial Intelligence and Machine Learning. This initiative was launched to address the increasing demand for IT-savvy professionals and to inspire students with advanced IT skills and a genuine passion for innovation to contribute to the transformation of their country.

As a component of the Digital Skills Training Initiative, the training was conducted through the Avasant Learning portal, utilizing existing Edtech tools for online delivery. This approach provided students with both theoretical knowledge and practical learning exercises, along with valuable feedback.

Our graduates are now equipped to be trailblazers in innovation, prepared to tackle the challenge of fostering AI/ML adoption across various sectors in Guyana. The Avasant Foundation has played a pivotal role in developing locally qualified talent, supporting both public and private initiatives that contribute to economic growth.



## Student's Voice:

*" The introduction to Artificial Intelligence and Machine Learning training course from the Avasant Foundation is a great way to get started in the field. The course covers the basics of AI and ML and provides hands-on training to help you develop your skills. The instructor was knowledgeable and helpful, making it a valuable experience for anyone interested in this field.*

*– Stephani Simpson,  
Top Performer Cohort12*



# Pilot Digital Skills for High School Students

Guyana has a critical need to develop a more extensive pool of tech-savvy talent to bolster the various national digital transformation initiatives.

In response to this need, the Avasant Foundation has expanded its Digital Skills Training program to include teenagers who are completing their high school education. The primary goal of this initiative is to equip these young individuals with in-demand job skills and to acquaint them with the diverse career opportunities available within the technology sector.

The initiative had a positive response from both students and stakeholders. We graduated over 100% of the participants and many of them have expressed a keen interest to pursue a career in ICT. The Ministry of education

The Avasant Foundation is actively scaling its Digital Skills initiative to prepare the upcoming workforce for meaningful contributions to Guyana's digital economy.

## Student's Voice:

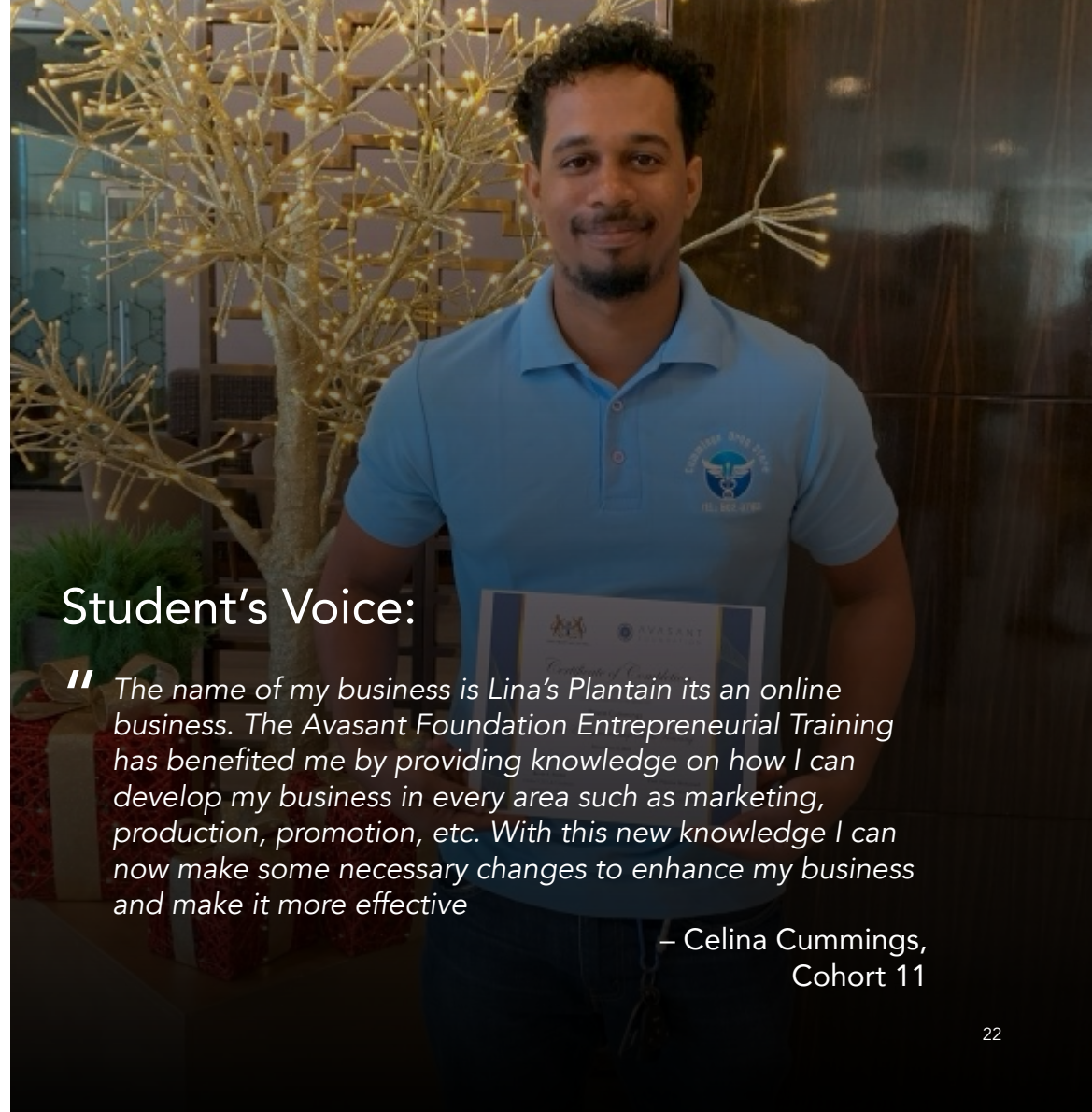
*" We were able to learn the basics of MS Office 365, project management, UX design, mobile application building, web design and development, master data management, and entrepreneurship. I was beyond proud of myself when I created my first functional android application and personal website, but it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

– Trisha Heeralall,  
Cohort 5

# Avasant Digital Entrepreneurship

Recently, the Avasant Foundation celebrated the graduation of two cohorts in Digital Entrepreneurship Skills (ADES). This program is centered around a firm commitment, aiming to provide entrepreneurs with indispensable tools that enhance both their business competitiveness and management capabilities. Going beyond mere education, the training offered by ADES becomes a transformative journey for aspiring entrepreneurs, equipping them with essential resources to turn innovative ideas into viable and sustainable businesses.

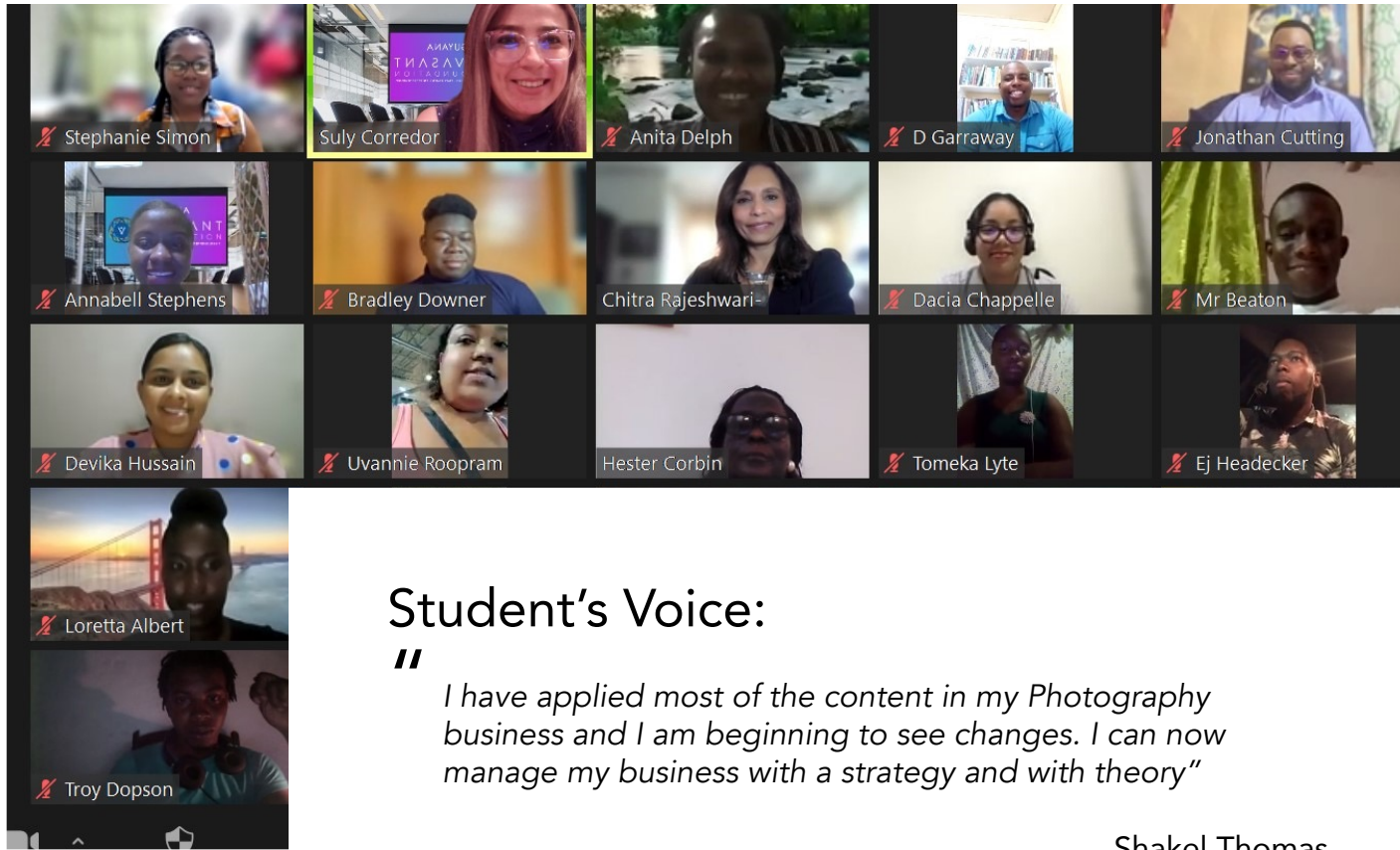
ADES goes beyond just nurturing the entrepreneurial spirit; it actively fosters the growth of businesses that contribute to a thriving and dynamic economy. The impact of this dedication is evident as graduates not only gain newfound knowledge but also experience increased confidence. More importantly, they are empowered to identify areas for enhancement within their existing ventures. It's a celebration of growth, empowerment, and the potential for these entrepreneurs to make a significant impact in the ever-evolving business landscape.



## Student's Voice:

“ The name of my business is Lina's Plantain its an online business. The Avasant Foundation Entrepreneurial Training has benefited me by providing knowledge on how I can develop my business in every area such as marketing, production, promotion, etc. With this new knowledge I can now make some necessary changes to enhance my business and make it more effective

– Celina Cummings,  
Cohort 11



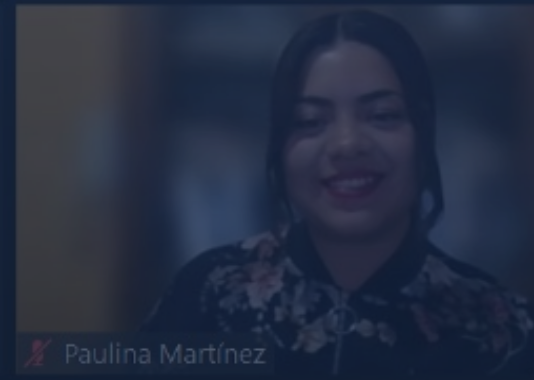
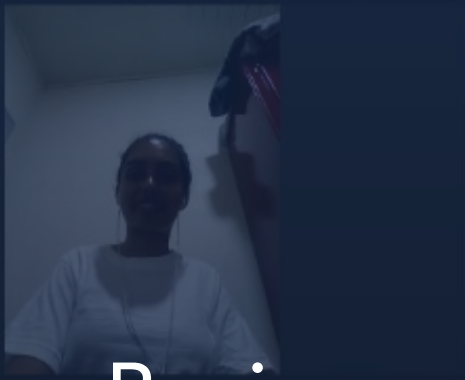
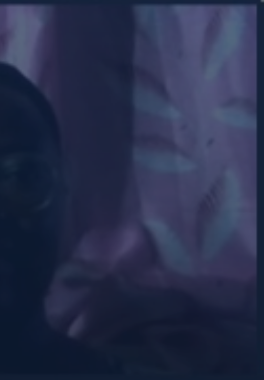
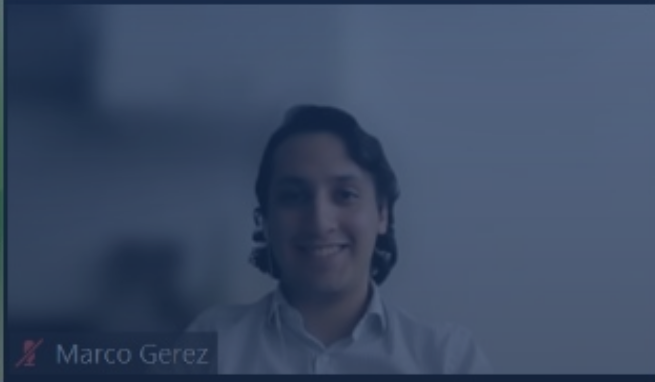
## Student's Voice:

“

*I have applied most of the content in my Photography business and I am beginning to see changes. I can now manage my business with a strategy and with theory”*

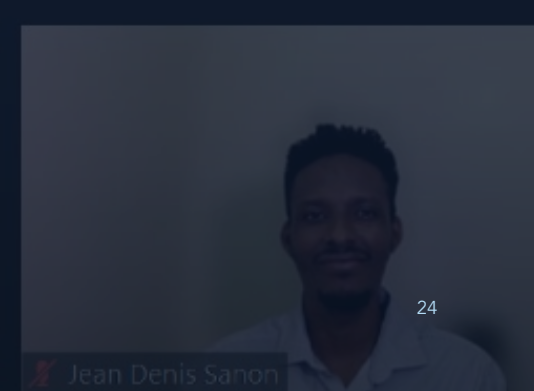
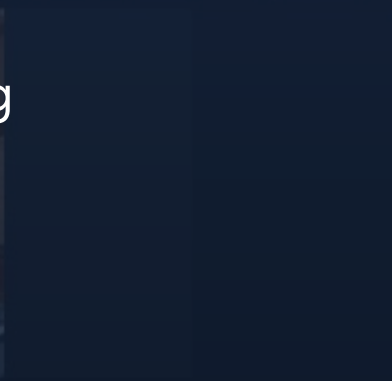
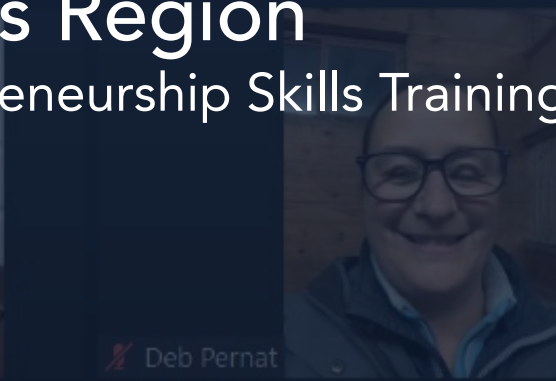
– Shakel Thomas,  
Cohort 11





# United States Region

## Digital and Entrepreneurship Skills Training

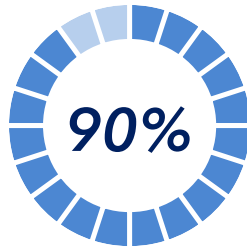




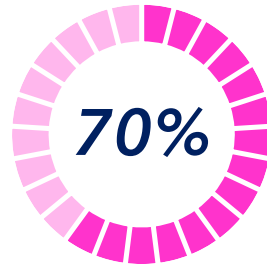
# Impact Results



*Soft and Digital Skills*



*Job Placement*



*Female participation*



*Diversity*

A cohort of students from various ethnic backgrounds were recruited on a transformative digital skills training program. Over the course of three months, students immersed themselves in a comprehensive curriculum delivered entirely through virtual channels. Adopting a synchronous delivery approach, the training sessions ensured real-time engagement and interaction, fostering a collaborative learning environment. From communication and teamwork to mastering the intricacies of cutting-edge technologies, participants gained a holistic understanding of the digital landscape. The training was facilitated by lecturers from Sunny Coble Skills, New York.

Throughout the training, students actively engaged in a variety of activities, both individual and collaborative, designed to hone their skills. Upon successful completion of the program, students were awarded a coveted completion certificate for the Digital Skills Training



*“The Avasant foundation has reignited my passion for the tech industry. To see the excitement of this next generation as they are empowered with the skills needed to make an impact in the world, has been a truly inspiring experience. Each cohort brings a new level of insight and diverse thought to the industry that will benefit all.”*

– Windy Garret,  
Avasant Foundation  
Advisory Board Member

# TiE Youth Entrepreneurs

Once again, the Avasant Foundation sponsored the TiE youth entrepreneur competition in Orange County, CA, in April 2023. 40 students from high schools across Orange, LA, and Riverside counties participated in the 12-week program held at UCI Applied Innovation. Mentored by over 20 volunteers, including leading entrepreneurs and executives, the program guided students from ideation to presenting final business ideas. The winning team for this year's competition was SimplyFly earning a scholarship to advance and validate their idea with real customers.

This achievement underscores the program's commitment to nurturing innovative talent and reinforces the pivotal role this partnership plays in shaping tomorrow's entrepreneurial leaders.



# Our Commitment to the SDGs



Members of the United Nations Global Compact since 2011



Avasant annually submits our CSR Report & Communication on Progress (CoP) Report to UNGC Global



Partnering with the **UNGC USA Target Gender Equality, SDG Ambition Program, & SDG Innovation Accelerator** to continue to accelerate integration of the SDGs across our business and communities



# United Nations Global Compact USA Network

Avasant and its foundation recently participated in the 2023 SDG Ambition Accelerator Program which challenged and supported participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 Sustainable Development Goals (SDGs) into core business management. This reflected the action behind Avasant's commitment to transformative change – unlocking business value, building business resilience, and enabling long-term growth.

Throughout the duration of this initiative, Avasant developed and implemented innovative business strategies that significantly increased our positive impact on the progression of the SDGs. In addition to this, through the Global Compact Local Networks, Avasant assessed current internal performance, identified risk areas, discovered new opportunities across business units and functions and took ambitious business action towards achieving the SDGs



# Avasant Participation at United Nations Global Compact 2023 Executive Roundtable: A Gender Equal Future of Work



**CEO Roundtable**

<https://avasant.com/events/ungc-ceo-roundtable-a-gender-equal-future-of-work/>



**Practitioner's Roundtable**

<https://avasant.com/events/ungc-practitioners-roundtable-a-gender-equal-future-of-work/>



## Industry Recognition



“ Your innovative approach towards impact sourcing has set an example for the industry, and your efforts to improve the lives of underprivileged communities are truly remarkable. It is heartening to honor an organization that is so committed to making a positive impact in the world.”

**Debi Hamill**  
CEO, IAOP

## Other

- 2018** - Honored by American India Foundation (AIF)
- 2017** - Named Lead Chair for the IAOP Women Empowerment Leadership and Diversity Chapter
- 2016** - Recognized by the Clinton Global Initiative

# IAOP

The Avasant Foundation (AF) is pleased to announce its recent achievement of winning the 2023 Global Impact Sourcing Award, presented by the International Association of Outsourcing Professionals (IAOP) in collaboration with the Rockefeller Foundation.

This prestigious award acknowledges organizations that have deliberately offered career advancement prospects to individuals facing limited employment opportunities.

The IAOP assesses award recipients based on their initiatives to generate employment opportunities in underprivileged regions and their ongoing endeavors to guarantee community success through training and skill enhancement programs

*" We are deeply honored to receive the 2023 Global Impact Sourcing Award. This recognition is a testament to the hard work and dedication of our team working towards creating a positive social impact through our initiatives. It is our hope that this award inspires others in the industry to embrace impact sourcing to drive positive change,"*

– Chitra Rajeshwari,  
Avasant Foundation  
Executive Director



# Appointment to The Indus Entrepreneurs Board of Trustees

In 2023, The Indus Entrepreneurs announced Kevin Parikh's appointment to the Board of Trustees for Global TiE, a leading non-profit promoting entrepreneurs, women in business, and education.

Kevin has been a TIE charter member for over 20 years, this appointment symbolizes the enduring commitment Avasant shares towards fostering entrepreneurship, innovation and global collaboration.





# Partners' Acknowledgements

// Avasant Foundation's operation in Guyana GY-T1163 was selected as one of 16 projects delivering high levels of innovation impact and scaling within IDB Lab's portfolio of projects that focus on Education Skills and Employment. The results of the program are truly impressive and the opportunity to meet and interact with so many young people in Guyana that have been lifted and empowered through the Digital Skills and Digital Entrepreneurship training is testament to the power of this program."

**Vashtie Dookiesingh**  
**Private Finance Operations**  
**Lead Specialist**  
**IADB Lab**

// Avasant Foundation started this project in Guyana before the pandemic hit. They were working in a face-to-face module but quickly they pivoted into an online model with a variety of courses: Digital Skills, Digital Entrepreneurship and AI/ML. Thanks to Chitra and the Avasant Foundation to continue placing their trust in Guyana and the youth of the country only to take us forward".

**Prof. Paloma Mohamed-Martin**  
**Vice Chancellor University of Guyana**

// Congratulations to the graduates of the Digital Skills Training Program, proudly delivered by the Avasant Foundation and funded by IDB Lab. This milestone emphasizes the integral connection between information access, data management, transparency, accountability, governance, and digital skills. Your dedication to acquiring these essential skills is commendable, and we look forward to witnessing the positive impact you'll make in the digital landscape in The Bahamas

**Daniela Carrera-Marquis IADB**  
**The Bahamas**  
**Country Representative**

// At this momentous graduation event, we're not just celebrating academic accomplishments, but also the emergence of a digitally empowered generation that stand ready to shape the future of the Bahamas and by extension the world."

**Dr. Mariah Oriakhi,**  
**VP Academic Affairs University**  
**of The Bahamas**

// For companies in Guyana, the opportunities for growth are highly promising, especially where they can secure the talent with the necessary digital competence. The partnership between the IDB, IDB Lab and the Avasant Foundation is therefore extremely relevant and timely, as investing in digitization and digital skills training has been proven to accelerate private sector growth. We are pleased to recognize the excellent results of this program which has contributed to bridging the digital divide and the gender gap, while empowering and engaging the youth. The IDB's Vision 2025 to accelerate recovery in the region prioritizes inclusive development and digital transformation and this program has certainly delivered in this regard."

**Lorena Solorzano Salazar, IADB**  
**Guyana Country Representative**



# Impact the Future

## Golf Event 2023

# Celebrating Ten Years

In 2023 we proudly celebrated Avasant Foundation's 10-year anniversary hosting Impact the Future golf event. The 2023 installment of this iconic event was held at the Old Ranch Country Club, one of Seal Beach's premier golf courses, which was followed by a cocktail reception and award ceremony dinner.

Under sunny skies, sponsors, clients, supporters and friends joined to contribute to the Avasant Foundation's mission and its only annual fundraising event. The Foundation's golf event, made possible by the generous sponsors and Avasant successfully raised \$700,000. These funds will play a crucial role in advancing the mission of empowering youth.

// *The fundamental nature behind the Avasant Foundation is grounded in the concept of philanthropy, the platform also offers Avasant's clients to contribute meaningfully. The foundation originated from the notion of training individuals in the technology sector, particularly in disadvantaged countries, and facilitating the integration of these skilled talents into the US market to address the high demand for expertise. Impact the Future serves as a yearly rendezvous, bringing together sponsors, potential sponsors, and members of both Avasant and the Avasant Foundation. This annual event serves as a nexus for networking, idea exchange, fundraising, and fostering an enjoyable atmosphere for all involved".*

**– Shiv Grewal, Avasant Foundation  
Advisory Board Member**





“ I had the privilege of being a guest speaker at Avasant Digital Skills Training program in December 2023. I truly enjoyed connecting with a group of such bright, talented and curious students and being able to share my experiences and answer their questions. Digital skills are so fundamental to any type of work in the modern economy across the world, and I applaud the dedication of the students and the work of Avasant Foundation to improve lives and communities by empowering youth in emerging economies through education, employment and entrepreneurship. As an executive, I understand the importance of staying ahead in the digital realm, and I am confident that the skills they are honing will not only empower them individually but also contribute significantly to the development of their communities and nations.”

– Julia Bradmesser,  
Avasant Distinguished Fellow and  
former CEO at Data4Real





**“** What an awesome and rewarding experience to be part of Avasant's program focused on providing individuals who do not have IT training readily available, with learning opportunities and ultimately job opportunities. The "Guest Speaker Series" gave me an opportunity to reflect and share my career journey, while also being energized by the students. My key message based on experience - we all begin at one point, but hard work and staying focused are keys to achieving success.”

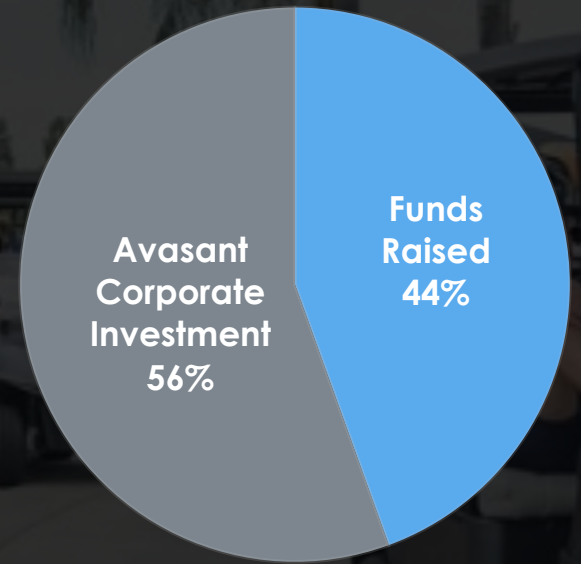
**– Marie Smith, Avasant Distinguished Fellow and CIT Advisor, and Edwards Lifesciences Former CIO**



# Funds raised in support of Youth Empowerment

**\$400,000**  
Avasant  
Corporate  
Investment

**\$326,750**  
Funds  
raised



## 2023 Sponsors



# Driving Change on the Green: Avasant Team Inspires at Impact the Future Golf Event





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