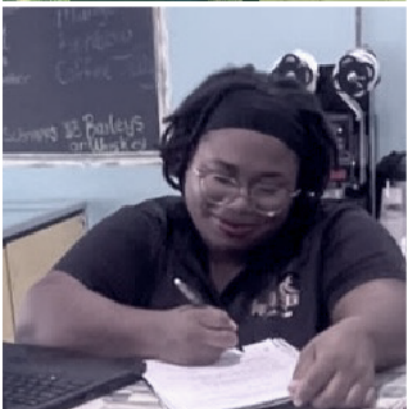




# AVASANT FOUNDATION

## 2024 ANNUAL REPORT



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## ABOUT

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### Avasant Foundation

Avasant Foundation (AF) is a 501(c)(3) not-for-profit organization based in California, operating under the aegis of Avasant LLC. AF empowers high-potential, deserving youth in developing countries by equipping them with in-demand digital skills and entrepreneurship training, fostering employment opportunities in the digital economy. The Foundation leverages best practices and the knowledge base of its parent organization, Avasant, while utilizing the expertise of Avasant consultants to develop innovative, technology-driven training programs.

Aligned with the United Nations Sustainable Development Goals (UN SDGs), AF focuses on Goal 1 (No Poverty), Goal 4 (Quality Education), Goal 5 (Gender Equality), Goal 8 (Decent Work and Economic Growth), and Goal 10 (Reduced Inequalities). As a participant in the United Nations Global Compact (UNGC), Avasant has pledged support for the Women's Empowerment Principles (WEPs), reinforcing its commitment to gender equality and economic empowerment.

### Our Mission and Values

Avasant Foundation is dedicated to transforming lives and communities by empowering youth in emerging economies through education, employment, and entrepreneurship. By fostering digital skills, capacity development, and stakeholder ecosystem enablement, the foundation creates sustainable impact sourcing opportunities that drive long-term economic and social growth. Collaborating with businesses, educational institutions, and the public sector, Avasant Foundation implements initiatives such as job creation workshops, digital education, and entrepreneurship programs to equip young individuals with the skills needed to thrive in a rapidly evolving global economy.



For us, this commitment is more than just a set of values; it is the very essence of who we are and what we stand for. In an increasingly interconnected world facing complex global challenges, sustainability is at the core of everything we do. We recognize that the decisions we make today have profound implications for tomorrow, shaping the trajectory of our planet and society. That is why we approach every aspect of our mission with a deep sense of responsibility, striving to integrate sustainability into our operations, practices, and partnerships to ensure lasting and meaningful impact.

## Avasant

Established in 2006, Avasant is a leading global management consulting firm focused on translating the power of technology into realizable business strategies. Led by an experienced team of management consultants, Avasant prides itself in delivering high-business value consulting through industry-focused innovation and flexible, client-centric solutions. Our primary goal is to provide the world's best management consulting services through a combination of industry leading insights founded on market data, thought leadership, and uniquely qualified and experienced consultants. Our expert team of specialists help our clients make the changes necessary to create long-lasting improvements and realize their goals.

Headquartered in Los Angeles, we have a significant corporate and client presence in over 50 countries across the United States, Canada, United Kingdom, Continental Europe, the Middle East, Africa, India, Latin America, and the Caribbean. We have offices in Los Angeles, Washington DC, Austin, London, Madrid, Dubai, Delhi, Mumbai, Port-of-Spain, Monterrey, and Toronto.

We have over 200 full-time employees and associates with decades of collective experience from more than 15,000 successful engagements in over 50 countries globally. Avasant drives customer value through our talented team of experts, best-in-class resources, and our proprietary consulting and advisory methods.



## FROM THE LEADERSHIP

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### Message from the Chairman - Kevin S. Parikh

At Avasant, our commitment to empowering individuals, enterprises, and communities extends beyond business—it is a responsibility to drive meaningful change. Through the Avasant Foundation, we have integrated corporate sustainability into our organization, ensuring that our initiatives not only result in immediate impact, but also foster long-term social and economic transformation, especially among developing communities.

A key pillar of Avasant’s strategy is our dedication to corporate social responsibility. Equipping youth in emerging economies with the skills and opportunities to thrive in the digital era is at the core of the Avasant Foundation’s mission. With a key focus on education, employment, and entrepreneurship, we are shaping a more inclusive and resilient global workforce.



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

As of 2024, I am proud to share that the Avasant Foundation has impacted over 62,000 lives worldwide. Our digital skills training programs continue to deliver tangible results, with more than 2,920 graduates across multiple regions worldwide. We have also achieved a 93% employment rate, with 100% of MSME businesses expanding, reinforcing our commitment to sustainable livelihoods. With a targeted focus on diversity and inclusion, the Foundation maintains a 70% female participation throughout our training programs, promoting gender equality in the digital economy. With an ecosystem of over 200 stakeholders, we are strengthening partnerships that amplify our impact for years to come.

Looking ahead, we will expand our programs, strengthen industry partnerships, and leverage emerging technologies to unlock even greater opportunities for the youth.

Thank you to our partners, sponsors, and our dedicated team who make our mission possible through their unwavering support, collaboration, and commitment to creating meaningful impact.

We look forward to accelerating progress, driving lasting change, and building a brighter future for generations to come.

## Message from the Executive Director - Chitra Rajeshwari

The Avasant Foundation remains steadfast in its commitment to sustainability, inclusivity, and empowerment, driving meaningful change in alignment with the Sustainable Development Goals (SDGs). Our mission continues to focus on uplifting youth and women globally, ensuring that education, opportunity, and support are accessible to those who need them most.

As we look back on another year of transformative impact, I am honored to share the achievements of the Avasant Foundation in this annual report.

Within these pages, you will find inspiring stories of individuals whose lives have been changed through our programs. From awarding full scholarships to aspiring young leaders to fostering entrepreneurship opportunities for women in underserved communities, we have continued to break barriers and create pathways for sustainable economic growth. Our dedication to building a more inclusive world has never been stronger.

We recognize that real change is only possible through collaboration. That is why we are proud to work alongside communities, governments, businesses, and NGOs to amplify our impact and drive long-term progress.

Your support, whether as a donor, volunteer, or advocate, is instrumental in advancing our shared vision. Together, we can continue empowering communities, transforming lives, and shaping a future where everyone has the opportunity to thrive.



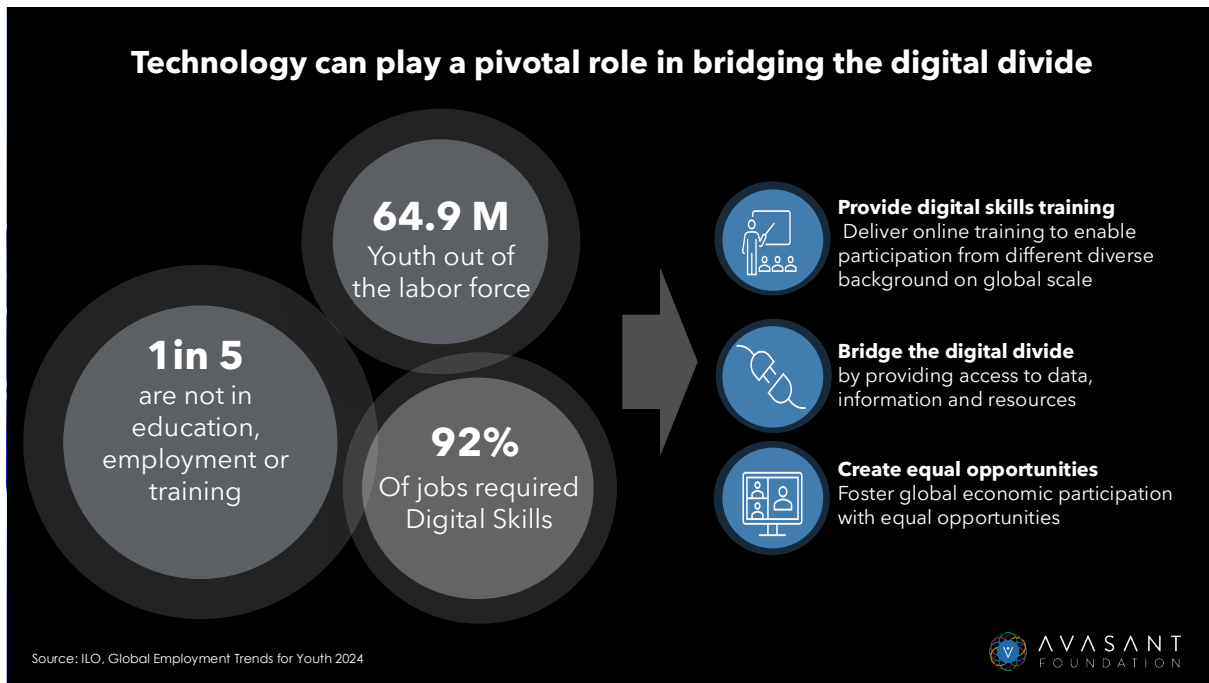
**Chitra Rajeshwari**  
Executive Director  
Avasant Foundation



# BRIDGING THE DIGITAL DIVIDE: EMPOWERING YOUTH THROUGH GLOBAL DIGITAL SKILLS TRAINING

The global challenge of equity in education and the divide of digital skills continues to hinder economic participation for millions of youths. With 64.9 million young people, out of the labor force and one in five not engaged in education, employment, or training, the lack of access to relevant skills is a critical barrier. Additionally, as 92% of jobs now require digital skills, many individuals are left without the qualifications needed to compete in the modern workforce.

To address this challenge, the Avasant Foundation provides innovative solutions through digital skills training programs designed to be accessible on a global scale. By delivering online training, the foundation enables participation from diverse backgrounds, bridging the digital divide through access to essential data, information, and resources. Furthermore, Avasant Foundation fosters equal opportunities by equipping individuals with the skills needed for meaningful employment, ensuring they can fully participate in the digital economy.



## WHY WE SUCCEED

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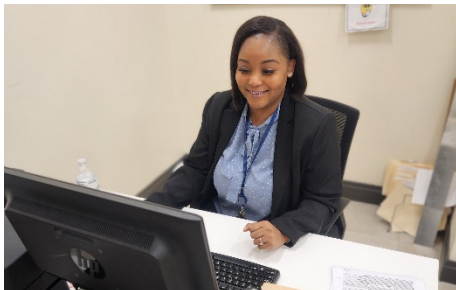
At Avasant Foundation, our success is driven by our strategic approach to digital skills training and workforce development. We recognize that addressing the global digital divide requires innovative, scalable, and collaborative solutions. Our ability to empower underserved communities stems from five key pillars:

### Tailored Programs to Address Specific Needs

We design programs that are innovatively tailored to meet country-specific challenges and shortcomings. Rather than taking a one-size-fits-all approach, we assess the unique socioeconomic and technological landscape of each region, ensuring that our training initiatives are relevant, effective, and impactful.

### Scalability and Adaptability

Our carefully crafted programs prioritize scalability, enabling us to expand and adapt our initiatives across multiple geographies. By leveraging digital learning platforms and structured training methodologies, we ensure that our programs can be effectively deployed on a scale while maintaining quality and impact.



### Expert-Led Support and Content Development

Through the Avasant Associate Engagement Program, we provide expert support, including training content development by skilled consultants. This ensures that our curriculum remains cutting-edge, incorporating the latest industry trends and technological advancements to equip participants with in-demand skills.

### A Collaborative Ecosystem for Greater Impact

Our success is amplified by strong partnerships with key stakeholders across the public and private sectors, as well as academic institutions. By working alongside global organizations, technology leaders, and educational institutions, we facilitate high-quality training delivery and create meaningful job opportunities for participants.







### Our Trusted Network of Partners

Our impact is further strengthened by the support of leading organizations, including the World Bank, Microsoft, USAID, the United Nations Global Compact, and various universities and foundations. These collaborations enable us to provide world-class training, mentorship, and employment pathways, ensuring that our graduates are well-equipped to thrive in the digital economy.

Through this comprehensive approach, Avasant Foundation continues to drive positive change, bridging the digital divide and fostering economic empowerment for individuals worldwide.



# INDUSTRY RECOGNITION

In 2024, Avasant and its Foundation received prestigious industry recognition for their outstanding contributions to digital innovation, leadership, and social impact. These awards highlight Avasant's continuous commitment to excellence, digital inclusion, and economic empowerment worldwide.

## Industry Recognitions

In 2024, Avasant and its Foundation achieved remarkable recognition for its outstanding contributions and leadership in the industry.



Avasant has been honored on IAOP's Global Outsourcing 100 List for the 15th consecutive year, recognizing its excellence in customer references, company awards, certifications, and innovation



Avasant Chairman and CEO Kevin S. Parikh was inducted into the IAOP Leadership Hall of Fame in 2024



The Digital Leader NAWRD Award, presented to Chitra Rajeshwari in November 2024, honors exceptional leadership in digital innovation and transformation. This esteemed recognition celebrates individuals who have significantly advanced digital technology and driven positive change within their organizations and communities



### Other

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

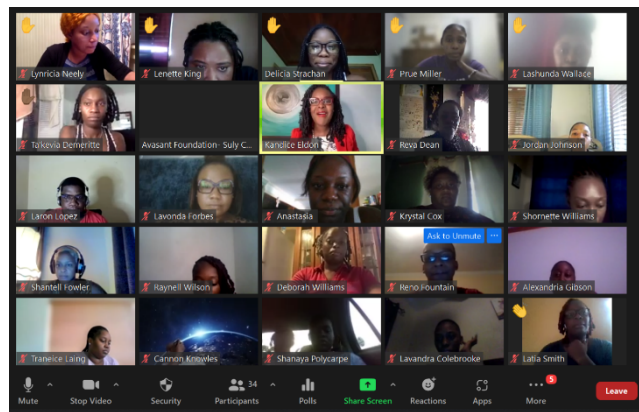




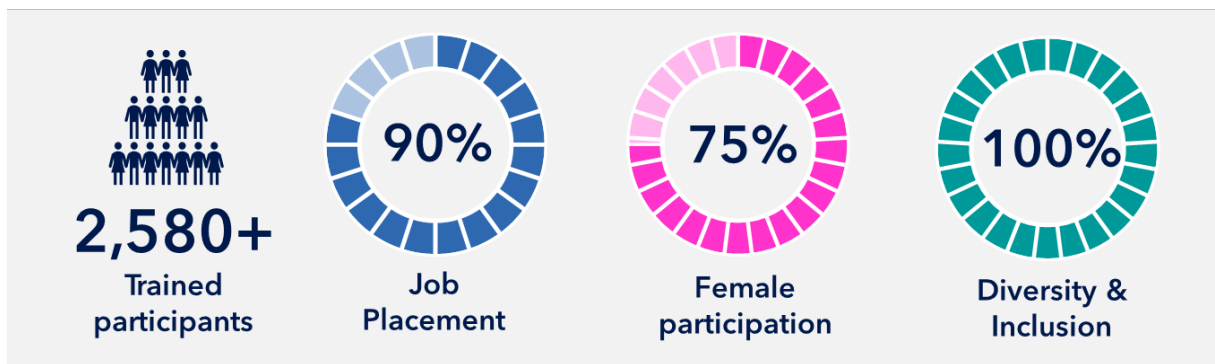
# AVASANT FOUNDATION'S KEY ACHIEVEMENTS IN 2024: ADVANCING DIGITAL INCLUSION AND ECONOMIC EMPOWERMENT

The Avasant Digital Skills Training (ADST) program is a transformative initiative designed to bridge the digital skills gap and empower youth with essential competencies needed to thrive in the modern workforce. By providing both foundational and intermediate digital skills training, the program ensures participants are equipped with the knowledge required to excel in various industries. In addition to technical training, ADST integrates soft skills development and professional readiness, offering a comprehensive learning experience that prepares graduates for successful careers.

Since its inception, the ADST program has trained more than 2,580 participants, with 250+ candidates graduating in 2024. This program offers a fully virtual learning platform, ensuring accessibility for students from remote areas and low-income communities. A key highlight of the initiative is its commitment to inclusivity, providing equal opportunities for all participants to acquire the skills necessary to compete in the evolving job market.



One of the most remarkable achievements of the ADST program is its high job placement rate. Reports indicate that 93% of graduates secure employment within three months of completing their training, with job placement rates reaching as high as 95% in some cohorts. Many graduates have successfully landed new jobs, earned promotions, and advanced in their careers, contributing to economic growth and innovation. By supplying businesses with a digitally competent workforce, the ADST program plays a vital role in boosting local economies and enhancing industry competitiveness.



Diversity and inclusion are central to the program’s mission. The ADST program ensures that 100% of participants benefit from an environment that fosters equal opportunities, with a particular emphasis on gender inclusion. Notably, 75% of program participants are female, underscoring the commitment to promoting gender equality in the digital space. By empowering women with in-demand digital skills, the program helps break barriers in technology-related fields and fosters long-term social and economic development.

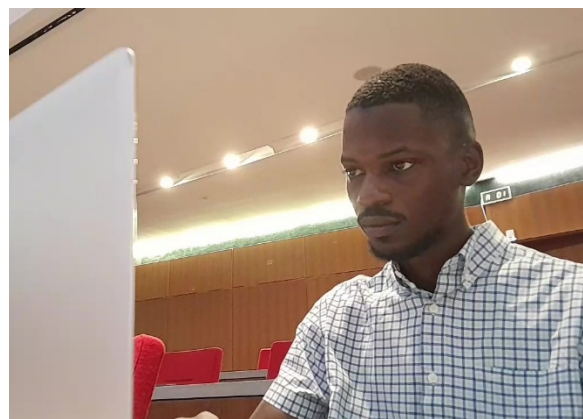


The ADST program adopts a holistic approach to training, ensuring participants develop a well-rounded skill set necessary for success in the digital economy. The curriculum includes both foundational and intermediate technical digital skills, ensuring that learners acquire relevant industry knowledge. Soft skills development is also a core component, with a focus on communication, teamwork, and problem-solving.



To further enhance employability, the program provides professional readiness training, covering resume building, interview preparation, and career coaching. This comprehensive training model not only provides technical expertise but also ensures graduates are fully prepared to enter and thrive in the workforce.

Beyond individual career growth, the ADST program has had a significant impact on community development. By equipping candidates from low-income backgrounds with valuable digital skills, the program creates pathways to better job opportunities, reducing unemployment and poverty rates. As graduates enter the workforce and achieve financial stability, they contribute to economic development within their communities. The increased availability of digitally skilled talent also helps businesses innovate and grow, further stimulating economic progress.





By integrating digital technologies, the ADST program empowers micro, small, and medium-sized entrepreneurs (MSMEs) to expand their businesses and sustain their growth in the digital economy. The foundation has played a crucial role in enabling entrepreneurs to scale their operations, fostering long-term success. Reports show that 100% of MSMEs trained through the program have successfully applied their learnings to enhance their business models, demonstrating the effectiveness of the training approach.





## Empowering the Workforce- Live event The Bahamas

The "Empowering the Workforce" event took place on November 13th, 2024, at the Margaritaville Hotel in Nassau, Bahamas. This event celebrated the outstanding achievements of the graduates and highlighted the importance of equipping individuals with essential digital skills to succeed in today's fast-paced economy.



The event featured remarks from key figures such as Acting Prime Minister, Minister of Education Glenys Hanna Martin, Parliamentary Secretary Wayde Watson, Inter-American Development Bank Bahamas Country Representative Shirley Gayle Maud, and other influential stakeholders. They commended the program's significant contribution to the nation's ongoing digital transformation.

The Hon. Glenys Hanna-Martin, Acting Prime Minister and Minister of Education and Technical and Vocational Training, The Bahamas, shared, "The program was extended to so many people who might not have ordinarily had access to digital literacy education.



As we are aware, the digital landscape is pervasive and ubiquitous. The Avasant program provided a highly empowering experience. It created opportunities that were previously inaccessible to the graduates.”

Dr. Maria Oriakhi, Chief Academic Officer and Vice President for Academic Affairs at the University of The Bahamas, remarked, “Our collaboration with the Avasant Foundation has strengthened this mission by providing you with the skills that are both relevant and essential for evolving The Bahamian workforce. The university is deeply proud to be a part of this endeavor.”

The ceremony not only honored the graduates’ hard work and dedication but also served as a platform to raise awareness about the critical need for developing digital talent. By showcasing the graduates’ success stories and the positive outcomes of the program, the Avasant Foundation effectively engaged both public and private sector stakeholders, fostering greater support and investment in similar initiatives.







## TESTIMONIALS

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### Students

*"I started a new job with John Bull in their IT Department. This is something I really wanted and thanks to the Avasant Foundation, I have gained the missing skills I needed to accomplish one of my dream goals."* **Keturans Curtis**

*"As someone that works in the retail industry, the customer service module helped me to view my work in a different light. I often think of how I can go the extra mile from the moment a customer walks in, up until the time they leave. The entrepreneurship module has also helped me to see what I was missing in my business, and the amount of planning and testing involved in a successful business. That information will help me to see whether I will continue in the area of graphic design, and steps I can take to make it succeed."* **Jordan Johnson**

*"Learning in a variety of ways has impacted me to further a career in bookkeeping and to utilize the skills that I have learned and developed through Avasant. Also, Project Management skills have been very useful for bigger projects that I was able to assist to completion."* **Latia Smith**

*"I am very grateful to Avasant for affording me this amazing opportunity to glean so much knowledge from. All of the modules have been very beneficial in many ways to assist with the upskilling of my business."* **Maria-Elizabeth Hall**

*"As a result of the skills obtained from the Avasant Digital Skills Training, I recently accepted a job offer with the Small Business Development Centre (SBDC) as a Senior Business Advisor for Andros, Exuma, and Ragged Island."* **Lachauntae Hanna**

*"I think that the office 365 module impacted me the most. I have learnt so many more ways to make my job easier as well as ways to make our school more productive and successful. Moreover, because of this training and the impact that it has made on my digital skills, I have found that I'm being asked to take on more leadership roles and this has given me the confidence to speak up more and mentor others within my field."* **Lizinga Rolle-Brown**

### Facilitators

*"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. Antoinette Pinder, Digital Skills Facilitator**



*"The Avasant 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 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. Foundation Digital Skills training is a comprehensive program that has afforded many young Bahamians."* **Esaura Cumberbatch, Mentor**

## Stakeholders

*"This initiative conducted by Avasant Foundation to help upskill unemployed and under-employed Bahamians in the area of digital literacy and other soft skills is timely and paramount; congratulations to all stakeholders of the program."* **Hon. Wayde A. Watson, Parliamentary Secretary and Ministry of Economic Affairs, The Bahamas**

*"Avasant Digital Skills Training Graduates are poised to embark on the next chapter, which involves contributing their skills and vision to build a Bahamas and indeed a better world."* **Mr. Clinton Rolle, Managing Director Sun Oil Limited**

*"This program has opened doors for young Bahamians by emphasizing workforce development, youth empowerment, and IT advancements, aligning with the mission to build a strong and inclusive economy where everyone can thrive. We partnered with Avasant Foundation because they share our vision for developing the nation's human capital and bring substantial expertise to maximize our impact. Avasant's expertise has been pivotal, translating funding support into tangible, on-the-ground results."* **Mrs. Shirley Gayle, Country Representative, The Bahamas Inter-American Development Bank**

# ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

## Impact Aligned to UN SDGs Goals

The Foundation's commitment to innovation, sustainability, and development has made significant contributions to the United Nations Sustainable Development Goals (SDGs). Our programs address youth unemployment and foster inclusive growth in the digital economy across the Caribbean, Africa, Europe, and Asia-Pacific regions

<b>62,000+</b> Lives impacted globally	<b>4 QUALITY EDUCATION</b> Icon: Open book and pencil	<b>70%</b> Female participation in training programs	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> Icon: Bar chart with upward arrow	<b>100%</b> Diversity and Inclusion. Participants from urban, rural and remote areas	<b>17 PARTNERSHIPS FOR THE GOALS</b> Icon: Three interlocking circles
<b>1 NO POVERTY</b> Icon: Family silhouette	<b>2,920+</b> Graduates, Avasant Digital Skills Training programs	<b>5 GENDER EQUALITY</b> Icon: Gender equality symbol	<b>93%</b> Secure employment & <b>100%</b> of MSM businesses expand	<b>10 REDUCED INEQUALITIES</b> Icon: Double-headed arrow with equals sign	<b>200+</b> Ecosystem of Stakeholders

As a participant of the United Nations Global Compact (UNGC), Avasant has reaffirmed its commitment to achieving the UN’s 2030 Agenda through various initiatives, programs, and strategic partnerships. Through these concerted efforts, Avasant and the Avasant Foundation continue to lead by example, demonstrating that corporate responsibility and sustainability are integral to achieving a better and more sustainable future for all.

### Goal 1: No Poverty



The AF Foundation actively supports Sustainable Development Goal #1, No Poverty by empowering individuals through education and career development initiatives. By providing access to quality education, vocational training, and professional mentorship, the foundation equips individuals, especially those from disadvantaged backgrounds—with the skills necessary to secure stable and well-paying jobs. Scholarships, technical training programs, and partnerships with industries help bridge the gap between education and employment, ensuring sustainable economic opportunities. Furthermore, AF fosters entrepreneurship by supporting small business development and financial literacy, enabling individuals to break the cycle of poverty. By investing in human capital, AF contributes to long-term economic growth and social mobility, ultimately reducing poverty on a global scale.

## Goal 4: Quality Education



Quality Education, which aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all – through several impactful initiatives focused on education and digital skills development.

The Foundation provides underserved youth with access to technology training, digital skills development, and mentorship. With a focus on youth and women, those in developing economies are equipped with essential skills in areas such as digital literacy, coding, and data analytics, which help prepare them for the

workforce and bridge the digital divide.

Additionally, Avasant offers scholarships and mentorship opportunities that support young people's pursuit of higher education and professional development, particularly in STEM fields. Programs like the Presidential Internship Program allow students to gain hands-on experience in consulting and technology, fostering practical learning and career readiness.

By investing in education and skills training, Avasant addresses key SDG 4 targets, empowering young people, fostering lifelong learning, and promoting inclusive access to the skills needed for a digital future. Through these initiatives, Avasant contributes to building a more equitable society where educational opportunities are accessible to all, regardless of socio-economic background.

The Avasant Foundation has significantly impacted the lives of over 62,000 individuals worldwide. Through its digital job-skills training programs, the Foundation has equipped youth with the tools needed to secure meaningful employment opportunities, improving their lives as well as those of their families and communities. The true value of education in job creation is immeasurable, and the ripple effect of the Foundation's efforts will undoubtedly continue for years to come.

## Goal 5: Gender Equality



Gender equality is a central priority for Avasant. The company has implemented a variety of policies and initiatives aimed at advancing gender equality within its workforce and the wider community. Avasant actively supports women's education, leadership, and entrepreneurship, with the goal of creating an environment where women can thrive and contribute equally to both economic and social development.

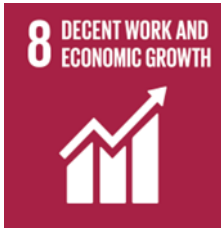
Aligned with SDG 5, which seeks to achieve gender equality and empower all women and girls, Avasant fosters this goal through targeted programs, inclusive policies, and advocacy that promote gender parity in the workplace. These efforts also focus on advancing the professional growth of women.

Gender equality is also a key component of the Avasant Foundation's training programs, which prioritize recruiting over 50% female participants. Each program is customized based on market needs, with a thorough analysis conducted before development. In our research, we consistently found a lack of representation among women and girls pursuing STEM (science, technology, engineering, and math) fields. In countries like Guyana and The Bahamas, the Foundation has adopted strategies to engage and encourage female candidates to join these training initiatives.

For women from vulnerable backgrounds, access to Avasant Foundation's programs provides a life-changing opportunity to shift from limited career prospects to meaningful employment in STEM sectors. By addressing the gender gap in these fields, the Foundation equips women with the essential skills required in the digital economy. The impressive female participation rates—68% in Guyana, 80% in The Bahamas, and 70% in the US—highlight the success of our recruitment strategies.

As these women gain employment, they not only enhance their own lives but also have a positive impact on their families and communities. This creates a ripple effect that drives economic growth, reduces gender inequality, and inspires future generations of women to pursue careers in STEM.

### Goal 8: Decent Work and Economic Growth



Avasant is dedicated to fostering decent work and economic growth environment that promotes decent work conditions and supports economic growth. Through its global strategy and governance services, the company equips clients with the tools and knowledge necessary to strengthen their workforce and drive sustainable economic development.

Aligned with Sustainable Development Goal (SDG) 8, which advocates for decent work and economic growth, Avasant pursues this objective through a range of strategic initiatives. SDG 8 aims to promote inclusive and sustainable economic growth, productive employment, and decent work for all. Avasant contributes to this goal by facilitating digital transformation and economic growth. The company helps organizations across various sectors implement emerging technologies such as AI, automation, cloud computing, and blockchain, boosting productivity, efficiency, and overall economic growth.

By driving technology-enabled transformation, Avasant generates job opportunities, particularly in the tech and digital services sectors, while helping businesses stay competitive on a global scale. Additionally, Avasant champions digital skills training and reskilling programs, particularly in industries affected by automation, enabling workers to transition into high-demand roles.

Avasant also provides strategic advisory on sustainable sourcing practices, promoting fair wages and ethical labor standards within global supply chains. By encouraging companies to adopt sustainable sourcing models, Avasant ensures that suppliers are compensated fairly, labor rights are upheld, and local economies benefit from their collaborations with larger corporations.

### Goal 10: Reduced Inequalities



Avasant addresses the issue of reduced inequalities through its diversity, equity, and inclusion (DEI) initiatives. By fostering a workplace that values and respects all individuals, Avasant works to reduce inequalities and promote social justice. These efforts are further supported by community outreach programs that assist marginalized groups and advocate equal opportunities for all.

Additionally, the Avasant Foundation plays a key role in supporting all individuals by creating an inclusive atmosphere during its training programs.

The Foundation ensures that its programs are open to all, regardless of background, and focuses on fostering a sense of belonging and equality among participants. By promoting diversity and inclusion in its training efforts, the Foundation helps bridge gaps for underrepresented communities, creating an environment where everyone has the opportunity to succeed.



## Goal 17: Partnerships for the Goals



Partnerships for the Goals highlights Avasant's dedication to collaborative efforts. By forging partnerships with a wide range of stakeholders, including governments, non-profits, and other corporations, Avasant taps into collective expertise and resources to drive meaningful change and achieve the Sustainable Development Goals. Avasant actively supports SDG 17, which focuses on strengthening partnerships for sustainable development. Through strategic collaborations, knowledge-sharing, and global initiatives, Avasant fosters innovation and promotes sustainable progress.

We collaborate closely with global organizations, governments, and industry leaders to create lasting change. Our engagement in UNGC forums, working groups, and partnerships with educational institutions and state organizations enables us to share best practices and contribute to thought leadership on sustainability and corporate responsibility.

Additionally, the Avasant Foundation leverages partnerships with organizations worldwide to enhance its annual programs and better serve the communities and countries in which it operates. These partnerships allow the Foundation to expand its impact and deliver greater value to the individuals and communities it supports.

### Avasant's Partnership with the United Nations Global Compact



Avasant is proud to be a committed partner of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. By aligning with the UNGC's ten universal principles, Avasant demonstrates its dedication to promoting ethical business practices, environmental responsibility, and social accountability. The principles span critical areas such as human rights, labor standards, environmental sustainability, and anti-

corruption, all of which are deeply integrated into Avasant Foundation's core values and operations.

As a signatory of the UNGC, Avasant is committed to upholding the following principles:

**Human Rights:** We respect, and support internationally proclaimed human rights, ensuring that we do not contribute to any form of human rights abuse through our business practices or supply chains.

**Labor Standards:** Avasant is dedicated to eliminating all forms of forced labor, child labor, and discrimination in the workplace. We actively promote fair labor practices and are committed to providing a safe, inclusive, and equitable working environment. This is included in Avasant's official policy.

### Environmental Sustainability

Avasant continually seeks ways to minimize its environmental footprint by adopting sustainable business practices. We are dedicated to reducing waste, conserving energy, and promoting environmentally friendly solutions across our operations and client engagements.

### Anti-Corruption

We maintain a zero-tolerance policy towards corruption in all forms, including bribery and extortion. Avasant adheres to the highest ethical standards in our business engagements, fostering transparency, and maintaining accountability.

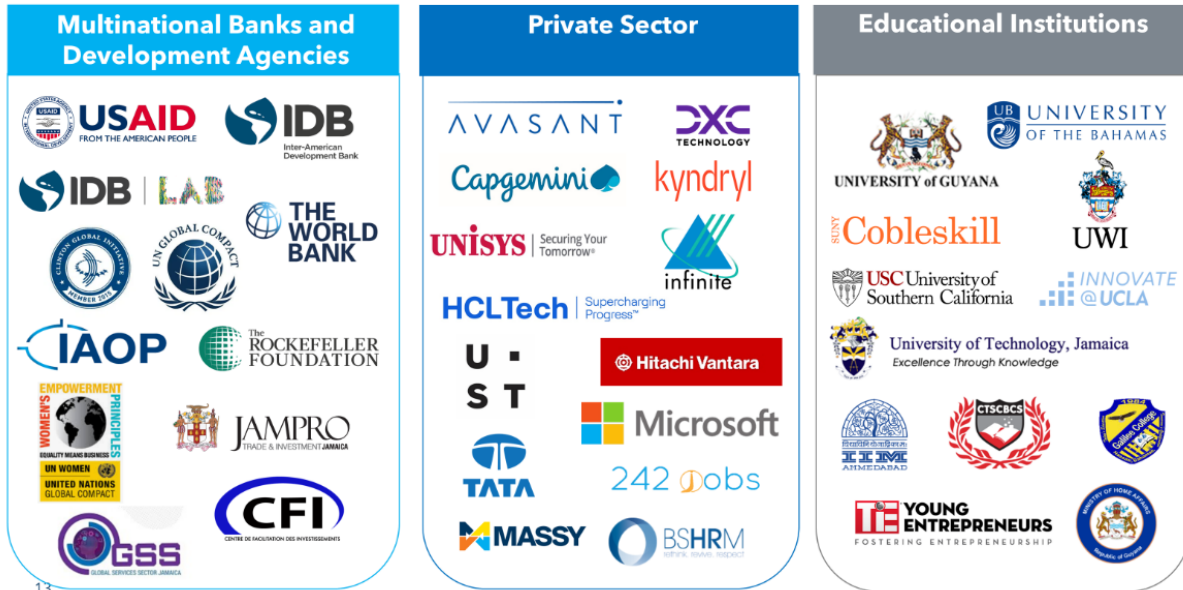
Avasant reports to the UNGC on an annual basis via their Communication on Progress platform which covers year-to-year progress on The Ten Principles as outlined above, and through the submission of our annual Corporate Social Responsibility Report.



## GLOBAL PARTNERSHIPS

Avasant Foundation supports numerous global initiatives aimed at creating opportunities for youth employment and strategically partners with organizations around the world to execute its mission effectively across various regions and to further amplify its impact.

### Global Partners and Sponsors



The Foundation is dedicated to advancing education, workforce development, and digital inclusion, aligning closely with Avasant’s commitment to global citizenship. Through strategic programs, the foundation empowers communities worldwide, fostering skills that enable individuals to participate in a digital economy and creating pathways toward sustainable economic growth.

Avasant Foundation’s global citizenship initiative underscore a commitment to corporate social responsibility by championing ethical leadership, inclusive growth, and sustainable impact across the globe. These programs and partnerships not only empower communities but also reflect Avasant’s values of responsible business and commitment to shaping a more equitable world.

# ANNUAL PROGRAMS & INITIATIVES

## TiE Youth Entrepreneurship

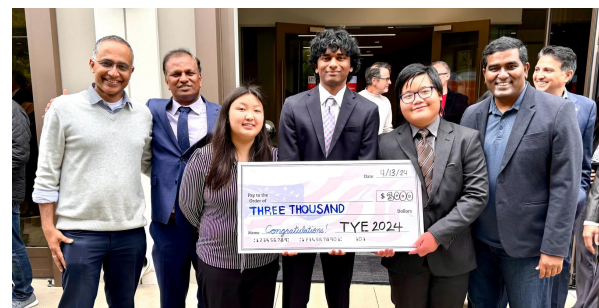
In 2024, the Avasant Foundation reinforced its dedication to fostering the next generation of entrepreneurs by continuing its support for TiE Youth Entrepreneurs program. As a proud sponsor of The Young Entrepreneurs Initiative (TYE) in Southern California, Avasant Foundation played a crucial role in empowering young minds through the transformative experience of building a startup. For the ninth consecutive year, Avasant Foundation provided financial support ensuring that aspiring entrepreneurs had access to the resources and guidance needed to thrive in today's competitive business landscape.



As a gold sponsor and investor in the TYE program, Avasant Foundation actively supported efforts to recruit students from low-income demographics, helping to make entrepreneurial education more accessible. The Foundation also covered program fees for over 15 participating teams, ensuring that financial barriers did not hinder students' ability to participate. In addition, Avasant Foundation, as a Gold Sponsor,

donated \$20,000, of which \$6,500 was awarded in scholarships to the top-winning team, further encouraging young entrepreneurs to pursue their ideas with confidence and ambition. This year's winning team, *EasySpeak*, developed an AI-powered app designed to improve public speaking skills, exemplifying the program's emphasis on innovation and real-world problem-solving.

In addition to sponsoring the TYE program, Avasant Foundation hosted high school interns as part of its TYE Summer Shadow Day 2024, an exclusive executive mentoring program. During this initiative, participants gained valuable insights into digital transformation and learned key strategies for navigating the workforce of the future. This hands-on experience allowed





students to interact with industry leaders, acquire practical knowledge, and build confidence in their professional abilities. By continuing its long-standing partnership with TiE, the Avasant Foundation remains committed to nurturing young talent, fostering innovation, and creating opportunities for future business leaders. Through financial backing, mentorship, and training, Avasant Foundation helps bridge the gap between education and entrepreneurship, ensuring that the leaders of tomorrow have the tools they need to succeed



### Career Mentorship Initiative

Avasant’s Trinidad & Tobago team has been engaged in local youth mentorship initiatives over the past year. As an emerging economy, opportunities for professional career guidance in local communities continue to be limited. Avasant was asked to provide presentations on the outsourcing industry and its relevant career prospects. This initiative aimed to provide personalized mentorship to local high school students who are about to pursue higher education and need guidance on choosing their career paths. Team Avasant spent the day with over 100 high school students from three reputable institutions and equipped them with information and resources to assist them in arriving at a well-informed decision to commence their professional journeys. The impact of this program has been significant, with the targeted students reporting on a better understanding of the job market, the outsourcing industry, and jobs of the future and the overall impact of SDG 4 - Quality Education in developing economies such as Trinidad & Tobago.



## Avasant's Presidential Internship Program: USA, India & Trinidad

Avasant's Presidential Internship Program is a prestigious and highly selective program designed to provide young professionals with immersive, hands-on experience in management consulting, technology strategy, research and data, and business advisory services. The program offers interns the opportunity to work closely with senior leaders, including Avasant's Executive Team, allowing them to gain invaluable insights into strategic decision-making, client engagement, and project execution.



In 2024, Avasant's Interns across the United States, India, and Trinidad were involved in consulting projects that spanned a wide array of industries, including technology, business strategy, and digital transformation. This hands-on experience equipped them with practical skills and a deep understanding of industry challenges.

In addition to project work, interns participate in leadership development sessions designed to build key soft skills, including communication, critical thinking, and teamwork. Each intern is also paired with a mentor, who provides guidance, feedback, and career development support throughout the program.





## Impact the Future- Golf Event

The annual Avasant Foundation Golf Event is more than just a game—it's a powerful initiative dedicated to raising funds for youth empowerment through digital skills training, job creation, and support for micro, small, and medium-sized entrepreneurs.



The 2024 event took place at the prestigious La Cañada Flintridge Country Club, one of Southern California's premier golf courses. The day was filled with camaraderie and purpose, as golf was played for a great cause. Attendees included our generous sponsors, clients, and well-wishers of the Foundation, along with Avasant's management team and colleagues. The event concluded with a lively dinner reception and an award ceremony, celebrating both sporting excellence and the collective commitment to social impact.

Thanks to the generosity of sponsors and the unwavering support of Avasant, the event successfully raised \$500,000. These funds will be instrumental in advancing the Foundation's mission, providing opportunities that transform lives and strengthen communities.





  
IMPACT THE FUTURE 2024 - THANK YOU SPONSORS  
EXECUTIVE



GOLD



SILVER



“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.” **Shiv Grewal, Avasant Foundation Advisory Board Member**



## UCLA Young Technology Professionals Tech Bootcamp



The YTP tech bootcamp supports annual executive education programs that foster development for over fifty of tomorrow's leaders. Avasant has been a proud participant of this program, contributing to business innovation in our communities through thought leadership, mentorship, and industry expertise.

## USC Entrepreneurial Startup Academy

The Avasant Foundation has been a sponsor for the USC Entrepreneurial Startup Academy, which is a program from the University of Southern California designed to foster entrepreneurial skills and startup development for students. The academy offers resources like mentorship, funding guidance, networking opportunities, and tailored educational modules. This is particularly focused on helping students and alumni bring business

## Big Sister Mentorship Project

Over the last three years, Avasant TT has participated in the annual 'Big Sister Project' across Trinidad as part of our CSR initiatives supporting SDG 4 - Quality Education and SDG 5 - Gender Equality. This program pairs students with alumnae from St. Augustine Girls' High School for mentorship and guidance, offering insights into various organizations and professional fields. Our Trinidad & Tobago office shared important career advice in the outsourcing industry and helped engage students through knowledge-sharing, goal-setting workshops, and road-mapping activities.



## THE ROAD AHEAD

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As Avasant Foundation looks to the future, the path forward is defined by a steadfast commitment to sustainable impact, digital inclusion, and workforce empowerment. The Foundation's mission remains deeply rooted in providing underserved communities with the skills, resources, and opportunities needed to thrive in the digital economy. By expanding its reach and strengthening strategic partnerships, Avasant Foundation aims to drive lasting change through education, job creation, and entrepreneurship support.

### **Expanding Digital Inclusion and Access**

Bridging the digital divide remains a top priority for Avasant Foundation. With a focus on young people and women in emerging economies, the Foundation is committed to scaling its training programs and initiatives to ensure greater access to digital skills and employment opportunities. Collaborating with governments, NGOs, and industry leaders, Avasant Foundation will continue to advocate for policies that promote digital access, equity, and economic participation for all.

### **Strengthening Global Partnerships**

Avasant Foundation's dedication to the United Nations Sustainable Development Goals (SDGs) will guide its strategy in the coming years, with an emphasis on partnerships that advance education, decent work, and reduced inequalities. By working alongside global organizations, corporate partners, and local communities, the Foundation will amplify its impact and create meaningful, sustainable development programs that empower individuals worldwide.

### **Measuring and Communicating Impact**

Transparency and accountability are integral to the Foundation's growth and effectiveness. Avasant Foundation continues to implement robust data collection and evaluation frameworks to track the success of its initiatives. By sharing key insights and impact stories, the Foundation aims to inspire greater investment in socially responsible initiatives and encourage collective action toward global progress.

### **A Vision for Sustainable Growth and Empowerment**

The road ahead for Avasant Foundation is filled with opportunities to transform lives through education, skills training, and economic empowerment. By aligning its initiatives with its core values and global sustainability goals, the Foundation remains committed to fostering inclusive growth and creating a future where all individuals—regardless of background—have the support and resources needed to succeed. This unwavering dedication will continue to drive Avasant Foundation's journey toward building a more equitable and sustainable world.



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