

2016 ANNUAL REPORT



AVASANT
FOUNDATION





From the Chairman

As Avasant celebrated its 10th Anniversary in 2016, we also honored the impact our Foundation has had in empowering youth to succeed in the new digital economy through education, employment and entrepreneurship.

Over the last five years Avasant and its Foundation have catalyzed the creation of over 20,000 jobs in emerging economies and supported the UN Global Compact.

As the fourth social revolution unfolds, powered by digital technology, youth face new uncertainties in the nature of work and pathways for career advancement.

The work of Avasant Foundation and our partners is critical for preparing youth for success in the ever-changing digital economies of today and tomorrow.

We are now pleased to share our 2016 Annual Report. Within these pages, we thank you for your interest, the support of our partners and the vision of all Avasant employees worldwide.

Sincerely,

Kevin S. Parikh



From the Executive Director

In 2016 Avasant Foundation celebrated many firsts:

- Expanding Digital Youth Employment Training to South Africa and Haiti
- Piloting technopreneurship training in Uganda
- Joining the SDG Philanthropy Platform for India
- Launching *Digital Works* social enterprise in Trinidad & Tobago as a demonstration project in Impact Sourcing

While Avasant Foundation thrives on innovation, none of our successes would be possible without the expertise of Avasant consultants and our initiative partners across the globe who have been tackling youth unemployment for decades.

In our Annual Report, I am pleased to share the growth of our Foundation's impact and footprint. Avasant Foundation is committed as ever to advancing the UN's Sustainable Development Goals (SDG) and empowering youth through inclusion and opportunity in the new digital economy.

Sincerely,

Chitra Rajeshwari



Foundation Overview

Our Mission:

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



Our Strategy:

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

Our Vision:

That all youth are afforded opportunities to become contributing members of the global community and succeed in the new digital economy.



Our Values:

S

Service:
to humanity

T

Teamwork:
working together for better results

R

Responsibility:
taking accountability for our actions

I

Integrity:
doing the right thing

V

Vision:
working with purpose

E

Excellence:
in our commitment

Programs Overview

Youth Empowerment in the New Digital Economy



Education

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



Employment

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



Entrepreneurship

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

Additional supporting services: Mentorship and more general STEM Education

Global Program Partners:



2016 Results



Education

161 deserving youth aged 18-26 graduated from Avasant Digital Youth Employment training in the Caribbean and Africa

95% of trainees believe that AF trainings met or surpassed their expectations

6,500 Indian students in 56 public schools in Odisha and Bangalore provided access to technology with instruction



Employment

90% of trainees secure ICT/BPO employment within two months of graduation

1,300+ jobs created through Digital Jobs Africa project

62 ICT Service Providers in Africa engaged and educated on benefits of Impact Sourcing

25+ Leading ICT employers actively supporting AF Impact Sourcing initiatives

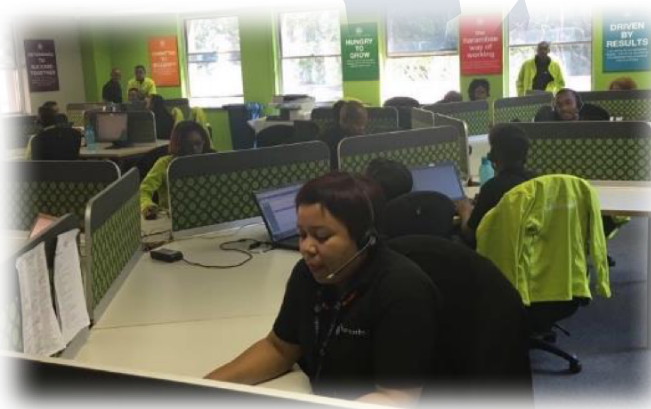


Entrepreneurship

49 budding entrepreneurs trained in Technopreneurship in Uganda

98% of trainees believed that TechnoSpark training was effective and accommodated their backgrounds and needs

100% of trained students believe they are fully prepared to reteach the TechnoSpark curriculum, fully or partially, to others



Global Memberships



Clinton Global Initiative (CGI)

Avasant Foundation (AF) was recognized in both 2015 and 2016 by CGI for the high impact and growth of its Avasant Digital Youth Employment initiatives in Jamaica and Haiti.



UN Global Compact

Avasant has participated since 2011 in the UN Global Compact and is committed to upholding the ten principles with respect to Human Rights, Labor, Environment and Anti-Corruption. And taking action in support of achieving the UN Sustainable Development Goals (SDG's) by 2030.



SDG Philanthropy Platform

AF is a founding funder for India of the SDG Philanthropy Platform focused on helping Philanthropy advance work towards meeting the 17 SDG Goals by 2030.



Global Impact Sourcing Coalition

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



International Association of Outsourcing Professionals

Recognized by the IAOP as a top Outsourcing Advisor, Avasant and its Foundation in partnership with IAOP launched the Women Empowerment and Opportunity in Outsourcing Survey and will publish the results of the survey at the IAOP Conference 2017.

UN Sustainable Development Goals

Avasant Foundation supports progress on the 17 SDG goals, and especially:



Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Gender Equality: Achieve gender equality and empower all women and girls.



Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Highlights by Region - Latin America and the Caribbean

In 2016 AF scaled its **Avasant Digital Youth Employment Initiative**, skills training in the Caribbean, graduating 123 deserving youth from disadvantaged backgrounds in **Jamaica** (including 27 in the new city of Montego Bay) and 30 youth in **Haiti**.

Over **90%** of trainees secured employment with leading IT/BPO Service Providers.



"My training with Avasant Foundation was a blessing and life-changing. I learned technology as well as general work and life skills such as communication and networking. I now work at HGS as a Customer Service agent for Cigna Pharmacy Benefits."

*- Khristen Forbes, Kingston, Jamaica
On left with trainer from Xerox*



Trainees at Digicel in Port-au-Prince, Haiti

In **Trinidad & Tobago**, AF launched the **Digital Works**, a new initiative as part of AF's commitment to ensure job creation and skills enhancement for high caliber graduates.

Over the last five years, Avasant and its Foundation have collectively created more than **12,000 new jobs** in the LAC region through a combination of initiatives. These include training, Impact Sourcing employment creation, introduction of ICT service companies to the region, creation of ICT Centers of Excellence and economic development initiatives for the Inter-American Development Bank and various governments.



Partners on FUTURE JAMAICA include the government, JAMPRO, leading ICT companies and the BPIAJ industry group, University of Technology, Jamaica, Fi Wi Jamaica, USAID and Microsoft



*Above: Graduates in Kingston, Jamaica
Left: Graduates in Montego Bay, Jamaica*

Highlights by Region - Africa

Avasant Foundation completed its work on **Digital Jobs Africa** in 2016 and now continues its partnership with the **Rockefeller Foundation** as an Associate Member of the Global Impact Sourcing Coalition. For Digital Jobs Africa, AF educated service providers on the benefits of Impact Sourcing and helped create ICT-enabled jobs for over **1,300 African youth** across **Kenya, Ghana, Morocco, Nigeria, Egypt, and South Africa**.

In the last five years, Avasant and its Foundation have helped catalyze the creation of over **6,000 new jobs** in collaboration with governments, non-profits and the region's growing ICT service industry. A new 2016 effort involved advising the Rwandan government on how to optimize its investments in ICT for job creation and development.



Above: Youth at AF partner Harambee in South Africa preparing for employment
Below: AF trainees at ICT service provider Capfin, who later hired them



Budding entrepreneurs in Uganda participate in TechnoSpark training to launch businesses



In the second half of 2016, Avasant and its Foundation helped the government of **Uganda** promote entrepreneurship by creating and piloting a “**TechnoSpark**” training that helped 49 budding entrepreneurs develop tech applications that enhanced government service delivery. Through this World Bank funded effort, Avasant partnered with the RAN Innovation Lab and NITA-UICT industry association to offer the training in Kampala primarily for women.

AF is now looking to expand its **IGNITE** entrepreneurship training and incubation model in Africa and globally.



Highlights by Region - Asia



Above, Below and Right: Youth in Indian schools participating in the Digital Equalizer Program

Avasant Foundation deepened its investments in 2016 to help **India** reach its 2030 Sustainable Development goals by joining the **SDG Philanthropy Platform** as the first member of its India Founders Circle. The Platform co-hosted Silicon Valley's 2016 Global Entrepreneurship Summit which AF participated in and will again co-host in India in 2017.



Through the **Digital Equalizer Program** of the American India Foundation, Avasant Foundation has provided over **6,500 youth** with access to technology in 565 government run schools in Odisha and Bangalore.



In 2016, AF also continued to support **Girl Rising** and its work in girl empowerment and education. AF Chairman Kevin Parikh serves as a member on its US-India Advisory Board.



Highlights by Region – United States

Avasant Foundation supported in 2016 **STEM and entrepreneurship** education for disadvantaged youth in the **United States** as well as other initiatives in partnership with non-profits, including the following:



The **TYE Program** inspires teens to experiment, innovate and provides training on how to build a start-up business.

The **United States Hispanic Chamber of Commerce Foundation** is dedicated to empowering business leaders through life-long education and support.

STEAM Carnival inspires the next generation of doers, dreamers, innovators and inventors through hands on play-based and fun STEAM education.

Sharefest Community Development is dedicated to creating an imprint of lasting positive change and building communities of care in the South Bay and Harbor Areas of Los Angeles County.

In The Press - 2016 Media Highlights



Opportunities for youth in digital learning and employment initiative



Avasant Foundation Executive Director, Chitra Rajeshwari, oversees students during a cohort 3 working session held at the University of Technology (UTech) in July.



Haiti - Training : 30 young graduates for call centers

04/04/2016 09:45:53



Archive

Saturday at the Marriott Hotel, as part of a pilot program in collaboration with Digicel, the Investment Facilitation Centre (IFC) and the Inter-American Development Bank (IDB), the Avasant Foundation proceeded to the delivery of diploma to about thirty youth aged 18 to 26, who have successfully completed training of four weeks, enabling them to get a job in the industry of Call Centers in Haiti.

This pilot program was aimed at promoting the development of skills and facilitate employment opportunities via outsourcing service providers of business processes. The design and results of the pilot program had the objectives to provide practical training for skills development and knowledge base for the sector of information technology and communication and the Business Process Outsourcing

(BPO) <http://www.haitilibre.com/en/news-16192-haiti-economy-the-bpo-sector-a-promising-market-of-13-000-jobs.html>

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Enhancing knowledge generation and sharing through the

TECHNOSPARK Partnership Digital Entrepreneurship and ICT

Innovations Training November 17th-18th 2016

"It is through partnership that we together achieve more" always notes Prof. William Bazeyo, Dean Makerere University School of Public Health, ResilientAfrica Network (RIAN) Chief of Party and Lab Director. In a partnership with National Information Technology Authority Uganda (NITA-U) under the aegis of Ministry of ICT, the World Bank, AVASANT and RAN co-organized and facilitated a 2-day training on Digital Entrepreneurship and ICT for budding entrepreneurs and students. The training titled TECHNOSPARK was held at the RAN Innovation Lab (located on Plot 28, Upper Kololo Terrace) on November 17th 2016 and at the Information Access Center (located within the Ministry of ICT, ICT House-Plot 10/12 Parliamentary Avenue) on November 18th 2016. The theme highlighted the vivid transformations that the digital era [enabled by technology] has brought into play. Businesses, academic activities, transport, security etc. have all been transformed by technology and the world is increasingly being leveled by it. This means that nations as well ecosystems are interconnected almost in real time increasing opportunities for national development and individual success. With carefully selected subjects of study/discussion and facilitators, Technospark illuminated the above.



PRESS RELEASE

SDG Philanthropy Platform Launched in India Aims to Catalyze Partnerships for the Goals

Mumbai, India, 24 January 2017: The SDG Philanthropy Platform in India launched today at a high level meet of corporate stalwarts in India's financial hub of Mumbai, aims to deepen partnerships to achieve the SDGs. India becomes the seventh country to launch the Platform, joining Colombia, Ghana, Kenya, Indonesia, United States and Zambia.

With support from the Conrad N. Hilton foundation, Ford Foundation, The MasterCard Foundation and many others, the Platform engages philanthropic organizations in countries around the world to contribute actively to achieving the 17 Sustainable Development Goals (SDGs), or Agenda 2030. Established in 2014, the SDG Philanthropy Platform has established pathways for philanthropy to engage with national and local governments and the UN in SDG processes. It has connected thousands of foundations and other stakeholders globally and locally to facilitate greater awareness of philanthropy's role in promoting the SDGs.



120 Young People Being Trained for BPO Jobs

By Denise Dennis August 9, 2016



Photo: Michael Sioley

Top performer in the Digital Youth Employment Initiative, Ricardo McLary (centre), receives a trophy from Executive Director of Avasant Foundation, Chitra Rajeshwari (third left). Occasion was the graduation ceremony for the third cohort of trainees under the programme held on August 6 at the University of Technology (UTech), St. Andrew. Others (from left) are Vice President of HCL Technologies, Joe Hogan; Country Manager, Hinduja Global Solutions (HGS), Anand Bradar; Vice President of Community Services and Development at UTech, Prof. Rosalee Hamilton; Country Director, Xerox, Leroy Reid; and Acting Mission Director of the United States Agency for International Development (USAID), Rebecca Robinson.

Story Highlights

One hundred and twenty young people are being trained for jobs in the Business Process Outsourcing (BPO) sector this summer under the Digital Youth Employment Initiative.

One hundred and twenty young people are being trained for jobs in the Business Process Outsourcing (BPO) sector this summer under the Digital Youth Employment Initiative.

The project is being implemented by the American-based foundation, Avasant, in partnership with the University of Technology (UTech), and through support from Jamaica Promotions Corporation (JAMPRO).

It is aimed at promoting skills development, and facilitating employment opportunities through existing BPO service providers.

The trainees, ages 18 to 24, are benefiting from month-long courses in communications, social skills, professionalism, technology in the workplace, and customer care.

Already, two training courses have been held, with the third cohort of participants graduating on Friday (August 5), during a ceremony held at the UTech campus.

Executive Director of Avasant Foundation, Chitra Rajeshwari, informed that 28 persons from the first cohort of the programme have already been employed in the sector, while the second cohort of graduates are undergoing interviews.

"This is an important programme. We work really closely with the BPO sector because they create jobs for us. We do the training and we get the trainees from the industry, so when the students are done they are ready to work in the industry," she pointed out.

Miss Rajeshwari said the programme will be expanded next year to train between 500 and 800 persons for the banking and hospitality sectors. Youth entrepreneurship will also be a significant aspect of the expanded programme.

"Initially, we did the programme and went out into the industry for jobs, but now we do a supply-demand kind of thing. We know there is a demand so we say 'Hey, we can



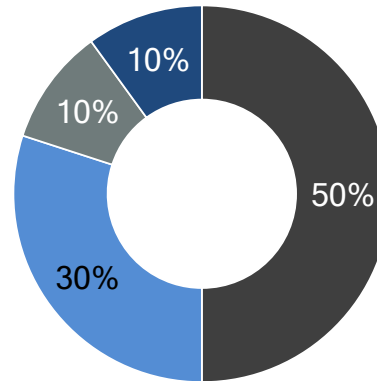
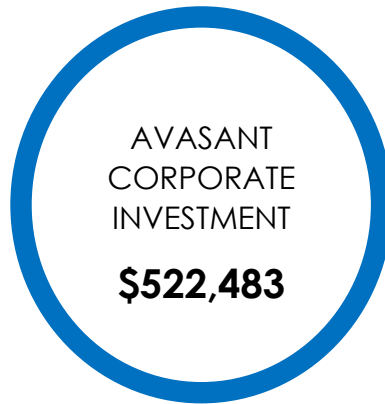
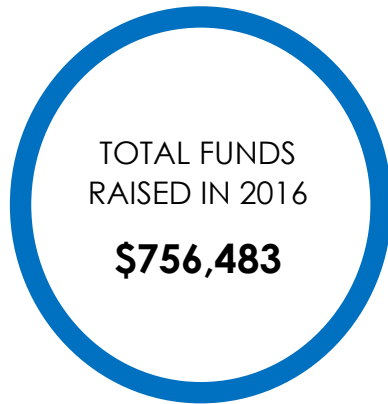
Goals
Foundation Funding
and More

Press Release: A New Initiative to Achieve the Sustainable Development Goals in India

20-11-2016

November 1, 2016 – As India marked its national holiday of Diwali, the SDG Philanthropy Platform, a growing collaborative promoting sustainable development, announced its second founding supporter for the initiative in India – the Avasant Foundation. The Platform in India will connect and catalyze partnerships between philanthropic organizations, grantees and partners, the UN system, government, academia, impact investors and the broader business community in order to accelerate achievement of

Financial Contributions



- AF Mission Driven Programs
- AF Supported Programs
- AF funded initiatives
- Operations cost



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Golf for Impact

Avasant Foundation hosts an annual charity golf tournament to fund its initiatives. The last event was held on March 14, 2016 at Trump National Golf Club. The entire golf course and club facility was reserved exclusively for this event. Thank you to our 22 sponsors who helped raise \$210,000 for youth employment and skills development programs.

TOTAL

\$572,167

All proceeds from Golf for Impact support Avasant Foundation's initiatives to create job opportunities, improve education, and empower youth.

2016

\$210,000

120 attendees

22 sponsors

Venue:
Trump National Golf Club

2015

\$202,167

120 attendees

21 sponsors

Venue:
Mountain Gate
Country Club

2014

\$160,000

110 attendees

17 sponsors

Venue:
Santa Ana
Country Club



Our Team



Thank you for supporting and investing in the future of our youth.

